

la Palabra

Con Orgullo en Nuestra Hispanidad

Our Community. Our Vision. Our Future.

31ST ANNUAL TRAINING CONFERENCE UPDATE

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SUMMER 2009 / VOL.6 NO.2

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Federal Employee Program

NHCFAE

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MISSION

The National Hispanic Coalition of Federal Aviation Employees (NHCFAE) is a professional organization acting as an advocate for equitable representation and opportunities in employment, development, and leadership.

HISTORY

Established in 1978 to provide a network for Hispanic employees of the Federal Aviation Administration (FAA), NHCFAE became a national organization in 1983, and, today, is the chief advocate for issues affecting Hispanics in the FAA. The Coalition derives its support from membership dues, corporate sponsorship, and private donations.

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- > Vice-President, Sadie P Alvarado
- > Special Assistant, Celsa Rodriguez
- > Director of Resources, David Dominguez
- > Director of Administration, G. Kenneth Sharp
- > Director of Education, Don Espinosa
- > Director of Public Affairs, Gabriel Mahns

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La Palabra

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DESIGN

Sagetopia, 703.726.6400, www.sagetopia.com

La Palabra, a benefit of membership in the National Hispanic Coalition of Federal Aviation Employees, is published quarterly. To become a member, go to www.nhcfae.org.

The views expressed herein are solely those of the authors and should not be construed to be the opinion of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). Suggestions and opinions expressed in *La Palabra* are not necessarily endorsed by NHCFAE. Nothing in these pages is intended to supercede operator's or manufacturer's policies, practices or requirements, or to supersede government regulations.

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NHCFAE 31ST Annual Conference

JULY 7-9, 2009

HYATT REGENCY CHICAGO

WWW.NHCFAECONFERENCE2009.COM

NHCFAE 2009 CORPORATE PARTNERS

- GEICO
- Blue Cross/Blue Shield
- Federal Long Term Care Program
- FAA First Federal Credit Union
- Robinson Aviation, Inc. (RVA)
- SRA International
- Washington Consulting Group
- XANGO

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- FAA Office of Human Resource Management
- FAA Managers Association
- National Black Coalition of Federal Aviation Employees
- League of United Latin American Citizens
- Federal Employee Education and Assistance Fund
- The Harvey Group, LLC
- Kalijarvi, Chuzi and Newman, PC



PRESIDENT'S UPDATE

Final Approach Checklist for Chicago Conference

Saludos Amigos y Colegas (Greetings Friends and Colleagues),

We have landing clearance for NHCFAE's 31st Anniversary Conference so now is the time to pull out the final approach checklist for a smooth landing in Chicago. The localizer and glideslope are live (*check*) and the adrenaline levels are rising.

Since I stayed at the Hyatt Regency Chicago for the 2007 League of United Latin American Citizens (LULAC) Conference, I am entering familiar territory, and am as excited as I ever have been before any Conference because I can solidly vouch for the fact that we are on course toward an outstanding training and networking venue.

Flaps 30 degrees (*check*) – let's control the speed as we approach. Things are moving fast, and at times, it seems we may not be fully prepared when get to the touchdown zone. But I also know from years of experience that it feels like this every time.

Cutoff dates are quickly approaching and everyone must ensure that reservations are made in time to take advantage of the negotiated rates. Visit the 2009 Conference website at www.nhcfaeconference2009.com today to get all the details and make your final plans.



RON R. LOZANO // President, NHCFAE

OUR COMMUNITY. OUR VISION. OUR FUTURE.

Autopilot is off (*check*), all is under control and we're set for a great NHCFAE Conference. The latest agenda is on the Conference website noted above, and I must commend Don Espinosa for doing a great job as he worked through personal adversity during his son's illness. Thank you, Don, for making sure we're prepared to provide a great training program this year. In fact, each of our officers is diligent in ensuring we are prepared to provide NHCFAE members with the best program ever.

Landing gear is down and all lights are green (*check*). It has been a good flight and all is set for a smooth touchdown. All of our activities and efforts over this four-year flight in promoting diversity, higher education and aviation careers are up for review.

As the Agency attempts to refocus on its employees, the time is right to have employee associations like HNCFAE step up and refocus on how best to make a difference. I urge you to consider getting involved. Come to Chicago and discover inspiration and your special niche in the Coalition. ○

Welcome FAA Administrator Babbitt!

On May 22nd, J. Randolph "Randy" Babbitt, President Barack Obama's choice to lead the FAA, was confirmed by the Senate as the new FAA Administrator, and is expected to officially start his new job in early June. At his confirmation hearing, Babbitt outlined the FAA's top challenges: improving safety, air traffic modernization, reducing aviation's carbon impact and improving labor relations. He also told the Senate Commerce, Science and Transportation Committee that safety remains the "number one" priority.

