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Long term protection...for you, your finances, your future.

Life can be challenging when you do not have long term care insurance. It means you may need to rely on loved ones or pay for long term care services out of your income, savings, or retirement fund. Fortunately, with the Federal Long Term Care Insurance Program (FLTCIP), we can provide coverage and help you plan for the high costs of long term care. Call us or visit us online to learn more about the FLTCIP today.

Note: Certain medical conditions, or combinations of conditions, will prevent some people from being approved for coverage. You need to apply to find out if you qualify for coverage under the FLTCIP.

The Federal Long Term Care Insurance Program

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*A New Day
for the Civil Service*





HISPANICALLY SPEAKING NEWS

NOTITAS DE NOTICIAS

May 28, 2011



The 2010 Decennial Census counted 50.5 million Hispanics. Among them, 31.8 million, or 63%, are of Mexican origin. They are followed by Puerto Rican-origin Hispanics, who number 4.6 million, or 9.2%, of all U.S. Hispanics. Next are Cubans at 1.8 million or 3.5%, Salvadorans at 1.6 million or 3.3%, Dominicans at 1.4 million or 2.8%, Guatemalans at one million or 2.1% and Colombians at 909,000 or 1.8%.



While the relative position of the nation's three largest Hispanic country-of-origin groups has remained unchanged since 2000, the next four groups grew faster during the decade. Salvadoran-origin population, the fourth largest Hispanic country-of-origin group grew by 152% since 2000. The Dominican population grew by 85%, the Guatemalan population by 180% and the Colombian population by 93%. Meanwhile,



the Cuban and Puerto Rican populations grow more slowly—44% and 36% respectively. The Mexican-origin population grew by 54%.

Mexicans are the dominant Hispanic-origin group in major metropolitan areas in all regions of the country except the East. For example, among the Miami metropolitan area's Hispanics, half are Cuban. In the New York metropolitan area, Puerto Ricans are the largest group, followed by Dominicans. In the Washington, D.C. metropolitan area, Salvadorans are the largest group. But in other regions and other metropolitan areas spanning from Los Angeles to Chicago to San Antonio to Atlanta, Mexican-origin Hispanics are by far the dominant group.

Reprinted. Source: <http://www.hispanically-speakingnews.com/notitas-de-noticias/>



Working for DOPA, Year One

By Cynthia Garcia

Hello to my extended familia! It's almost been a year since I volunteered to be Special Assistant for Tori Rogers, NHCFE Director of Public Affairs. I submitted my application through the Coalition's Executive Development Program. Shortly after acceptance, I attended my first Executive Board meeting (November 2010), and it's with great pleasure that I say our Executive Board is one hard working body. At that meeting I learned what each Director does, what committees we have established, how the Coalition is managed, and the partnerships we have. My first major assignment as Special Assistant was to interview David P. Medina, one of the cofounders of our Coalition (cover story for the Winter 2011 issue). When I interviewed David I was blown away by his perseverance in establishing this Coalition. He says there was a reason for establishing this Coalition and he did it because he wanted to. I have to admit that I sure did not know what I was getting myself into when volunteering for Special Assistant to DOPA, but like David, I volunteered because I wanted to.

As Special Assistant to DOPA, I have assisted Tori by collecting articles, editing pictures, gathering data, making changes to web pages, publishing, and proof reading *La Palabra* before it goes to print on every edition. All these tasks are time consuming, but so worth it. Seeing the final product of *La Palabra* is an

extremely rewarding feeling. After all, it is you the member who helps the magazine come alive by submitting your articles and pictures. This role has encouraged me to accept challenges at my workplace that I would usually avoid—especially public speaking. Who likes public speaking (besides Tori!)? Not me. Now I know that it is a learned skill like playing the piano or riding a bike. With time, encouragement, practice, and guidance, anyone can learn. To me, the Coalition serves as a support group within the workplace. I reach out to fellow members for guidance, support, and encouragement when I face challenges at work.

As David P. Medina said, "when volunteering you do it because you want to and not because you have to." I didn't join the Coalition or the Executive Development Program because I had to; I joined because I wanted to for career and personal development and to contribute. I never imagined how rewarding it would be! Who knew that by joining the Coalition I was going to travel to conferences, meet FAA Executives, learn new skills, and most of all have an extended familia? It is amazing how much you learn from people who have energy, optimism, vision, and passion. I could not be happier in my role as Special Assistant to Tori, and I look forward to working with her on her next position.

WHO WAS MENTOR?

WHY IT'S IMPORTANT TODAY

By Victoria Rogers, Editor-in-Chief



MENTORING

The story of Mentor¹ comes from Homer's *Odyssey*. Odysseus, king of Ithaca, fights in the Trojan War and entrusts the care of his household to Mentor, who serves as teacher and overseer of Odysseus' son, Telemachus.

After the war, Odysseus is condemned to wander vainly for ten years in his attempt to return home. In time, Telemachus, now grown, ventures in search of his father.

Athena, Goddess of War and patroness of the arts and industry, assumes the form of Mentor and accompanies Telemachus on his quest. Father and son reunite and cast down would-be usurpers of Odysseus' throne and Telemachus's birthright.

The word Mentor evolved to mean trusted advisor, friend, teacher and wise person. History offers many examples of helpful mentoring relationships: Socrates and Plato, Hayden and Beethoven, Freud and Jung. Mentoring is a fundamental form of human development where one person invests time, energy and personal know-how in assisting the growth and ability of another person.

Ilene H. Lang, President & Chief Executive Officer of *Catalyst*, posted this on June 16th, 2011:

"Diverse women are double outsiders. Women of African, Asian, Hispanic, Middle Eastern and Native American descent make up about 36% of the U.S. female population, but as today's Take 5 highlights, many are excluded from high-paying leadership positions in corporate America:

1) In 2008, Latinas earned 52 cents for every dollar a white non-Hispanic man earned.

