



## QUESADA CLAIMS FAA FIRST YEAR VALUABLE, CHALLENGES ITS CRITICS

"I think we can point to a rather sound record of positive achievement on the part of the Federal Aviation Agency in its first year", Administrator E. R.

Quesada told the Subcommittee on Aviation of the Senate in recent testimony.

He was appearing before the "Monroney Committee" to discuss the accident rate on scheduled airlines for 1959, and his statement on FAA responsibilities and performance was forthright and frank.

"I must say... that the accident trend during the past year is a matter of great concern to me and the Agency. The only accident record we shall ever find acceptable is one that is accident-free. We say this with complete sincerity; and, in an attempt to increase the Committee's understanding, we want it plainly understood that in no way do we shun or avoid one iota of our responsibility in pursuing the public's interest in flight safety."

### Jets No Problem

Quesada pointed out that the type of accidents normally to be expected during the period when jet transports were being introduced into service did not occur in 1959. There was no passenger fatality and no mid-air collision in connection with this "revolutionary, high performance transport type", he noted.

"During this past year, the Agency's aviation safety activities have consisted essentially of three phases;" he told the committee. "First, providing adequate regulations; second, administering these regulations and applying them to the activities of the various segments of aviation; and third, conducting inspections for compliance and carrying out an enforcement program."

Then he mentioned major actions regarding pilot proficiency which have brought him and the Agency loud criticism from

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## FAA OFFERS WIDE RANGE OF STUDY LEADING TO BETTER JOBS, MORE PAY

### VOTE FOR JANICE AND BOW TO THE WATSONS



King Harry, Queen Lillian, and maybe Queen Janice!

Anchorage has turned to the FAA for a King and Queen of the 1960 Fur Rendezvous, our own Mrs. Lillian Watson and

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### OFFICIALS COMPARE "GO" AND "NO GO" EMPLOYEES WHO MOVE UP OR STAY PUT

"Why", the Mukluk asked Frank Richter, Fifth Region Personnel officer, "do some FAAers in this Region sit for years on one job, in one grade while others rocket past them to higher grades and better pay?"

Richter had several answers, all of which sounded perfectly reasonable. Then he seemed to be ready and able to talk for a few hours on the next question: What can be done about it?"

"I figure that human nature answers the first question," he said. "Some people are lazy, others ambitious, even sometimes impatiently so. Some are happy and satisfied with their present job and pay and have no impulse to improve them. Some have tried, failed, and decided the world is against them. Some haven't the mental or physical equipment to hold better jobs. Some fear to take on added responsibility. Some need a push, and have nobody such as a supervisor--or wife--to give that push. All of these are reasons and whether you approve of them or not, you have to accept them. They're true, and they're also true to human nature."

### "Help for Students

"A veteran in this Region was talking recently about men he had worked with and for as much as 10 years ago who are today right where they were then. As we talked, we picked out other men who had moved up, some very fast, some steadily if slowly. He noted--and I could immediately agree with him--that higher grade jobs are the most difficult to fill. He complained, and I remembered making the same complaint, that many men whom he had supervised had asked for a promotion, or at least for better pay, without any indication they could earn it."

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## COLD BAY

Cold Bay had a genuine Christmas. The Christmas spirit, carols, open houses and Christmas dinners abounded everywhere. The joy of this Holy Season was enhanced by Cold Bay's many fine neighbors. The Boy Scouts, the Air Force, the steamship M/V Expansion and Teeny the Clown all contributed much to the happy people at this cosmopolitan village.

The people from Germany related their experiences with Kriss Kringle and the Black Bishop; those from England told about Father Christmas. The Canadians described their Christmas drink called "Moose Milk"; the Australians told about their Christmas in the middle of the summer and those from Fairbanks told about their famous open-house custom in the land of winter Christmas. Mr. Stephan Bear from Akutan told about Cold Bay before the airport existed and how he and his father left their Cold Bay trap lines at Christmas time and walked for 18 hours to celebrate in King Cove.

The Boy Scouts gladdened the hearts of the young by providing Cold Bay and the westward with Christmas trees which the M/V Expansion delivered free to the villages along the Chain.

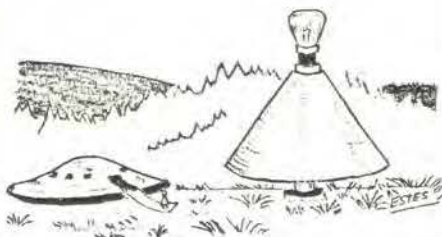
Teeny the Clown made a pre-Christmas visit to Cold Bay instead of Santa Claus. Santa Claus just couldn't make it. His reindeer were sick or so we understand, but Teeny the Clown made it, in fact, at two in the morning. He travels on the Aleutian Liner, M/V Expansion and for this important trip, the ship and crew braved ice, snow and storm to bring thrills to the children of all ages, at Cold Bay. Teeny is a magician and his entertainment amazed the children and confounded the adults. Mr. Owen from England was heard to remark, "Simply amazing, such talent doesn't even exist in London".