Babbitt emphasized the importance of quick and efficient implementation of NextGen "to maximize the aviation system's efficiency," and also urged the implementation of new technology to reduce the carbon impact of aircraft and to decrease noise. On labor relations, Babbitt said that "within the FAA, we need to regain internal labor stability, mutual trust and build on the 'can do' spirit of the entire FAA workforce."

Babbitt began his aviation career as a pilot for Eastern Airlines and flew for more than 25 years. He was President of the Air Line Pilots Association for eight years, and served on the FAA's Management Advisory Council. Last year, the Secretary of Transportation named him to an independent team of aviation and safety experts tasked with reviewing events surrounding the grounding of two major airlines' aircraft.



Introducing *La Palabra*, the Magazine

By **Gabriel Mahns**,
Director of Public Affairs, NHCFAE

You are reading the first edition of *La Palabra* – newly transformed into a magazine. This issue marks the beginning of a higher quality NHCFAE quarterly publication.

For years, transforming the NHCFAE newsletter into a magazine has been a goal of our President, and I'm grateful to have the opportunity to initiate the first issue. About six months ago we began working with Mifsud CrossMedia Communications and our Editor in Chief, Kristina Gonzales, to develop this new publication.

As you may have noticed, the magazine's cover is tailored to the content covered in this issue – as it will be in future issues. We also plan to add to and improve the content by including interviews with key aviation industry executives and adding articles from a variety of aviation sources worldwide. The end result will be a more professional and evergreen publication.

In an organization like NHCFAE where all are volunteers, improvements can only be achieved by knowing how to work together. Thanks to Kristina and to our Board Members, Regional Chapter Directors and Area Chapters Directors for their generous help in putting together this issue – and every issue – of *La Palabra*. The publication is a Coalition community effort and we much appreciate your ideas, articles, pictures, and suggestions. Thank you all, for all that you do!

Your feedback and suggestions are welcome. Please let us know what you would like to see and to read – it truly is your publication.

What's In a Name?

By **Kristina Gonzales**,
Editor in Chief, *La Palabra*

Everything! Sometimes, a name is the most recognizable factor when identifying a product or organization. As you can see, this inaugural issue of the newly improved *La Palabra* looks fresh, modern, and classy! We are moving towards the goal of creating a more educational and consistently professional publication that will be a more effective tool for communicating with NHCFAE members, FAA officials, and the entire aviation industry.

We still will rely on our members to submit regional articles (we want to know what your chapter is doing to promote our five organizational goals), but we also will supplement the magazine with current national topics, political news, and FAA executive leadership interviews.

La Palabra is evolving, and to support the transformation of the “brand,” we want to create a new and appropriate name for a broad-based, international Hispanic aviation publication. We need a name that will stand out, be easily read and remembered, and, at the same time, evoke the expanding Coalition audience and help extend our message even further!

Here's where we need your help! Put on your thinking cap and start brainstorming some cool names. Bilingual titles and Spanish language titles will be accepted and are encouraged.

The Executive Committee will review these submissions at the 2009 Training Conference in Chicago. We can't wait to see what you suggest!

**Submit a New Name
to DOPA@nhcfae.org
by July 1, 2009.**

Obama Picks First Hispanic for Supreme Court

As we go to press, President Barack Obama has nominated 2nd U.S. Circuit Court of Appeals Judge Sonia Sotomayor to the U.S. Supreme Court, selecting a woman who would be the court's first Latino.

“I have decided to nominate an inspiring woman who I believe will make a great justice, Judge Sonia Sotomayor of the great state of New York,” Obama said in a White House event.



The president lauded both her judicial record and intellect. But he lavished his greatest praise on what he called her “inspiring life's journey,” which carried the daughter of a Puerto Rican factory worker immigrant from the projects in the Bronx through Ivy League education and a varied career in the law.

She is widely known for her decision as a trial judge in 1995 to bar Major League Baseball from using replacement players, ending a nearly year-long strike. “Some say that Judge Sotomayor saved baseball,” Obama told the White House crowd.

Obama met with key Democratic and Republican members of the Senate as he weighed a short list of mostly women to replace retiring Justice David Souter. He immediately called on the Senate to act in “a bipartisan fashion” and confirm her in time for her to join the court in September.

United States Hispanic Leadership Institute 27th Annual Conference

The United States Hispanic Leadership Institute (USHLI) held their 27th annual conference in Chicago, Illinois on March 18-19 at the Sheraton Chicago Hotel and Towers, where I had the opportunity to staff the FAA booth along with Lissette Nunez (Office of Civil Rights), Lisa Lester (Office of Civil Rights), Fernando Rodriguez (Human Resources) and Michael Julius, (Air Traffic).

Now, normally my position as an Air Traffic Organization (ATO) CSA Field Engineer tends to keep me out on construction sites and not in beautiful downtown Chicago hotels. This was also the first time I have ever staffed a booth for the FAA.