2) Among full-time wage and salary workers in 2009, Latinas' median weekly earnings were \$509—the lowest of all racial, ethnic, and gender groups—while Asian women earned \$779. White men, on average, earned \$845 per week.

3) In 2010, there were only nine diverse women general counsels in the Fortune 500 (F500).

4) Today, 70.1% of F500 companies have no diverse women serving on their boards.

5) The number of diverse women in F500 leadership remains stagnant: In 2010, they held 3.0% of board seats in the Fortune 500, down from 3.1% in 2009.

Catalyst recently found that for diverse women, stereotyping, exclusion from influential networks, and difficulty gaining access to high-visibility assignments can impact access to trusting relationships with managers. Mentor and sponsor relationships—coupled with targeted diversity training and mechanisms to hold managers accountable for meeting diversity goals—can increase awareness and dismantle the challenges many diverse women face."

NHCFAE understands that we are facing parallel challenges in the FAA. We need to do everything we can to change these numbers. Half of the solution is "mentor and sponsor relationships." Are you a senior member of NHCFAE? As you look forward to retirement, we need you to look back and give coaching, guidance, and consistent feedback to your replacements. What have you learned about the FAA and the NHCFAE that you can share with a newer member to help them reach the Coalition's goals? What are the mistakes you've made, and what did you learn? This may sound like a lot of work, and you may believe that protégés are the only winners in mentoring relationships. But mentoring provides advantages to every-

one involved – the mentor, the protégé, and the organization.

You will probably find that being a mentor enhances your own career. You will earn the respect of your protégé, coworkers, and superiors. Your work projects may benefit from your protégé's ideas and hard work. And mentoring revitalizes your own enthusiasm and motivation. It is important to encourage your protégé's ideas and contributions, and to ensure that he or she receives credit from the organization for them. This will build confidence and credibility.

An important advantage for protégés is access to knowledge about the organization's culture. An effective mentor provides the protégé with instruction, individualized professional development, and role modeling of professional skills and behavior. The protégé benefits from this guidance, and should make better decisions when it comes to his/her own career. Mentoring can enhance the protégé's opportunities for promotion in several ways. The mentor helps the protégé understand corporate culture and sees that professional development is tailored to the protégé's needs. The mentor also acts as an advocate and provides access to contacts that can lead to more challenging opportunities.

One advantage for the organization is increased communication and understanding. When mentors and protégés are communicating across levels and departments, both vertical and horizontal communication can improve.²

Are you a trusted advisor, friend, teacher and wise person? Will you reach back to pull your brother or sister up? We need you, Mentor, and diverse women have a lot to gain by your counsel. Thank you.

¹ From Shea, Gordon F. (1997) *Mentoring* (Rev. Ed.). Menlo Park, CA: Crisp Publications

² Source: Course: *Mentoring Effectively* Copyright 2007 SkillSoft.

BY THE NUMBERS

By Michael Valdes, Great Lakes Chapter Director of Resources



Cleveland, OH



Indianapolis, IN



Minneapolis, MN



Chicago, IL

Great Lakes Chapter has been on a roll with recruitment numbers, which ultimately can help lead to more events. Did you know that for every member you recruit you can receive a check for \$25.00? Not only that, but the chapter makes money too, as more members increases our quarterly rebate. As Director of Resources for Great Lakes, I often hear questions from members, such as “Where does our money go?”, “Why can’t we have more events?”, “Why can’t you fund my entire trip to attend the National Conference?” The answer is easy. Recruitment.

One of our initiatives this quarter was to have a recruitment drive. On Friday, May 27th we held a recruitment drive for Great Lakes with a focus on the Chicago Area. The event was held at Brickhouse Tavern and Tap in Downers Grove, IL. A lot of good appetizers were served, including some pretzel twists that I couldn’t stop eating. We had the opportunity to discuss our initiatives with members and non-members got a chance to see what the Coalition was about. Plus, several good ideas were brought to the table. Even though we did not recruit any new members at the time, it was still a successful drive.

After everyone had a bite to eat, we bid farewell to one of our members, Mr. Robert Zepeda. Rob has been with the Coalition for a year and an Air Traffic Controller with the FAA for more than 25 years. I have heard stories from him about how he was one of the few Hispanics in the agency and about the challenges he overcame. He taught me to promote and educate, what other way to overcome the challenges minorities faced in the past. He taught minorities to remain neutral and to do things “By the Numbers.” He is an inspiration to us all.

In return for all of Rob’s efforts with the Coalition, Great Lakes Chapter was able to provide him with a taxiway light converted into a table lamp. He was instantly appalled at the site of it. He thought we went down on the airfield and kicked one out of the ground. We had to explain that Christopher Robinson, our new Deputy Director, spoke to city officials about our event and they made a table lamp especially for him.

Help us make our next recruitment drive a success. Let’s increase our numbers. It only takes one person to make a difference and that person may be you!

As you all may or may not know, we put out all our information through emails, our website <http://www.wix.com/greatlakesnhcfae/great-lakes-nhcfae> or our new Facebook page under NHC-FAE Great Lakes Chapter. We look forward to having recruitment drives in all major cities across the Great Lakes Region and meeting each and every one of you. If you think we will have a good turnout in your city, email me at GLDOR@nhcfae.org to make your city the next featured city in the Great Lakes Region.



Rob Zepeda with wife Patty

ON TOP OF THE WORLD!

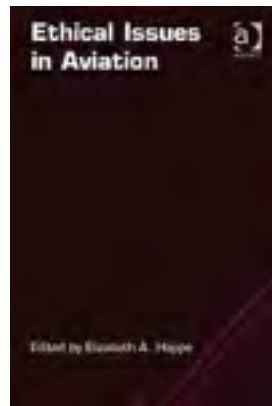
GREAT LAKES MEMBER GERARDO MARTINEZ IS VALUED AND PUBLISHED FOR HIS OWN ETHICAL OPINIONS.