And then there was the New Year celebration. This occasion was held at Northwest Orient Airline's Stratocruiser Lounge. The FAA, Weather Bureau, Air Force, Canadian Pacific, Reeve Airline and the Philosopher from Trout Creek all attended.

There was dancing, beverages, hot d'oeuvres, canapes, shrimp cocktails, chicken teriyaki, deviled eggs, assorted this and that, potato salad, cabbage salad with fresh crab meat, mints and more beverages.

The girls kissed the boys and the boys kissed the girls - the New Year had arrived.

J. Lardy



"TAKE ME TO YOUR LEADER!"

"I said some foolish things to that boy last night."

"Yes?"

"Well, that was one of them."

## BROTHERHOOD

- believe it
- live it
- support it

The President, honorary chairman of the annual Brotherhood Week, February 21-28, has called on federal agencies to take part in the observance this year.

The FAA points out that "we.... are members of a force that is vital in the promotion of universal brotherhood-- aviation. Far off lands are easily accessible, strange and distant ways of life, philosophies and objectives are brought together daily in a common world-wide forum."

In your own attitudes: Deal with people as individuals. Don't generalize. Have friends in all religions, racial and national groups. Don't blame others for your own faults and troubles, and don't make others scapegoats for the problems of society.

When you hear a bigot: Challenge prejudiced statements quietly with moral principles and facts. Do not allow generalizations to go unchallenged. Ask for proof of charges. Point out that religious principles and democratic ideals call for fair play for every person.

In your home: Set your children a good example by talking about and acting with people as individuals. Give your children love and affection so that they will be secure and not aggressive against others. Give them experience with children of other groups through books, stories, movies, visits, etc. Grant human dignity to every individual.

## TIPPETS MOVES UP

His thousands of friends and admirers in the Fifth Region were happy recently to hear that Joseph H. Tippetts had been named Director of the Bureau of Facilities and Materiel by Administrator Quesada.

Beginning as an electrician in the Fifth Region, "Joe T" worked on Alaska's airways through all the difficult early years, progressing steadily in position, and phenomenally in winning friends and respect.

His surviving of the ordeal of airplane crash and a month of wandering in the wilds along Alaska's southeastern shores before he and a companion were rescued endeared him further to Alaskan acquaintances. When he was transferred to Washington, where he later headed the old Airways Division, he earned the same affection.

## Credit Union Pays 3.5

Credit Union members will get 3.5% interest on their savings this year, it was announced at the annual dinner January 29.

In 11 years, the report noted, 9930 loans have been granted totalling more than \$6 million. Loans during 1959 averaged \$750 per loan. This year, \$21,208 was available for dividends, and operating expenses were \$35,398. This was higher than last year due to the hiring of additional clerical help, increased cost of loan insurance, higher interest on money borrowed, and other increases.

Federal Examiners who examined the books during the year approved its good management and accounting principles.

## HOW TO WIN BET-LOSE FRIEND

Two wealthy American industrialists were engaged in a heated discussion about Russia. One stoutly maintained that the Russians could not be trusted and they were dedicated to world conquest. The other strongly avowed that they were a peace-loving nation and were truly our friends. To prove his point he bet his friend a million dollars that he could board a Russian ship in New York, sail to Russia, tour the country and return home safe and unharmed. His friend took him up on this and they shook hands. One day out of New York, the captain approached the American with a scowl saying, "I have telegram for you." The American took it and read, "If you can't shoot Krushchev, try for Mikoyan."



## FAA AUTHOR WRITES AIR CAREER BOOK

Teen-age daughters in FAA families will like "Leslie Takes the Skyroad." This is a piece of jet-propelled fiction co-authored by two women who've made their own careers in aviation and know how to write realistically and authentically.

Patricia O'Malley, now with the FAA in Washington, D.C., has been "in aviation" most of her life, working for various airlines and helping write the story of the airplanes' development from the first lumbering biplanes to today's jets. Two among her numerous previous books for girls are "Happy Landings for Ann" and "Faraway Fields." Miss O'Malley (wife of veteran pilot, Capt. Harold Strickland) also helped assemble the Air Age books, one of the first aviation-education series.