Until I attended the USHLI conference, I was not at all familiar with the work of this premier organization. USHLI is a national and international organization that seeks to bring a voice to the Latino community by organizing and conducting nonpartisan voter registration and leadership development programs in 40 states. Over the years, USHLI has maintained a stable presence in hundreds of communities by promoting empowerment and civic responsibility in the Latino community.

The USHLI conference opened with a visit from over 3,000 students from Chicago and suburban high schools who were introduced to future opportunities in the Federal Government as well as the opportunity to learn about the many colleges in attendance, that were recruiting future collegians.

Michael Julius, an Air Traffic Manger at Midway ATCT, is a great sponsor of the Aviation Career Academy (ACE) camps. ACE Academy offers middle and high school students – especially those in minority communities who may not be

USHLI Track Record

Voter Registration:
2,100,000 new
registrations to date

Leadership Programs:
235,000 participants to date

**Project SED (Students for
an Educated Democracy):**
177, 500 participants to date

Internships: \$500,000
awarded to 200 college
students to date

Scholarships:
\$251,500 awarded to
250 students to date

Training: 43,000 local
volunteers trained to date

Financial Literacy:
2,500 present and future
leaders served to date

**National Leadership
Conference:** The largest
in the nation, attended
annually by over 6,000
leaders representing
40 states

Research: 525 studies/
reports published to date
including "The Almanac of
Latino Politics"



familiar with the aviation world – an introduction to the aviation industry and aviation careers with a week long experience that ranges from launching a rocket to flying a plane.

On March 18th, the evening session was a social and networking opportunity aimed at young and mid-career professionals. Mix in a lively number of college students, business, labor and community leaders plus good music and the end result was a wonderful, productive and entertaining evening.

The Thursday session included over 1,500 collegians and young and mid-career professionals who were interested in opportunities, not only with the FAA, but also with other Federal and State governmental agencies, as well as, branches of the US military that were attending the conference.

Over the two days, we spoke to hundreds of young and inspiring students and professionals. Hopefully, we provided the information on the many varied careers and opportunities in the FAA that will allow some of the visitors to the FAA booth to join us one day. I look forward to seeing some of those visitors as future engineers, controllers, technicians and maybe even a few FAA managers. ○

United States Hispanic Leadership Institute (USHLI):

- » EMPOWERING LATINOS
- » SHAPING THE NATION'S FUTURE
- » WWW.USHLI.ORG

USHLI's mission is to fulfill the promises and principles of democracy by empowering minorities and similarly disenfranchised groups by maximizing civic awareness and participation in the electoral process.

USHLI is led by Dr. Juan Andrade, one of only two Latinos in history to receive a medal from the President of the United States "for the performance of exemplary deeds of service for the nation" and for "promoting leadership and civic participation."

Open Executive Ranks to More Hispanics

It is time to reflect on measures that will transform the federal workforce into one that looks like the face of America

After various Office of Personnel Management plans, an array of Equal Employment Opportunity Commission management directives, multiple Supreme Court decisions and a plethora of blue-ribbon commissions, tiger teams and reports, Hispanics remain underrepresented in the federal government.

The disability community succeeded in getting Congress to pass the Americans with Disabilities Amendments Act, which overturned multiple Supreme Court decisions that narrowed the definition of a qualified person with a disability – thus, expanding the definition of a disability and increasing the applicant pool of this equal employment opportunity group. Now it's time that the civil rights community take up a similar approach to get Congress to replace a 1995 Supreme Court decision, the so-called Adarand decision.

This decision imposed a stricter burden of scrutiny for federal affirmative action programs for African-Americans and Hispanics. Since Adarand did not apply to women, affirmative action programs for them are judged by an intermediate burden of scrutiny. To add to the confusion, the Rehabilitation Act of 1973 calls for the creation of goals to recruit persons with disabilities. In order to have clarity and fairness for all equal employment opportu-

nity groups, all affirmative action programs must be judged by the same standards.

To make progress with Hispanic recruitment, this recommendation is essential. Why? If federal agencies were allowed to establish goals for hiring Hispanics, and were allowed to impose an intermediate standard to measure their affirmative action initiatives, it would be easier to hold managers more accountable.

HISPANICS ARE UNDERREPRESENTED AT ALL GRADES IN THE FEDERAL SECTOR

Hispanics represented 7.8 percent of the federal workforce, compared to 13.3 percent in the civilian labor force in fiscal 2007. This challenge should be addressed across the board, but immediate attention should be given to Hispanic representation at the senior executive level – where decisions are made and budgets are approved. At that level, Hispanics made up only 3.6 percent of employees in fiscal 2007.