By Lorena Salcedo, Great Lakes RCD



CHAMPION IN DIVERSITY

Gerardo Martinez recently collaborated on a book titled “Ethical Issues in Aviation” edited by Dr. Elizabeth A. Hoppe, from Lewis University, in Lockport, IL. His accomplishment has been a highlight within the Flight Standards offices in Great Lakes, and we are proud to showcase him in this interview where he shares insights of how this book came about. But first, let me tell you more about his credentials.



Gerardo is a Vocational School Graduate of the Aviation Maintenance Technician Program at Chicago Vocational School (CVS). He is an FAA Licensed Airframe and Powerplant Mechanic and holds an AAS in Aviation Maintenance Technology from Richard J. Daley College, a BA from Northeastern Illinois University as well as an MA in Political Science/Public Administration. He is and has been a member of the National Hispanic Coalition of Federal Aviation Employees for over 27 years.

Can you tell us about your career background?

I served in the US Navy as an Aviation Machinist Mate, Petty Officer Third Class. I have over 28 years experience as an FAA Aviation Safety Inspector. I rose through the ranks as an Inspector, Supervisor, and am currently the Manager of the Chicago Flight Standards District Office, which I have managed for over six years.

How did you get involved with the creation of this book?

I got involved in this project when I met Dr. Elizabeth Hoppe, a professor at Lewis University, during an event for Women and Minorities in Aviation. I have been a Career Day speaker at this event representing the NHCFAE and the FAA for several years. Dr. Hoppe shared the idea of writing a course textbook on “Ethics in Aviation.” She teaches ethics at Lewis and created a Masters level course based on case studies she gathered from various business ethics text books. She felt that an aviation industry-specific textbook would be a great opportunity to address ethical issues confronting the civil aviation industry.

I felt honored to be able to contribute to this effort. However, before releasing any information for the creation of this book, the article had to be approved by Public Affairs and General Counsel in D.C. After completion and approval from Regional Counsel and our own internal ethics people, I submitted my chapter to Dr. Hoppe. She was delighted on what I submitted and informed me that she would accomplish minor editing before publishing. I felt a great sense of accomplishment and am especially proud of the fact that I wrote this as an FAA representative with no financial incentive whatsoever; this is purely my professional opinion from an ethical stand point.

What were your contributions to the book?

The chapter I wrote was geared towards the given FAA perspective, the code of conduct, expectations of the agency from its inspectors, financial disclosure, the prohibition against receiving anything of value from people we are overseeing. It discusses the FAA inspectors’ responsibility in carrying out their duties, including, the proper use of authority. It talks about the importance of avoiding even an appearance of a conflict of interest and all the other ethics rules which apply to front line FAA Flight Standards employees. Overall, as mentioned in the book, our primary task, is to ensure the public’s safety and regulate the industry in a fair and ethical manner.

How long did it take you to finish this project?

It took thirteen months including the time it took to get published. Feels great!

The book mentions “Diversity in Aviation.” What subjects are touched in that area? How does Civil Aviation Ethics relate to “Diversity in Aviation”?

Ethical issues cover all cases that include women and minorities in an organization such as ours and in private industries that strive to provide an elimination of gender and racial barriers.

How do you feel about this accomplishment?

I feel on top of the world! It feels great to set an example for my children. I am a published author of a chapter in a graduate level college textbook. Being able to give each of my three boys their own copy to remember their father’s accomplishment is unbelievably satisfying. My father had a 3rd grade education, my mom a 6th grade education. For me to give this gift to them is incredibly rewarding.

RENÉ MATOS

“THE MAN WITH A DREAM”

By Luis Camacho, Technical Center RCD

René A. Matos was born on Aguadilla, Puerto Rico in January 8, 1949. He served with the U.S. Army from 1967 to 1970 (the 101st Airborne Division in Vietnam) and was awarded the Purple Heart for wounds received in combat.

Following is a short summary of René's career within the FAA:

From humble beginnings as an Air Traffic Controller in Puerto Rico (June 1973), René displayed a talent and personality that could not be contained. Already a gifted controller, René wanted to do more, not only within his own career, but to help other Hispanics as well. He never restricted his desire to advance his career. In 1975 he earned a B.A. in Administration and Economics from Universidad Interamericana in Hato Rey, Puerto Rico. With dedicated diligence and determination, he expanded his education and skills, becoming a top manager for special projects. His co-workers appreciated René's professionalism and fervor, and years later, they still remember how René “had the ability to win people over.” It was this charismatic personality that made him well-loved within the Technical Center and across the FAA. At work, he received many Letters of Commendation.

In March 1980, René steered his career within FAA as an Air Traffic Controller for Research and Development supporting many projects, such as Facility Mock Up Design, and Air Traffic Simulation with NASA Ames. In 1982, he was a member of the team in the Mexico City Terminal Area Graphic Study. One project he most enjoyed was the Heliport AWOS where he served as the Project Manager and contributed to the building of the FAA's National Concepts Development and Demonstration Heliport at the Technical Center. This project resulted in the production of the Heliport portion of the DOT/FAA Advisory Circular.

Between 1983 and 1987, while serving as Chairman of the Hispanic Employment Program Committee and as a member of the EEO Advisory Committee at the

Technical Center, René received 6 Special Achievement Awards. On October 1988 René was promoted into the position of Manager of the ATC Facilities Operation Branch of the Engineering, Test and Evaluation Service. In 1991 René was one of 25 employees selected to the 1991 DOT Fellows Program, a Department initiative aimed at developing top-notch employees for future high level management positions. Soon after that, in August 1992, René was promoted to Manager of the NAS Facilities Operations and Maintenance Division. At that time he was the only Hispanic occupying a leading position at the Technical Center.