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Offered a more difficult job, some of them seemed to be angered, because it was not in their field, they had no training for it, or it was beyond their reach. That, said the old timer, usually angered him, and he had often closed such interviews by accusing the applicant of wanting nothing more than more money for doing only what he had always been doing.

"Now, as to what can be done about it..."

"First, there must have been somebody doing something about it," we reminded him. "You do have men filling top jobs of course? How did they get there?"

"Quite naturally. They also followed certain dictates of standard human nature and sought improvement. They qualified themselves through patient experience or hard study. Some in this Region have literally given up high jobs in one field to start down lower in a different field where they felt more opportunity existed. And, of course we had many pushers, the onward-upward people, willing to study and grind constantly for advancement. Burners of the midnight oil."

"What can be done about it?" That question started Richter, his training officer Gil Reese, ATM's training officer William T. Mullaly and Facilities' Manpower and Training Coordinator Gene A. West, into long descriptions of the opportunities the FAA holds out for employees whether they have little or much ambition.

### FAA "University"

The biggest "university" conducted by the FAA is its Directed Study program, and West offered descriptions of 26 courses in his field alone that would use up several pages in the Mukluk. Such courses as Basic AC and DC theory, Antennas

Her collaborator on "Leslie Takes the Skyroad", Mary Walfrieda McAssey, is well qualified on technical detail of airline stewardess training. She has come up thru the ranks from nursing school to her present position as staff supervisor of stewardess service for American airlines.

Leslie's trip along the skyroad takes her from the first oh-so-homesick days in training to fulfillment of a cherished dream -- a non-stop jet flight from California to New York. But whether her young readers are similarly intent upon becoming stewardesses or simply want an absorbing, well-written tale, they'll find it in "Leslie Takes the Skyroad" -- a Dodd-Mead Career Book. \$3.

and Radiation Patterns, Pulse Modulators and Radar Oscillators and so on up into advanced applied mathematics. This is an active institution, operating in a given year with more than 3700 maintenance engineering students. The number necessarily is limited by the amount of work the instructors at the Oklahoma City Training Center can handle. The FAA provides everything, and at no cost to the student except for textbooks averaging about \$5 for each course.

The 26 courses referred to are in electronics only. Directed Study courses are available in many other subjects. In addition, training at FAA stations is generous and going full blast all the time. Most new employees concerned with communications equipment are given training at OK City. They can go right on learning in advanced specialties such as Radar, VOR, ILS, DME and TACAN when they start work in the Region. Regional courses also are conducted in the maintenance of low frequency radio ranges, teletypewriters, military radar and VHF.

Not only do these courses cost nothing, but they are taken on Uncle Sam's time, because they always improve the employee's performance, and are practically the only way to qualify for more and more FAA positions. At Anchorage and Fairbanks, students taking Directed Study courses are gathered into classes where the tough parts of the course are discussed and explained. They do their studying, of course, on their own time.

But this doesn't leave out the smaller stations where there are too few students to make up a class. The station instructors at Anchorage and Fairbanks and the training officials and even the "wheels" at the Regional Office willingly correspond with students in the field, helping

## 1,000,000 Still Live

One million Americans are alive and well today, cured of cancer. They checked in time.

Before April, "Cancer Control Month", why don't you check? The 7 danger signals are: Unusual bleeding or discharge. A sore that does not heal. Change in bowel or bladder habits. Hoarseness or cough. Indigestion or difficulty in swallowing. A lump or thickening in the breast or elsewhere. Change in a wart or mole.

The American Cancer Society--which needs money for more research--says, "lung cancer death rates were ten times as high among regular cigarette smokers as among men who never smoked."

A fool with money to burn soon finds a match.

with parts of the Directed Study courses that prove difficult for the individual.

Thousands go to Oklahoma City in a given year to take training to which they are assigned by their supervisors. Generally, these are employees who have, by self-study or through experience, qualified for more training. Their assignment is rarely arbitrary, since most of them actively seek the opportunities which OK City offers.

In the case of Aviation Safety Inspectors this instruction is designed to improve their proficiency and to up-date them in this fast-moving aviation business. So also with engineers in several fields who need refreshers and knowledge of new developments in their specialties. These courses range all over the lot...from A and E maintenance mechanic who needs training on the new jet power plants to the Air Carrier Inspector who must know as much or more about the new jet aircraft as the pilots know who are checked by him.

### Supervisors Can Train

Supervisors can get training too. Nationally the FAA has well-established courses for selected officials in the higher brackets, and welcomes applicants for these courses. In the Fifth Region, there is the annual Station Manager's Conference designed to sharpen them in their duties. Last year, when the conference was not held, three gatherings of Managers were held at Fairbanks, Juneau and Anchorage for similar purposes.