I would ask OPM to conduct a 10-year study on the number of Hispanic graduates from the Federal Executive Institute's Leadership for a Democratic Society – the premier leadership development program in the federal sector. Similarly, OPM should review over 10 years the

number of Hispanics that agencies recommended for and awarded Presidential Rank Awards for Distinguished and Meritorious Service – the most prestigious and lucrative awards in the federal service. The data will show that Hispanics and other minorities were underrepresented in all these areas.

THE SEPARATION RATE OF HISPANICS IS HIGH, THUS NEGATING THE GAINS MADE IN RECRUITMENT.

According to the National Hispanic Leadership Agenda, the number of new Hispanic hires in the federal workforce from 2001 to 2005 was 47,381, while the cumulative number of separations was 20,410. Agencies would be wise to measure the cause of this exodus through surveys and exit interviews, and act on the findings.

Agencies should add a measurable EEO/diversity goal to the performance plans of managers and supervisors. EEOC and OPM should cooperate to develop a measure that could be used by most agencies.

No one is advocating the hiring of unqualified employees or ignoring the merit principles. There are sufficient Hispanics with bachelor's and advanced degrees, as well as with U.S. citizenship, to fill almost every job in the 1.9 million-person federal workforce. ◊

Reprinted with permission from the February 08, 2009, FederalTimes.com.



Our Community. Our Vision. Our Future

31ST ANNUAL NHCFAE TRAINING CONFERENCE UPDATE

JULY 7-9, 2009

HYATT REGENCY CHICAGO

By Lorena Salcedo, 2009 Conference Chairperson, and Homer Benavides, 2009 Conference Committee, NHCFAE

In the heart of the Midwest, along the shores of Lake Michigan, Chicago is the city that embodies diversity, embraces dreams, and creates opportunities. Home to the President of our great nation, candidate city for the 2016 International Olympics, the Windy City exceptionally exemplifies community, vision, and the future. The NHCFAE is honored that Chicago is hosting our 31st Annual Training Conference.



Get your first glimpse of the full Conference Agenda at the website above. In addition, get a quick overview of what to expect in Chicago by checking out the brief Agenda printed here.

A complete and up-to-date Agenda is always available online.

At the Conference, training focuses on enhancing professional development and on creating future leaders within the FAA and our global communities. On the web, under the "Speaker's Bio's" tab, you'll find a complete description of the training topics being presented and will get a broader view of what to expect from each session along with in-depth information about each presenter. In addition, all conference attendees will receive credit in their eLMS training history.

CHICAGO AND NHCFAE ARE GOING GREEN

NHCFAE is modeling its environmental drive after the Windy City. Chicago is on track to becoming one of the nation's most environmental and eco-friendly communities through programs like Green Homes, whose goal is a friendlier ambiance via open and recreation-gearred green spaces. In addition, the City has pushed for environmental regulations and is on the leading edge of green construction, green procurement, and an overall green attitude.

On a similar green note, the United States Congress has directed all federal agencies to purchase products that have been recycled or contain recycled materials. Federal agencies can obtain information provided by the Environmental Protection Agency, EPA, regarding products that are currently made or can be from recovered materials, in addition to guidance on purchasing recycled-content materials. For more information visit: www.epa.gov/cpg/products.htm.

NHCFAE is supporting Chicago's and Congress' environmental initiatives during the 2009 NHCFAE training conference. Participants will be receiving items that were chosen focusing on these important initiatives.

REGISTER ONLINE TODAY!

On that note, we encourage everyone to register online. To facilitate the online registration process, we are offering different packages that may be convenient for your schedule. Take into consideration that our prices will go up after June 15, 2009.

At the Conference, on July 6th, we will be conducting early registration in Skyway 261. Please follow the scheduled Agenda posted on the Conference website. Your cooperation in registering online before the June 15 deadline is essential in order to have your Registration Packages ready upon arrival.

At the Hyatt Regency Chicago, the deadline to receive the special \$145 rate was June 5th (Group Code 2009 NHCFAE Training Conference). If you registered using other websites please notify the conference chairperson and provide your name and dates reserved in order to receive credit for the rooms.

The conference is fast approaching so please stay connected and visit our website for more information to be provided on a frequent basis as our event approaches. If you have any question regarding your visit to Chicago, please don't hesitate to contact us via website www.nhcfaeconference2009.com or contact Lorena Salcedo, Conference Chairperson at (847) 294-7621. We look forward to seeing you there!