Despite his day-to-day involvement in very technical projects, René was also highly active with Civil Rights and EEO issues. He aggressively planned and participated in Technical Center drives to recruit Hispanic professionals from the Southwest and Puerto Rico. This resulted in a seven-fold increase (from 5 to 35) in the number of Latino employees. In 1982, René received the FAA Superior Performance Award for EEO and the FAATC Director's Award for Excellence.

René served as the National President of the NHCFAE from 1989-1992. He epitomized the slogan “Con Orgullo en Nuestra Hispanidad.” René was proud of his heritage and that of his fellow NHCFAE members from other nationalities. René's sole purpose was to see other Hispanics recognize the available opportunities and succeed in their attempts to get hired and; once hired, promoted. Under René's leadership, the NHCFAE formed active chapters in every FAA region and center, increasing the active membership by 150%, doubling the scholarship fund, creating a jobs/skills data bank, and encouraging corporate member participation. These efforts resulted in the expansion of open channels of communications within the Agency with incredible gains in the NHCFAE credibility and resources.

While René advanced his own career, he also enjoyed and always devoted extra time to provide advice and/or mentorship to others, including some of the Latinos

working for federal contractors. It was with great pride that he was instrumental in the establishment and success of the Hispanic Association of Colleges and Universities (HACU) National Internship Program. He especially motivated and encouraged Hispanics to expand their education and increase their talents within the FAA. As a recruiter for the Technical Center, he often visited Hispanic-serving institutions in search of promising new applicants. René achieved a high level of success evidenced by the quality of his recruits who are still with the FAA.

Some of the employees recruited by René include: (1) James S. Aviles, an electronics engineer from Colegio de Agricultura y Artes Mecánicas de Mayagüez, Puerto Rico who started his career with FAA in 1984 as a COOP student. Today, James is the top FAA subject matter expert (SME) in charge of the agency's Radio Frequency Interference Resolution for ground and satellite based Communication, Navigation and Surveillance. (2) Eugenio Hidalgo, is an Electrical Engineer for FAA Technical Center who also graduated from Colegio de Agricultura y Artes Mecánicas de Mayagüez, Puerto Rico and started his career with FAA in 1983. Hidalgo opted for the security offered by a job with FAA despite the fact that at the time he was earning a much higher salary in private industry. Today, Hidalgo continues to be recognized by his peers as the key SME for the FAATC electrical engineering team. (3) Radamé Martínez holds an electronics engineering degree from the University of Puerto Rico- Mayagüez Campus. Mr. Martínez started his career with the FAA in 1984 and has worked in radar, weather and air traffic communications at the William J. Hughes Technical Center. He is currently the Manager of the Test and Evaluation Services Communications Team.

We lost René much too soon on February, 1996. The René Matos Memorial Scholarship Program is a highly competitive scholarship program that seeks to uphold the standard of excellence that was set by its namesake. We honor René's dream, his dedication to the NHCFAE, and his friendship, by awarding scholarships in his name to recognize and reward those Hispanic students who reveal superior academic performance, demonstrate leadership skills and contribute to local community causes.

You may donate to the René Matos Scholarship by visiting nhcfae.org/rene-matos.

MATCHING TALENT TO THE TASK

*An interview with Jaime Figueroa
By Bernice V. Benitez*

EXCLUSIVE INTERVIEW SERIES

Jaime, please tell us about your background.

I was born in New York and grew up in the city until my mid-teens. Like many Puerto Ricans of their generation my parents migrated to the city during the early 1950s and after more than two decades in New York they decided to return to Puerto Rico. We relocated to San Juan in 1976 where I attended High School and enrolled in radio electronics courses. My electronics instructor was a great motivator. He recognized my strong interest in the field and while my goal at the time was to become an electronics technician, he encouraged me to aim higher and pursue a career in electrical engineering. I followed his advice and attended the Engineering School at the University of Puerto Rico where in 1985, I earned my degree in electrical engineering. I began my civil service career with the US Navy in 1985 and joined the FAA in 1992.

What do you do at the FAA?

I serve as the Manager of the Aviation Weather Group within the NextGen and Operations Planning organization. In that role, I lead a group of outstanding professionals in conducting research and development to identify and evaluate new concepts in observation, forecasting and dissemination of weather information to improve the management of our aviation system and minimize the perturbations caused by adverse weather. It is a very interesting and challenging field, and one that has been recognized as key to achieving NextGen program objectives. The scope of the work we do covers a pretty broad range of activities from basic atmospheric research to systems/software engineering aimed at integrating weather information to improve the performance of air traffic management tools.

What prepared you for this position?

This is a very interesting question and I will answer it in two ways. First I will share with you that when I was asked to assume my current position (around the summer of 2009) I expressed to my manager that while my many years at FAA had given me a broad range of program experience across many domains, I had never worked in aviation weather. His feedback was that domain expertise was not the reason I was offered this assignment. Instead, he was looking for a leader with sufficient program management experience to facilitate movement of promising research programs toward implementation, redirection or closure. So my initial response is that I did not feel very well prepared to assume a strong technical direction role – as I had done in previous jobs - because aviation weather and meteorology were not familiar to me. On the other hand, the formal training and practical experience I gained over the years allowed me to apply program management principles that are fundamental to any program or project. In my view, these principles boil down to shared understanding of program objectives, knowing what success looks like, constantly asking: ...1) Are we getting there? and 2) How do we know? Beyond that, I would offer that recognizing the value of effective teams with a diverse mix of skills, expertise and backgrounds has also helped to prepare me for current as well as past challenges. As I stated earlier, I am fortunate to work with an outstanding group of professionals that I consider second to none in our organization.



What are some of the key opportunities you observe?