There is a writing course and a reading course to improve administrative talents. The Training Officer of the Personnel division is constantly available for con-

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# STEIN RIDES THE AIRLINES!

*or YOU CAN'T GET THERE FROM HERE-IN A JET*

Flying--down there--is not like flying--up here. So says Richard W. Stein, Bethel AOS.

Inspired by last month's story, "Hulen Rides the Rails", he has written the Mukluk that Stein tried to ride the airways, and with disturbing results. The main trouble seems to be that Stein--from pretty far out in the country, Bethel--had only the very best in mind. He tried to take a big jet out of Chicago.

"Leaving Chicago," he writes, "was tougher than leaving the Nautilus under the Polar ice pack. My family, (wife and two monsters) had reservations aboard a new jet giant for San Francisco, due to arrive in the city by the Golden Gate three and a half hours later. We got there OK--aboard an old-fashioned conventional airplane--three days later. I hear that jet is a great piece of machinery. Well, I guess it is. The trouble is that it's so fast the reservation agents at O'Hare can't keep track of it."

Stein maintains that those visionary people who laid the rails in the 1800's would be surprised to learn how many in the 1960's have re-discovered the iron monsters--trains. The reason, he says is, "The train runs on tracks and the tracks are stationary and the train must go where the tracks go and the tracks are there all of the time and the train stays on the tracks during fair weather and foul."

## Come Right on Out

An agent phoned Stein. "Your reservations have been changed to 5:45 tomorrow evening because of weather" and at 4 the next afternoon he phoned to confirm, although the fog was thick in Chicago. Yep, said the agent at O'Hare, everything is on schedule, come right on out. Taxi to O'Hare is \$7.50.

"Boy, would I like to tell you that I walked right up to the airline desk and checked in, but I can't. There were roughly 300 people yelling and screaming at about 10 agents, and none of them had answers that would have dispersed the mob. About 40 minutes later when I arrived at the scale, the agent said, 'Your flight will be in about 7:30 P.M.' I said Hooray

and embraced him tenderly until my wife pulled us apart. After running my luggage through the scale (105 pounds of wet and dry diapers, three life-sized dolls with wardrobes weighing 80 pounds and one case of squaw candy for my wife's folks in S.F.) we waited. The agents waited. Everybody waited. The jets waited. (Someplace)

"I joined another line at the counter. I found out that no jet flights on this line had departed for 48 hours and nobody knew where they were. One agent thought they were in St. Louis. Another knew that at least one was in Tulsa. (Meanwhile the airport cops had picked up my daughter for wrecking the magazine stand.)

## Why, This Never Happens!

"I said to myself this is impossible impossible. (Yes, twice) These rhubarbs don't happen any more. The airlines are efficiently run. If the flights are delayed or cancelled because of weather, they notify you and reroute you by conventional airplane. I talk to myself a lot.

"Suddenly it occurred to me I'd better get my luggage, so I gave claim checks to the man. He wanted to tell me about the man who had a ticket for Miami whose luggage wound up in South Viet Nam. I told him all I wanted was my luggage.

"Back to my brother's place in time for Popeye and another seven bucks shot. By this time, I was the same color as the cab.

"Geez", said my brother Bob, 'not again!' I said I was sorry--little trouble at the airport--they misplaced 5 or 6 big jets.... THEY WHAT! Another hunch--call the airport. Hello Ma'm, what is the status of the flights to the Coast? Oh, cheerfully, we have taken care of everybody--sent them to St. Louis by conventional airplanes. You have? In the last 43 minutes, Ma'm? Yes. (pause) Ma'm, has anyone ever committed suicide while talking to you on the phone?

"Oh, before I forget. The guy got his luggage out of South Viet Nam, but he had to join the Foreign Legion to do it."

sent with a registered nurse to Children's Hospital in Seattle. The operation was successful and the boy returned Tuesday, January 26 to his parents in Anchorage where he is doing fine. Transportation was paid by the FAA under terms of the Emergency Medical Act.

## FAA AIDS UNUSUAL BABY

When the first child of an Anchorage FAA couple was born on Friday, January 22, it was discovered that no opening for the lower intestine had developed. No surgeon in Anchorage would operate on the unusual case, and the baby boy was

# PLYE TELLS FAA'S WAR TIME PERSONNEL POLICY

FAA's special report to Congress on personnel problems has been prepared and is now being discussed with other interested Executive Branch agencies.

Deputy Administrator James T. Pyle reminds all FAA employees of the "general direction of Agency thinking" in this matter that intimately affects many of us. He says:

"We seek to meet our personnel needs without changing the civilian status of the Agency or its employees. There is no intention to 'militarize' FAA employees in any sense at any time. Employees will stay within the basic civil service merit system, and keep their career status, rights and benefits.