GO TO WWW.NHCFAECONFERENCE2009.COM

NHCFAE Conference Agenda

JULY 7-9, 2009 // HYATT REGENCY CHICAGO

JULY 6 // NHCFAE MEMBERSHIP MEETING

1:00-6:00 PM Early Registration
1:00-5:00 PM NHCFAE General Membership Meeting

JULY 7 // FIRST DAY EVENTS

8:30-10:00 AM Opening Ceremonies / *AGL Regional Administrator Barry Cooper*
10:00-11:00 AM Introduction of Corporate Partners
11:00-12:00 PM NextGen Overview
12:00-1:15 PM Lunch
1:30-3:00 PM The Logic of Hispanic Success / *Victor Antonio*
3:00-3:15 PM Networking Break with Exhibitors
3:15-4:30 PM Why Congress Matters To You / *Amy Hanson and David Weingart*
4:30-5:00 PM Closing Remarks
5:30-7:00 PM Networking Reception

JULY 8 // SECOND DAY EVENTS

8:30-9:30 AM State of the FAA EEO Program / *Fanny Rivera*
9:30-10:15 AM Special Emphasis Programs and Flight Plan Initiative / *John Benison*
10:15-10:30 AM Networking Break with Exhibitors
10:30-12:00 PM Desperately Seeking Service / *Greg Gray*
12:00-1:30 PM Lunch
1:45-3:15 PM The Chameleon Approach / *Greg Gray*
3:15-3:30 PM Networking Break with Exhibitors
3:30-5:00 PM CONCURRENT TRAINING SESSIONS

- Communicating for Success / *Babette Hodges and Jan Lebovitz*
- Investment 101 / *Scott Walker*
- Employee Development Programs / *Pamela Smith*

6:00-10:00 PM Networking Reception with Corporate Partners (RSVP)

JULY 9 // THIRD DAY EVENTS

8:30-11:00 AM FAA VIP Panel Sessions / *Moderator: Phil Ponce*
10:00-10:15 AM Networking Break with Exhibitors
11:00-12:00 PM Human Resource Update / *Ventris Gibson*
12:00-1:30 PM Lunch / *Ron Lozano, NHCFAE President Dedication*
1:45-3:15 PM Motivational Presentation / *Ron Williams*
3:15-3:30 PM Networking Break with Exhibitors
3:30-5:00 PM CONCURRENT TRAINING SESSIONS

- Financial and Retirement Seminar / *Wayne McLeod*
- Corporate Communications / *Elizabeth Isham Cory*
- Wellness Today / Healthy Tomorrow / *Pat Andrade-Loranca*

7:00-9:00 PM Dinner and Awards Banquet



ELECTIONS

2009 NHCFAE National Officer Candidates

On July 7, 2009, during the 2009 National Training Conference in Chicago, the NHCFAE will hold elections for President, Director of Administration and Director of Public Affairs. Three individuals have announced their candidacy for the three national positions.

PRESIDENT

Sadie Perez Alvarado

It is with great pleasure and anticipation that I announce my candidacy for President of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). As a Coalition member for over ten years, I have held many positions in this great organization and have had the pleasure of serving with four Presidents.

My service to the Coalition began in 1999 in the Southwest Region where I held various positions including Director of Resources, Deputy Director and Chapter Director. In 2003, I began working closely with the Executive Board and was appointed Special Assistant to the President. Next, from 2004 to 2006, I served as National Vice-President.

My years of service have allowed me to learn and grow both personally and professionally as the Coalition achieved the many goals we set for ourselves and, at the same time, met the challenges affecting us both as an organization and as FAA employees. As a national officer, I take pride in having built and fostered relationships with executives, professionals and other organizations advocating for employment opportunities, leadership development and, most importantly, equitable representation.

My Federal Aviation Administration (FAA) career began in 1992 as a Cooperative Education Student Trainee in the Human Resource Management Office, Southwest Regional Headquarters. In 1995, after receiving an Associates Degree

from Tarrant County College, I was offered a permanent position with the FAA at the Fort Worth Air Route Traffic Control Center (ARTCC) and hit the ground running.

My career has included positions as an Employee Relations Specialist, Electronic Technician Trainee as well as several Management and Program Analyst positions within the Office of Human Resource Management, ATO, at both Southwest Regional Headquarters, Fort Worth, TX and at FAA Headquarters, Washington, DC.

Currently, I am a Management Analyst for the Office of Corporate Learning and Development, Center for Organizational Excellence, Office of Human Resources. I reside in Fort Worth with my husband, Carlos, and our Jack Russell terrier, Jake, and Yorkie Poo, Mia.

This is a critical time for the FAA as well as for the NHCFAE. I believe that all of my experience has prepared me to serve you at the highest level. With a new Administration in place, we have a prime opportunity to meet and solve the many challenges that face us.

Hope for a new day is upon us and I look forward to working with each of you to take the NHCFAE's well-established success to the next level. Please consider my offer to compete for the NHCFAE President position.

DIRECTOR OF ADMINISTRATION

G. Kenneth Sharp

It is with great pleasure that I announce my candidacy for Director of Administration of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE). This is my fourth year as a member, and I would like the opportunity to assist the Executive Board in communicating the ideals and mission goals of our organization. I have attended previous conventions in Las Vegas and served as Sergeant at Arms last year in Puerto Rico. Ron and the Executive board have committed their time and effort to promote Hispanic representation in federal aviation positions, and recent accomplishments reflect our will and determination.