The challenge to transform our aviation system remains and will continue for the foreseeable future. In light of that challenge and the increasing pressure to reduce federal budget deficits and our national debt, creative leadership and the ability to build collaborative partnerships are more important than ever. Individuals who demonstrate the ability to use non-traditional approaches to take on some of our challenges and to foster collaboration to achieve our mission objectives with reduced resource levels, will have great influence in shaping our future aviation system.

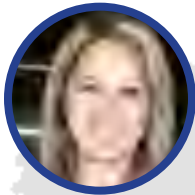
Is there anything else you would like to say?

We are living through a very exciting time in our nation's history. Change is occurring at a very rapid pace on many fronts and the challenges we face are great. Given the significant role that civil aviation plays in our nation's economy and the many lives that we touch on a daily basis we are in a unique place to help pave the road ahead for our fellow citizens. That is something to be grateful for!

Bernice V. Benitez works in the NextGen Implementation Performance & Reporting Office, Washington DC.

WELCOME OUR

New members shown in yellow Recruiters in blue.



Susana Meister - NM-RO
Tina Leal - NM-RO
 Norma Campos* - NM-RO

Luis Ramirez* - NCT
 Victoria Rogers* - NCT

Robert L. Johnson* - NCT
 Frank Lias* - NCT

Dolores Leyva* - WP-RO
 Ofelia Medina* - WP-RO

Hiram Castillo* - WP-RO
 Flor Ramos* - WP-RO

Carlos Haro* - WP-RO
 Faviola Garcia* - WP-RO

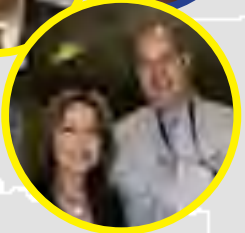
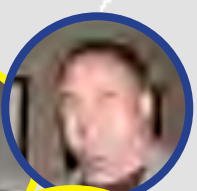
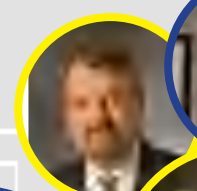
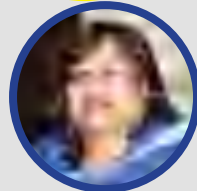
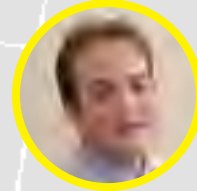
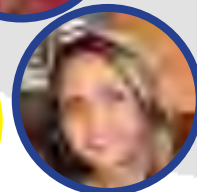
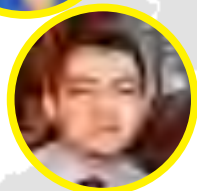
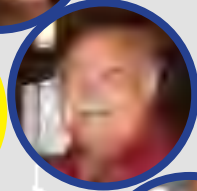
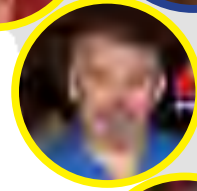
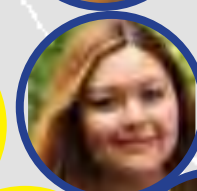
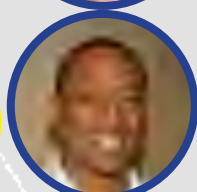
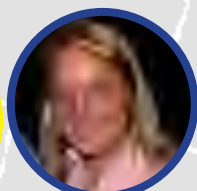
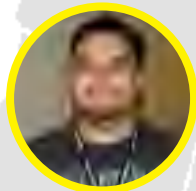
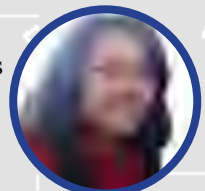
Justin Lindgren* - ZAB
Elizabeth Guerrie - ZAB
 Raquel Ysasi-Huerta* - ZAB

Chrissdaly Claussells* - GL-RO
 Lorena Salcedo* - GL-RO

Severiano Rosa-Velasquez* - RFD

Aaron Vernell- MDW SSC
 Jose Arreola - MDW SSC

Welcome to our new members of Great Lakes Chapter! Chrissdaly, Severiano, and Aaron: We are very excited and happy to welcome you into our Chapter. We are eager to have you join in our events and to offer you the opportunity of making a difference with our Chapter's initiatives.
 -Lorena Salcedo, RCD



MMAC

Robert Abbott*
Maggie Urrutia*
Marcelo Sadorra
 Bill Fernandez*

Adolfo Urrutia*
 Maggie Urrutia



New Member Spotlight!

Hola Amigos! My name is David D'Achiardi, and I am an Air Traffic Controller in Washington En Route Air Traffic Center located in Leesburg, Virginia. My Hispanic roots trace me back to the far away city of Bogota in Colombia. When I was 9 years old, my family migrated to Kansas City, Kansas. It was in this city, that I found myself learning a whole new life style along with ample opportunities for me to engage in. After graduating from high school, I joined the United States Navy for a total of 8 years. I live in Northern Virginia with my beautiful wife Amy and 3 wonderful kids Erica, Javier and Luis.

I am excited to have found a Coalition that represent Hispanics and am looking forward to the great experience of being a member. I anticipate meeting all you with muchas ganas at our DC conference this year.

NEW MEMBERS!

An asterisk indicates member is pictured.

The 2011-2012 Recruitment Drive

You receive \$25 for every new member you recruit and recognition on this page in La Palabra.

The new member receives his or her choice of the NHCFAE navy and white auto-opening umbrella with lifetime warranty, or the 4GB flash drive/pen/pocket knife, combo in blue with the NHCFAE logo.

Star Recruiter Prize- If you recruit the most new members from June 1, 2011 through May 31, 2012, you will win a cash award of \$250! Congratulations to Linda McCray, the Star Recruiter for 2010-2011!