"Employees will have to discontinue conflicting obligations such as membership in military reserve organizations. The Agency will make every effort to compensate for loss of military reserve benefits.

"Our current proposals would place some restriction on the right of essential FAA employees to resign or be willfully absent from duty in periods of emergency or war.

"In view of these facts, and in accordance with the mandate from Congress, we are exploring the need for changes in pay and other employment benefits.

"Discussions now under way might change our plans, and publication of our findings or recommendations would be premature. But we want employees to know the general approach we are taking. You will be kept informed of any action proposed or taken."

## BUY-SELL-SWAP

FOR SALE: Cessna 120 with electrical system and radio. Good airplane. Licensed until Sept. 1960. Flying now but engine should have work in near future. \$1500. Firm. Will deliver. Write or call Dick Rogers, Box 147, FAA Kotzebue, Alaska for further details.

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FOR SALE-Income Property in Mt. View. 4 bedroom log house and 1 bedroom furnished house. Both for \$15,000 with small down payment. Doris Sturtz-AN40, or phone FE 3-2725.

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For Sale. '59 Volkswagen sedan. Big gas heater, white wall tires, 5,000 miles, \$1825. FA 2-1764 night - BR 8-5811 days. Wilkins.



## HOMER

The weather didn't cooperate at Homer during December.

There was a record snowfall of 38 inches during the month, causing several serious interruptions to communications and VOR service. The heavy snowfall kept the Public Roads crews and equipment busy and they were unable to keep the roads to FAA sites open. Line crews were unable to reach the VOR sites several times and they had to use their Bombardier (special belt-tracked snow vehicle) to service the facilities. Electronics Engineer Desautels came to Homer from Anchorage but had to return without doing any work at the VOR site due to the unusual weather.

With the heavy snows the moose have all come down from the surrounding hills and are around the town and the station in great numbers. Kind of makes some of the farm-raised boys homesick to see them grazing around the control station.

AN-625 personnel Robert Morrison and James Laughlin have been getting in lots of practice on skis and snowshoes in travelling back and forth to the VOR site. Morrison claims that he can't understand why no one ever mentioned skis or snowshoes during all the years that he was studying to be an Electronics Engineer.

Manager Heay adds, we have had at least six earthquakes during the month, some of them strong enough to cause a little concern. Inspection of buildings, power lines, and pipe lines have revealed no damage so far.

Otherwise things are pretty normal in Homer-by-the-Sea, it's still the best station in Alaska, the Garden Spot of Alaska, and probably the future capital of Alaska.

EMT John Austin returned from the OKC training center and vacation with his family in Florida. He has packed his household gear and is now waiting for his transfer to a GS-9 position at Cold Bay. His family is still outside and will join him later.

On the morning of January 11th the station door opened and a thick cloud of cigar smoke poured into the building. When the air cleared, there stood Sherrod Kendall of AN524TO with brief-case in hand calmly puffing on his cigar. He departed the next day after administering an area rating exam to SATCS Tom Cianfrani.

Life could be worse. Suppose all our errors were tabulated and printed daily, like those of a ball player.

## FAAERS GET STARTED RIGHT AT FAIRBANKS

New employees at Fairbanks now sit down with their immediate supervisors and Ban Zvalonek, Station Manager, and hear the facts of life in the FAA at Fairbanks.

The Manager explains and discusses five subjects with them: Agency orders, practices, directives, etc.; Supervisory channels; Promotion appraisals; Use of sick leave; and Employment policy practices and procedures against discrimination.

"It's working fine", Zvalonek reported recently. "In a big station like this, there are opportunities for groups to form and live together, socially and in working hours. This very often complicates the supervisory job. We are finding that a clear, straightforward statement of the proper employee-supervisor relationship starts a new employee on a comfortable course where his production is satisfactory. Supervisors are finding these sessions helpful too!"

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what he termed "pressure groups" in the industry:

- requirement of FAA approval of airlines flight crew training courses.
- higher qualifications and periodic check of co-pilots.
- compulsory retirement of ATR pilots at age 60.
- elementary instrument training for private and commercial pilots.
- airborne radar in transports for weather surveillance.
- restrictions on consumption of liquor on air carrier flights.

### Don't Touch Me"

"There is a great tendency," the Administrator said feelingly to the committee, when there are accidents... for certain aviation interests to say, in effect, 'Do something and do it quickly, but don't do it to me.'