« SADIE PEREZ
ALVARADO

« G. KENNETH SHARP

My career with the FAA is in its nineteenth year. I work at the Northern California TRACON (NCT) as a Front Line Manager, and also have worked as an air traffic controller at Napa ATCT, Santa Barbara ATCT/TRACON, Stockton ATCT/TRACON, and as a controller and Staff Specialist at Palm Springs ATCT/TRACON. In addition, I served as the NATCA Facility Representative at Santa Barbara and Palm Springs TRACONS.

At NCT, I participate in many capacities, including our local mentor program, radar performance evaluator at Oklahoma City, crew resource management instructor and as a sponsor for newly assigned developmentals. A native Californian, I am married with three children, and enjoy music, both as a guitarist and as a vocalist.

In the past four years, I have been blessed with the opportunity to meet and become friends with many of you, and the sense of “familia” is ever present. Your genuine spirit is the foundation that forms the Coalition, and together we will continue this proud and prosperous journey. I am excited about the possibilities for the Coalition’s future and look forward to working with you. Please consider my offer to compete for the NHCFAE Director of Administration position.

DIRECTOR OF PUBLIC AFFAIRS

Victoria Rogers

Hello member! I am Victoria Rogers, your current Membership Chair. I am an Air Traffic Controller at Northern California TRACON in Sacramento and have been with the FAA for 12 years. Gabriel Mahns and I have done a lot of work together this past year and he is ready to hand the Director of Public Affairs baton to me.

With your support, I will take over duties ranging from website design, newsletter and magazine publication, logos and branding, and public relations for our annual conference. Please vote for Victoria Rogers for Director of Public Affairs (DOPA) at our conference in beautiful Chicago this summer. Thanks!

Please consider my offer to compete for the NHCFAE Director of Public Affairs position.

For additional information, contact your Regional/Center Director or Shirley Hingada, National Elections Chairperson, at (253) 228-0381.

A copy of the NHCFAE Constitution and By-Laws is available at www.nhcfae.org.

VICTORIA ROGERS »



Introducing Kimberly Castillo – FAA Acting National Hispanic Employment Program Manager



In March 2009, Kimberly Castillo was appointed to serve as FAA’s Acting National Hispanic Employment Program Manager [HEPM]. Ms. Castillo has made it her priority to identify potential barriers in the workplace, develop relationships, and reach out to the community as a means to address and effect careers /occupations within the FAA workforce where there is a lower than expected participation rate of Hispanics.

Ms. Castillo’s 2009 HEPM agenda Includes:

- Conduct data analysis to identify potential barriers to Equal Employment Opportunity. Areas of review may include, but are not limited to, employment, retention, and attrition.
- Serve as a liaison to LOBs/SOs on matters impacting Hispanic employees. HEP Manager provides technical assistance and support to LOBs/SOs in Headquarters, the regional offices, and centers. Training is available upon request on any EEO matter, including accommodating and employing persons with disabilities, prevention of sexual harassment in the workplace, and more.
- Establish external partnerships with colleges and universities, Federal Agencies, and non-profit organizations. If you wish to share information on a potential partner with the FAA, contact Ms. Castillo.

Ms. Castillo seeks to hear from you and work with you. If you have questions or suggestions regarding the National Hispanic Employment Program, Ms. Castillo can be reached via email at Kimberly.Castillo@faa.gov or by telephone at 202.385.8130.

Dr. Carlos Manduley is on Assignment at the University of Maryland

Starting October 1, 2008, Dr. Carlos Manduley, FAA National Hispanic Employment Program Manager, began a two-year Federal government assignment at the University of Maryland’s College of Education at College Park, MD. He has been appointed as a Special Assistant to the Dean and has been given the rank of Visiting Professor, Department of Organizational Leadership, Higher Education and International Education. Dr. Manduley can be reached via email at cmandule@umd.edu.

2009 EEOC Report Addresses Federal Hispanic Employment Issues

The U.S. Equal Employment Opportunity Commission (EEOC) has released a comprehensive report to Chair Naomi C. Earp from the Federal Hispanic Work Group, titled "Report on the Hispanic Employment Challenge in the Federal Government." The report contains an extensive number of practical recommendations that address a broad array of contemporary federal sector employment issues, including hiring, leadership development, and retention.

"I've identified a significant number of short- and long-term recommendations in the report for achievement, and I've asked that the Office of Federal Operations take the lead in our implementation efforts," Earp said. "These actions are long overdue and will help agencies remove barriers and create greater opportunities for Hispanic applicants and employees throughout the federal government."