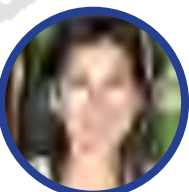
Chapter Grand Prize- The Chapter whose membership percentage increases the most during the recruitment drive is awarded one paid registration fee for the Annual National Training Conference in Washington D.C. 2011 plus \$250 cash award. Congratulations to Great Lakes Chapter, who won the 2010-2011 Chapter Grand Prize, with a 33% increase!

Visit www.NHCFAE.org/membership for more information.

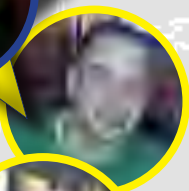
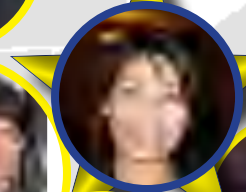
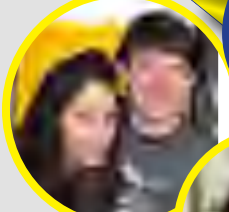


Richard Berdecia*
Amarilys Milagros Pena*
David Dachlardi*
Steven Maldonado*
James Ennis*
Jennifer Humphries
Virginia Boyle
Randy Cabral
Linda Roman
Karla Thompson
Constance Mack*
Linda McCray*

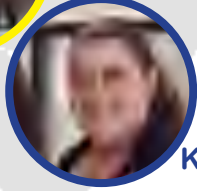
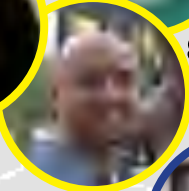
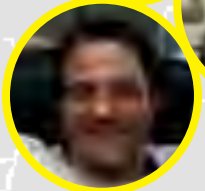
ZDC



Clayton Hewitt*- HQ
Celsa Rodriguez* - SW-RO



Steven Villanueva*- AJR
Christian Garcia- HQ



Lizett Culley- HQ
Kimberly Castillo*- HQ

Juan Ossa- MIA
Michael Trueba- MIA
Rich Ramos - ZMA

Greg Dalley MIA
Eric Saldana-MIA

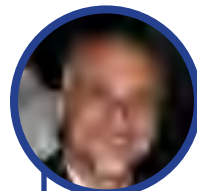
Jose Gil- MIA
Paul Schwein- MIA
Ivonne Toledo-ZMA

MIA

Kenneth Rodriguez- MIA
Luis Manzanares- MIA
Luis Colon- MIA
Rafael Vega- MIA
Yami Gonzalez* - ZMA



Brenda Gonzalez*- ZSU
Raquel Ysasi-Huerta*- ZAB



Luis Rodriguez
Hector Rosado
Rafael Pichardo
Alexander Markovic
Angelis Andino-Ayala
Sheleynie Bernard-Lopez
Melvin Figueroa*

ZMA

Eddie Alejandro
Hector Rosaso*



2011 NHCFAE Elections

This year we have two candidates running for National President:
Sadie P. Alvarado and Victoria "Tori" Rogers

Erik Salazar and Yadira Lacot are running unopposed for Director of Administration and Director of Public Affairs, respectively

Each candidate was given 5 questions, and asked to submit their best response to one or two questions.



SADIE P. ALVARADO
CANDIDATE FOR PRESIDENT



VICTORIA "TORI" ROGERS
CANDIDATE FOR PRESIDENT

How long have you been a member of NHCFAE? Why did you become involved with the Coalition?

In 1998 I became a member because as a Mexican American and FAA employee, I was keenly aware and sensitive to the plight of Hispanics in the agency and across the Federal Government. I became involved because of my fervent passion for ensuring equal rights, equal representation, and fair practices for Hispanics. My parents, who have always been politically active in the Latino community, instilled in me, my moral responsibility and obligation to my God, my heritage, my family and my country. I tirelessly work toward ensuring that FAA increases Hispanic employment from the entry to the executive levels. As Hispanics, we can no longer accept being underrepresented. We are the largest minority population in the Nation. We must ensure that we receive the equal employment, advancement, training, and opportunities. Through our efforts with Congress, FAA's Employee Forum, and our continued interactions with DOT/FAA senior leaders, positive change is underway

What are your vision and/or goals for the Coalition?

My vision is that every member knows how valuable he/she is to NHCFAE, and that every member has opportunities to make a difference at the local and national level. Let's reach our goals by investing heavily in education and in career advancement initiatives. Double scholarships, triple member tuition reimbursement, start our FAA-wide mentor program, expand ACE and STEM events. Change our tax status to 501(c) (3), saving thousands of dollars, giving donors tax deductions, encouraging partnerships. We'll grow to 1000 members by 2013 with our energy, opportunities, inclusiveness, and effectiveness. Advertise NHCFAE throughout the FAA. Pursue partnerships with HACU and other Hispanic-focused organizations. Offer student memberships and expand our outreach to more minority-serving institutions. Eliminate "group-think" and consult with members before making major decisions. My vision is that you play an active role with a louder voice as we tackle under-representation. Let's make your NHCFAE membership a badge of honor!



2011 NHCFAE Elections



The ballots were mailed 45 days prior to the General Membership Meeting.

Ballots must be postmarked by July 22nd (10 days prior to the Elections Meeting).

Or cast your ballot at the Conference Membership meeting on Monday, August 1st, or vote by proxy by making your selections and giving your ballot to your RCD before he or she goes to the Conference. Thank you for casting your vote and having a voice! If you have any questions, please contact Shirley Hingada, Elections Chairperson at elections@nhcfae.org



ERIK SALAZAR
CANDIDATE FOR DIRECTOR OF
ADMINISTRATION



YADIRA LACOT
CANDIDATE FOR DIRECTOR OF
PUBLIC AFFAIRS

**How long have you been a member of NHCFAE?
Why did you become involved with the Coalition?**

I joined the coalition in 2005 immediately after I became a Federal employee. I participated in many meetings and chapter activities before that, while I was a HACU Intern, and was encouraged by chapter members to join the coalition. I joined because of the multitude of opportunities that the Coalition presented: annual training conferences, camaraderie, scholarships and tuition reimbursement. I was impressed with the members in the MMAC Chapter. Everyone was willing to help out and support each other. When I was elected chapter RCD, I was honored to be able to lead a group of such inspirational people. The coalition has done a lot for me personally. It has allowed me the opportunity to work on my leadership skills, I have learned many great lessons at the annual training conference, and have completed my Master's degree through tuition reimbursement. I believe the coalition has helped shaped the professional person that I am now.