"I... recognize that without the sincere and valuable cooperation of these many dedicated individuals and groups, the task confronting the Federal Aviation Agency would be impossible. By the very nature of things, however, the special interests of many of these groups are often in conflict with each other. More importantly, they are often in conflict with the public interest. Our job then, often becomes one of balancing the equi-

## TIMETABLE FOR YOUR NEW HEALTH PLAN

Here are the important dates in the coming Federal Employees Health Benefits Program, as announced by the Civil Service Commission:

By March 1--Complete contract negotiations for the service benefits plan and the indemnity benefits plan; (The Aetna Life Insurance Company has been selected as the principal underwriter for the indemnity plan) and decide which non-government-wide plans, including those offered by Federal employee organizations, are eligible to take part in the program.

By May 1--Distribute detailed information on the plans to all federal employees.

By June 1--Begin enrollment of employees eligible for the program.

The program goes into effect on the first day after the first pay period after July 1.

Between Oct. 15 and 31 each year, after 1960, there will be an "open season" during which employees who have not enrolled may enroll; and participants may change from one plan to another if they desire.

"There's no tax on this perfume", the sales girl explained. "The type of man it attracts is not considered a luxury".

ties among these groups and the great body of the general public.

"Let me say here and now that I refuse to yield to this pressure, that I refuse to be intimidated, and that those who resort to such tactics are not only doing a disservice to their membership but also fail to serve the legitimate aims of their organizations... The purveyors of distortions cease to be effective advocates... We have followed these procedures (for adoption of regulations) faithfully. I defy anyone to show a single instance where this was not true in the issuance of safety rules by the FAA."

### Approval

Quesada's vigor in issuing safety rules and his willingness to meet and answer criticism of the FAA impressed the Committee, according to Washington news commentators, and editorial approval of his course has appeared in many newspaper editorials over the country.

A national publication quoted Quesada as saying, "I am here to represent the public, and dammit, the public will be protected."



## YAKATAGA

The world is moving in on Yakataga... Fines G. Moore, Station Manager writes: "The Clyde Hall Drilling Company reportedly is down more than 5000 feet with the Richfield well 20 miles west of Yakataga. Casing pipe is observed nearly daily being moved from the barge landing over the by-pass road past the station to the drill site. The Aero Commander expected to be based here by Clyde Hall has not yet arrived. The outlook for 1960 is for record activity at Yakataga due to continued oil work and the proposed Western Electric construction at the Cape.

WHEW! The holidays are over and all of us at Yakataga feel rather nice to have things return to a semblance of order. The Glacier Club sponsored the Adult Christmas Party, the Children's Christmas Party, Christmas movies et al. The crowning feature was the presence of a real live Santa Claus with red suit, beard and boots played by Delbert Stevens from the Richfield Camp. Christmas Eve the Fines Moores held open house and this was followed by the traditional egg nogs at the Bob Wisners. Even the weather man cooperated and furnished us with a fine White Christmas.

Our big New Year's Eve party turned out to be a spontaneous affair engineered at the last moment by Lorraine Moore and Jean Wisner. Up until a few hours before, nothing had been done to arrange anything to celebrate the New Year. But, the spontaneous party was a big success and we all did a better than average job of kicking out the old year.

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sultation with any division or group requiring special training in specific operations. He will assist in setting up the machinery for such training and collaborate with technical personnel who direct the training.

There is hardly a field of work in the FAA in which there is no training for advancement. A serious worker can advance from the lowest grade to the highest in his field. Then he can--and many have--moved into another specialty and repeat the process.

What then, prevents such progress? Well, mainly excuses. There are those who must have classroom experience in order to learn and this is not available everywhere. This is understandable. But there are many other excuses given: My kids won't let me study at home; can't get any help on hard problems; inter-feres with my hunting and bowling; got to attend National Guard; etc., etc.

## STUDYING COMPLICATED PAY RULES



Determining what pay you get as an employee of the Fifth Region becomes a complicated matter when all the laws, regulations and variations are considered.

To insure equitable treatment for everybody, the Personnel Division recently held a training course for all of its technicians in Salary Fixing Policies and Procedures. With Hobart Douglass as instructor, the course covered rules for fixing the salaries of both WS and GS employees, under the conditions of transfers, promotions, demotions or changes in classification.

Above, from the left:

Pat Mayo, Admin. Asst., Plant Estab. Br., AFN Div., Jean Dudley, Loren Cameron, Thelma Pickens, AN-90, Marion Horton, Admin. Asst., Program Control Staff, ATC Div., Jean Baures, H. L. Douglass, Instructor, Erma Breshears, Don Eaton, F.R. Brecher, Cecile Bryant, Rogers Walker and Emil Knowles, AN-90.