Among the key recommendations selected for implementation are the following:

- > Include EEO/diversity requirements in all hiring officials' critical performance elements;
- > Establish a consortium of federal agencies whose mission-critical occupations include science, technology, engineering, and mathematics to coordinate recruitment efforts;
- > Develop a Hispanic Media Outreach Strategy and branding tool to assist agencies in marketing various types of federal employment;
- > Better utilize intern programs and create a government-wide mentoring program;
- > Create full-time Hispanic Employment Program Manager positions to address employment initiatives and programs.

The January 2009 Report is designed not only to discuss the problem, but also to offer practical, comprehensive solutions that can be adopted by agencies in their effort to enhance employment opportunities for Hispanics. To read the complete Report, go to www.eeoc.gov/federal/report/hwg.html.

Census: U.S. Becoming More Diverse

Excerpts from an article by Les Christie in the May 14, 2009 CNNMoney.com

Latinos, African Americans, Asians and other minorities account for about a third of the U.S. population. Hispanics are the fastest-growing group.

The nation is becoming even more diverse: More than one third of its population belongs to a minority group, and Hispanics are the fastest-growing segment.

The U.S. Census Bureau reported that the minority population reached an estimated 104.6 million... Nearly one in six residents, or 46.9 million people, are Hispanic... The quickly expanding Latino population is having a healthy impact on the economy, according to Ken Gronbach, author of "The Age Curve: How to Profit from the Growing Demographic Trend."

"Latinos have saved our country," he said. "They represent 14% of the population but 25% of the live births..." The Hispanic population, for example, posted a median age of 27.7 years in 2008. That compared to 36.8 years for the total U.S. population...

Latinos and other minority workers contribute to keeping the Social Security system solvent... The most Latino County in the nation was Los Angeles, with 4.7 million people. Latinos accounted for nearly half the population there and increased 67,000 during the 12 months ended July 1... California leads all states in the number of Latinos, with a population of 13.5 million, an increase of 313,000 in just one year...

Downturn Slows Growth of Hispanics, Asians in U.S.

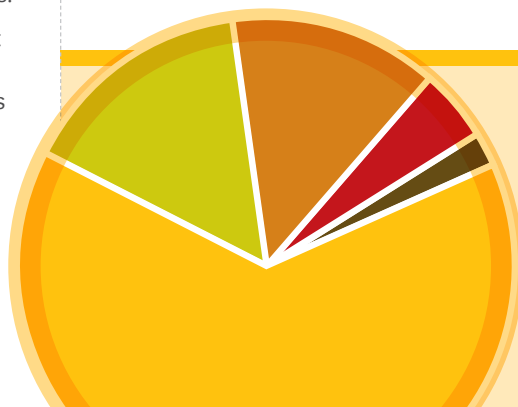
Excerpts from an article by Conor Dougherty in the May 14, 2009 issue of *The Wall Street Journal*

The recession has reduced the growth rate of U.S. Hispanic and Asian populations... Minorities, especially Hispanics, still account for the lion's share of U.S. population growth, according to the Census report just released. Hispanics make up just 15% of the U.S. population, but accounted for more than half the population growth between July 2007 and July 2008...

The worst recession in a generation has prompted people of all races to stay in place, causing a migration drop-off demographers say is among the worst since the Great Depression. One consequence is that minorities, in particular Hispanics have increasingly stayed in city centers and gateway states where they entered the country, such as California...

Hispanic population growth slowed in 36 states in 2007-2008, according to an analysis of Census data... The U.S. is still well on its way to becoming a "majority minority" nation... The Census has estimated this switch will happen around 2042, but among children and teenagers much sooner.

Four states, including California, Texas, New Mexico and Hawaii, already are majority minority... While illegal Hispanic immigration remains a politically charged issue, births of Hispanic-American children are actually the driving force behind the Hispanic population increase....



Portrait of America

Minorities now account for 34% of the U.S. Population.

- White: 65%
- Black: 13.5%
- Other: 2%
- Hispanic: 15.4%
- Asian: 5%

Source: Census Bureau

NHCFAE Scholarship Programs

The application filing period for all 2009 NHCFAE Scholarship Programs has expired. Recipients of the Rene Matos Memorial Scholarship Program, Member Tuition Reimbursement Program, and the Federal Employee Education and Assistance Fund (FEEA) Program will be announced at the NHCFAE Chicago Training Conference Awards Banquet on July 9, 2009.

RENE MATOS MEMORIAL SCHOLARSHIP PROGRAM

This memorial scholarship program was established in the name of a very motivated and dedicated man, Rene Matos, who in every way epitomized the dream to succeed, while at the same time, helping others along the way.

The Scholarship was developed to assist minority and women students in completing their higher education and also to recognize and reward academically superior performance, achievements, leadership, and community involvement. The NHCFAE Executive Committee has budgeted \$10,000 and the Scholarship Selection Committee will select ten applicants each of whom will receive \$1,000.