**How long have you been a member of NHCFAE?
Why did you become involved with the Coalition?**

I submitted my membership form to join NHCFAE nearly two years ago, the very same day I joined the FAA. Being from Puerto Rico, I viewed the Coalition as a place to be among family members. Having people you can relate to, no matter where they coming from, is more than an opportunity; it's a blessing! What brings us together is more than paying dues and gathering once a year for the Training Conference. It is knowing that you're not alone. Here, people speak the same language and have the same family bonds. Hispanics have always been recognized by their generosity, extending a hand when most needed. I have found my family in the Capital Chapter. Starting from my RCD, Carmelo Borges (who I call my step-dad, because he watches after me), to many friends that I enjoy spending time with. Moreover, the people I got to know in San Diego last year, my first conference, have become incredible friends, and now, my family. I believe in our mission, and through communications efforts, I believe I'll be able to contribute much more. Here's to our NHCFAE family!



Married ⁱⁿ ~~to~~ the FAA

*Are you married to your job?
I'm talking about a lifelong
commitment- the 'til death do
us part kind of commitment'...*



KRISTINA HARRIS PRESENTS

It didn't take very long for me to find some NHCFAE members that enthusiastically answered "Yes" to this question. Not only are these members committed to their jobs as civil servants, but they are committed to their spouse as well. I found six married FAA couples who were willing to share the ups, downs, laughs, gaffs and the sweetness of working with their spouse. Whether they were a building, division or shift apart, they share ways that keep their marriage strong and able to withstand the stresses and demands of work, family and the ever- painful daily commute. The candid and comical responses really capture the spirit, love and commitment these couples have for their spouses (and their jobs too)! Please let me introduce you to our featured couples:

The Borregos: Tony and Sylvia (ASW)
(shown with their children)



The Figueroas: Melvin and Angela (ASO)



The Rogers: Elliot and Victoria (AWP)



The Huertas: Raul and Raquel (ASW)



The Pulidos: Manuel and Idalia (ASW)



The Vegas: Manny and Miriam (AWA)

*How did you and your spouse meet?
How long have you been married to each other?*

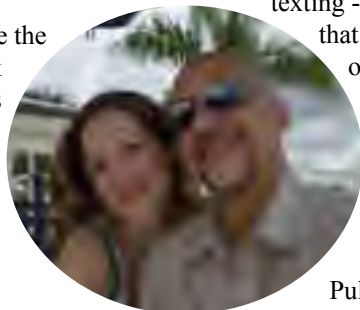
Borregos: My wife & I met in grade school at a basketball game. That means we know everything about each other. We have been married for 24 years.

Huertas: Raul and I meet while attending training at the MMAC, so I guess you can say that we really are an FAA Couple. The first time we actually spoke was the day I was trying to get my classmate to tell me the time...that is when we ran into Raul and a classmate of his, and Raul said "Ladies... let me pull out my Rolex, and I will give you the time!" Well his ROLEX was actually a TIMEX watch with no watch band. We laughed so hard! After that whenever I saw him in the hallway I would ask him for the time. Although, it wasn't till after we had gone back to Michigan that we began to date, Raul had to drive over 100 miles one way to take me out. Our first date was on December 26th, 1991 and we were married on May 22, 1992.

Pulidos: Both my husband & I are air traffic controllers at Houston TRACON. We met in CRP where my husband was my trainer. Once we started dating we had a meeting with our supervisor because I requested a new trainer & she just laughed and said, I did notice you all took leave at the same time. We have been married ten years now.

What is the key to balancing work and your relationship with your spouse?

Figueras: We believe the key to balancing work and our relationship is communication and helping each other. We share our work load at home and we keep work at work.



Huertas: Communication and putting the need of the family first. That, and a HUGE Calendar, to keep track of all the kids activities. Although we enjoy doing a lot of the same things, we take turns doing some thing that the other one enjoys and it is amazing how much closer you can grow, and how you learn new things about each other.

Pulidos: My husband was a single father of five & I was a single parent of one. When they were all at home we used to have our days off offset by one day to make the school schedule easier. Balancing work and our relationship has been really easy because we always have something to talk about and we love our job.

Vegas: The key is to place your relationship at the center of your everyday. Of course you have work to do and a career to manage; but you also set time aside dedicated to your spouse and family. You do fun things together and show each other you care.

Have you ever had a disagreement while at work? How'd you work it out?

Rogers: [Elliot] We have never disagreed at work that I know of. I know Victoria is smarter than me at the bookwork, and I have more experience in dealing with personalities. I wish we could work together more often. We know that we are each other's best friends and that no one cares more about us than we do for each other. We always try to align ourselves on the same side of every situation so we can battle it together.

Borregos: The challenge is to move forward and try to learn as much from one another as possible from the dialogue.

Huertas: Pretty much we try hard to keep work and home apart, if one of us is upset with the other, then we will stay in our own work areas. If it's something that can't wait, well there is always texting - LOL! Seriously, we know that some people thrive on seeing others unhappy. So when we are at work we are "professional" with each other, which gives us an opportunity to think things through before we try discussing it again.

Pulidos: We are so busy working our aircraft that working side by side is never a problem. The supervisors actually comment how they think we are such a cute and happy couple that they love working around us. Some supervisors have one of us working while the other one is on break, and some who let us work side by side and call us "PULIDO Approach".