Add to these "obstacles", many a supervisor whose job it is to encourage and push his people to greater competence. Some supervisors do nothing in this part of their jobs. Thus employees, those who have to be pushed, never make a move."

Another important factor that quite often retards progress is self-motivation. Some employees are extremely competent in handling their assignments, take advantage of training available, but still are passed over for better positions. Competency is important of course; however, an employee with competency, but lacking in ability to get along with others, who has poor attitudes and work habits, lack of reliability, etc., is definitely at a competitive disadvantage insofar as advancement is concerned.

### Higher Pay

"It's funny", says Gene West. "All of this training can be translated either directly or indirectly into more hard cash in the pay check. Hundreds of FAA employees prove this every day. It's hard to understand why some never make a move."

"The major responsibility for an employee to develop and progress rests with him", Richter agrees, "but management and supervisors have definite responsibility in assisting him. Management provides the training. Supervisors should guide and encourage. The end product will be in direct ratio to the employee's motivation for improvement."

## HOMESICK "ALASKAN" WANTS HIS JOB BACK

Former Fifth Region Electronics Technicians frequently ask to return to their old jobs and friends in Alaska.

Not all are as "homesick" or as vocal as one who wrote FAA recently:

"My wife and children are very unhappy here in New York as well as myself. We are very homesick for Alaska and its easy and true friendship.

"---, here is a little information you might like to pass on to some of those people who think the grass is greener on the other side of the fence. The cost of living in the New York area is as high as it is in Alaska, with the exception of fresh vegetables and fruit. The cost of housing is as high as it is in Anchorage and the quality is far lower.

"I wish I could talk to all the people in FAA in Alaska and tell them what this hard head of mine has soaked up in seven months of exposure to the South Forty-eight. Most of my friends in Alaska told me before I came down that I would come back and I think now that you knew that I would, but some of us have to be shown. I will be looking forward to hearing from you at your earliest convenience."

Inflation is a state of affairs where you never had it so good or parted with it so fast.



## WANNA RASSLE, MOM?

The Anchorage YMCA has started a Community Program and that M in their title now excludes nobody.

"Everyone is included", their publicity says, "boys, girls, men and women alike," and it doesn't sound like the Y of my boyhood.

There is a very active junior sports program; and Adult Fitness program (for flabby business men); and a slimnastics program (for women who--well). There are Youth Clubs, Hi-Y, Tri-Hi-Y Clubs and the "Y" Men's club, an international organization for young men. And, of course, the Y's Summer Camp.

A social, educational program called So-Ed started in January with courses taught by leading Anchorage personages, on Travel, Investment, Music, Sports, Religion, Bridge, Dancing and other subjects. In short, things are jumping at the Y.

The Anchorage Y was built largely with military money in 1951 and it has, until lately, been one of the USO centers for Anchorage. Now, it is launching out into an all-community service. Enrollment rates range from \$5 for boys and girls to \$50.00 and up for sustaining membership. They also have a Family Membership, for Mom, Pop and all the kids at \$45.

## Dec.-Jan. were rough!

The weather acted up all over during December and January, causing FAA field people plenty of extra work.

Yakutat had 92 inches of snow during the month; Homer made a record, say old timers there, with three feet of snow; at Seldovia nearby, they had six feet.

It blew at Annette, damaging several buildings and completely flattening the cat, crane and grader shed. And winds estimated at 100 mph broke a guy wire on a pole at Rogers Point and the maintenance crew had to work desperately to keep the pole from damaging the house or VHF building.

Anchorage shivered and busted its radiators in a week of well-below-zero weather early in January.

And Tanana hit bottom with 57 below.

Thrift is an excellent virtue, especially in an ancestor.

## SOBCZYK CLUB HEAD

Prospects are bright for an active year of the Civilair Club, which got under way early in January with the election of officers and beginning work on several major projects.

Chester J. Sobczyk was elected chairman by the new board of directors; Clark Horton of the Weather Bureau, vice chairman; Mrs. Janice Fischer, Secretary; and Don Keil, treasurer. Mrs. Carol Unruh was named membership chairman.

Among the events scheduled for this year are the charter trip to Hawaii, scheduled for March 19 through April 3 at \$240 round trip; the charter trip to Tokyo, details of which are to be announced when a tour manager is selected; a big club picnic to be held during the visit of the Society of Airways Pioneers on the occasion of their automobile caravan trip to Alaska in July; and the usual Spring and Christmas dances and the Crab Feed.

Sobczyk has written Bill Breniman, president of the Airways Pioneers, promising to meet the caravan at Tok Junction and escort them in style to Anchorage where they will be guests at the picnic. Pioneers, many of whom have served in Alaska, will be hosted by FAA friends.