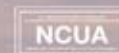
MEMBER TUITION REIMBURSEMENT PROGRAM

Each year, the NHCFAE Executive Committee allocates funds for Coalition members who have successfully completed a course or training program of higher education. This year the Scholarship Selection Committee will reimburse up to \$7,000.

The dollar amount awarded will be based upon the number of NHCFAE members applying and the cost of the courses completed. Enrollment and completion of the training program or courses must have been within the previous calendar year.

FEDERAL EMPLOYEE EDUCATION AND ASSISTANCE FUND (FEEA) PROGRAM

The FEEA scholarship program was established as a means of extending support to NHCFAE members, their spouses, and college-age children. FEEA will serve as the selection committee for the three \$1,000 NHCFAE-FEEA Scholarships. ◦



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IN THE COMMUNITY

MMAC Hispanic Coalition Spreads Easter Cheer

Erik Salazar, Financial Analyst, FAA Logistics Center, MMAC, and NHCFAE Regional Center Director

On Thursday, April 9, the MMAC Chapter of the National Hispanic Coalition of Federal Aviation Employees visited Puerta de Oro Senior Citizen Center near downtown Oklahoma City to help celebrate their annual Easter luncheon.

Coalition members donated items that filled 30 Easter baskets. The baskets included candy, crackers, raisins, shampoo, soap, lotion, crossword puzzles, Easter eggs, and tissues. Our Deputy Regional Center Director, Veronica Salazar, went all out and dressed up as the Easter bunny!

Seniors at the Center did not know the MMAC group was coming, and were very surprised and thoroughly delighted when the Easter bunny delivered an Easter basket to each of them. The event was a tremendous hit, and, of course, everyone wanted their picture taken with the Easter bunny! During the special Easter luncheon, the seniors enjoyed great food, lively music and much cheerful fellowship! To add to the festive occasion, many of the seniors were decked out in their favorite Easter “bonnets” as well.



PHOTOS

Top // Sabrina Simmons fills Easter baskets.

Bottom Left // Puerta de Oro seniors posing with their Easter baskets.

Bottom Right // MMAC Deputy RCD, Veronica Salazar, dressed up as the Easter bunny.

Special thanks to those that donated items and to the following members who helped put the baskets together and personally made the trip to the Puerta de Oro Senior Citizen Center: Veronica Salazar, Cynthia Garcia, Bryan Burch, Sabrina Simmons, Stella Mollman, Mark Alvarado and Erik Salazar. ◦

In Memoriam

Georgiana Pritz, MMAC Chapter Member (1964–2009)

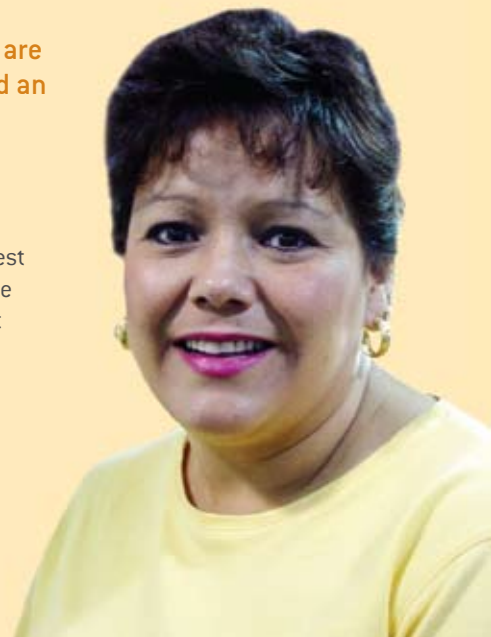
“Beautiful smile.” “Giving person.” “Inspiration.” “Dear friend.” Our memories of Georgiana are lit up by her sunny smile and good cheer. She was the one who touched everyone she had an opportunity to meet.

She came to the FAA Aeronautical Center after the Murrah Federal Building bombing in Oklahoma City and touched so many of us.

Georgiana radiated a force of kindness, calm and grace that charmed many of her colleagues. She had the best laugh and that beautiful, light-up-the-day smile. In her years here, Georgiana consistently gave of herself. She volunteered her time every year for the CFC Day of Caring, helped with our many fundraising events and just kept giving and giving.

When we learned how quickly cancer had overtaken Georgiana, many friends, coworkers and even retirees came to offer comfort to her so that she was never alone. In addition, those that could not be at the hospital, donated food and other necessities to help her family when other family members came from New Mexico.

Georgiana was a wife to Mark and the proud mother of Ashley and Michael. She also is survived by her parents and three brothers. We are lucky to have known such an inspirational person.





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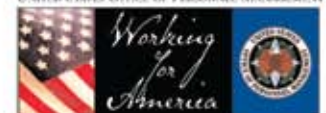
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