Vegas: The best way to workout disagreements is to talk things over, without blaming and always in a caring and respectful manner. Sometimes timing is the issue; one partner is ready to talk and the other is not. Best advice is to wait; give your partner time to settle down before talking about the disagreement. At times you may not be able to agree; then the best approach is to agree to disagree.

How, as a couple, do you carry out the mission and vision of the NHCFAE?

Figueras: We carry the mission of NHCFAE by promoting and encouraging new and old employees to join the Coalition and to participate in all local and National events. We also try to motivate our members to become more active in the activities and planning of our local chapter's events.

Huertas: As a couple, before we decide to do something, we check with each other. Wherever we go we both take whatever opportunities arise to explain just what the Coalition is about, we take time to reach out to new employees, and often open our home to host events to help make the transition for new members a little easier. Since we both believe in the mission and the vision of the Coalition, it feels so right for us to be involved, I really enjoy the time that I get to spend with the members and the other board members. I really enjoy mentoring new members as they become more active in the organization.

Vegas: Each of us has ideas on the best way to contribute to the organization and we encourage and support each other. Besides this, we find ways to encourage people to join; we engage with Coalition officers to advise and offer our assistance.

How have you influenced your children or encouraged them to pursue higher education and/or a career in aviation?

Borregos: Our family has lead by example and continues to provide [our twin daughters] with networks of opportunities, like the Coalition. It is an expectation that they pursue a career and give back to the community. Their mother has taught them to be strong Hispanic women. Both of our daughters are graduating in the top 10% of their class and are pursuing getting their college degrees.

Figueras: I [Melvin] have encouraged my daughters to continue their education, because I believe this is the best “gift” I can give them. My oldest daughter finished her Master’s Degree in Industrial Engineering in December and she was hired with the Federal Government in January. My second oldest daughter has a Bachelor’s Degree and is currently pursuing her Master’s Degree in Forensic Science. We have two small children (9 and 4) who we will also encourage to continuing their education

Huertas: Our children see pursuing a higher education as something that is the norm, since we have always shared with them the importance of it. I always tell my children don’t be like me and have regrets about not going to college, don’t be in such a hurry to join the 9-5 group, take time to experience college life. Our children have been exposed to our work lives so much so that they say things like “say again,” “over,” “roger,” “ETA.” None of our children are heading toward the aviation field, which is okay with us, because we have always told them to follow their dreams and to make sure it’s something that they have a passion for. I want my children to have careers as unique as they are.

Pulidos: My [Idalia] son just graduated from air traffic control school in the ARMY and hopes to join the FAA one day.

Vegas: We have always talked to our children about the importance of education and we tried to set the example. With regards to the field of studies, we have not tried to influence them toward aviation or any other field. So far we have three business majors, one attorney and a budding artist.

Do you and your spouse carpool together (any funny stories)? Share or have separate RDOs? Eat lunch together?

Borregos: Unfortunately, RDOs are not allowed for in management positions. We do not carpool together since our schedules do not allow for it. As for eating lunch together, yes on Fridays after payday. Guess who pays?

Figueras: My wife and I don’t get to carpool. She works Monday through Friday 7-3, and I work Thursday through Monday shift work. What I do is on many occasions, I will go early to work and take my wife out for lunch. It’s as close as a date that we can get – LOL.



Pulidos: We do car pool several days a week which is great because gas and the toll road prices are high. On the down side is I hate my husband’s driving but I try not to nag too much. On the days that we have had different schedules, I always make it a priority to bring my husband lunch or dinner so we can eat together.

Rogers: Elliot and I have opposite shifts, and he gets up with me at 4:30 AM on his day off to make me coffee or tea and to make my lunch! During the rare occasions that we see each other at work, it’s at the end my shift. He comes in a little early to carry my lunch bag and walk me out to my car. He’ll surprise me by leaving chocolates on my desk for the next morning, and occasionally he adorns my workstation with a bouquet of flowers.

Vegas: We carpool together and it is great because we can have some quality and private time back and forth to work. I don’t do Alternate Work Schedule but Miriam does; it is great except for the fact that I must be very quiet getting ready for work on her RDOs so as not to wake her up. From time to time I hit my toe against a dresser or the bed while walking in the dark. We also have lunch together two or three times a week. This is also very nice because we have time to disengage from work and share with each other how the day is going. This is usually when we plan our after work activities for the evening.

SUPPORTING our TROOPS



Northwest Mountain Member Kimberly Nolan started a drive at the beginning of this year to help remember our troops that are fighting for our freedom. Local FAA employees and contractors donated over 15 boxes of supplies to Operation Bald Eagle (OBE) & Operation Support Our Troops (OSOT). They sent goodies including

candy, beef jerky, nuts, trail mix, hygiene items such as lip balm and razors, fun things like movies and games, and sentimental items such as letters and cards.

On May 14th, the OBE & OSOT assembled packages and mailed them to the troops stationed overseas in time to arrive for our Nation's Independence Day, July 4th.

Pictured here at "Let Freedom Reign 2011" are acting FAA Northwest Mountain Regional Administrator Michael O'Harra, Nadine Gulit, Congressman Dave Reichert, and Kimberly Nolan.



Graduated!

Congratulations to Margarita Huerta, daughter of members Raul and Raquel, who graduated from V. Sue Cleveland High School. The 2011 Class is the first class to graduate.

Margarita will begin her freshman year at the University of New Mexico this fall.

Promoted!

Congratulations to Jose A. Joga, who was selected as an Air Traffic Control Specialist at the nation's 3rd busiest air traffic control facility-Potomac Approach. He is assigned the Mount Vernon Area, which serves Washington Reagan Airport and Andrews Air Force Base, home of Air Force 1.



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