Also laid before the board was a proposal that the club appoint a committee to study the possibility of using de-commissioned FAA facilities in Alaska as employee recreation spots; and a study of various medical care plans which would meet the requirements of the new federal health program and improve health care for FAA Alaska employees. Clark Horton is examining the recreation idea. The other suggestion will be considered in detail at a later meeting.

Membership of the club now is 550. All FAA employees in Alaska are eligible.

## 1960—A LOVELY YEAR!

Oh boy! what a year. In 1960 every holiday except Thanksgiving falls on or near a weekend. With no planning at all, we can have three-day weekends seven times during the year.

Look how it works out:

New Year's day--oh well, we've already had that.

Washington's birthday--on a *MON* Friday.

Memorial Day--on a Monday.

## Does Kotzebue Have Good Water or a Beauty Care?

Water for drinking, washing and mixing has always been a problem at Kotzebue. Every once in a while, somebody thinks he has the solution, but right close by, someone is laughing.

Water experts of the FAA have installed an electric demineralization system, which will go into operation when they are able to establish a dependable, year-round source for the seawater which the demineralizer will desalinate.

Meanwhile, the FAA personnel at Kotzebue is being served the usual crystal ice by a contractor who cuts it from nearby lakes, dog-sleds it in and piles it up near the kitchen doors. Melted, it's fine water, pure and clear. But melting enough for a good Saturday night bath is still a chore, and no improvement over the life FAA'ers have lead in Kotzebue for a decade.

Right now, Bruce Williams, Station Manager, thinks he has the solution. Station personnel have laid a pipe and the station report for December says: "Water from Isaac Lake is sufficient for washing purposes, but is badly discolored. We use lime as a coagulant and the water settles out nice and clear. To remove the lime from bath water, we use vinegar. Over all, the water is much better than it has been in the past".

At which Regional Office water experts smile. Isaac Lake they say, is about two feet deep. Most of that freezes. You can't depend on the supply but you can be sure the water will be discolored and inhabited".

"But", they say, "maybe they've got something up there in Kotzebue. How about lime, vinegar and Isaac lake water as a beauty treatment? How does it affect the human hide?"

Fourth of July--on a Monday.

Labor Day--on a Monday.

Veterans Day--on a Friday.

Thanksgiving, oh well, Thursday.

Christmas--on a Sunday, which means we'll get Monday.

That's as nice a year as they're turning out anywhere.

When the grass looks greener on the other side of the fence, it may be they take better care of it.



## SUGGESTIONS AND GOOD WORK ARE REWARDED



This is the way you do it in a nice warm office, Arthur Copeland tells Al Hulen. Hulen promptly told him he had wrapped cable splices all over Alaska in much worse conditions, while wishing for a better way. Left, Austin T. Judson.

Next time you are clinging tooth and toenail to a high tower in a high wind and a low temperature wrapping the splice of a coaxial cable with stiff, cold fingers, say thanks to Art Copeland.

You won't be up there for as long as before, thanks to his suggestion for using an especially wide, self-vulcanizing tape for the job. The FAA finds that it takes about 10 minutes instead of an hour to do these jobs, and the special tape really protects the splices, keeps out the moisture and keeps facilities on the air. Copeland got \$30 for his suggestion.

Three FAAers were rewarded at the same time, for sustained superior performance.

Austin T. Judson, electronic engineering designer, received \$240 for his superior work, particularly in the work he did in moving and setting up the air traffic control center from Merrill Field to Elmen-dorf AFB. Hudson, according to Brandon Wentworth, did the work of an engineer in this move, working round the clock twice to avoid any outage of the center's services.

Roger M. Smith, Woody Island, received \$200 and Karol J. Gilbertson, Fairbanks, \$150 for superior work over an extended period of time. Eleven others received cash awards for suggestions.

## GRETZER HONORED

Don Gretzer has been honored nationally for his safety work with general aviation in Alaska.

The Federal Safety Council's Award of Merit was presented to him in Washington where he is now chief of the compliance and enforcement section of the Flight Standards Bureau. His many "Aviation Safety Discussions" issued at intervals over the years, and now bound in a special volume, were cited as a major contribution to flying safety. The Army's aviation section has asked the FAA for permission to reprint this book for its own use, and commercial interests would like to reprint it and keep it available after the small supply in the Fifth Region has been used.

It is our estimate that the average American family is duped out of one week's salary each year by senselessly using costly consumer credit plans.

--Vance Austin, Managing director, Credit Union National Association.

Keeping a secret from some people is like smuggling daylight past a rooster.

## KEEPING UP THO FAR AWAY

FAAers at remote stations can keep up with federal employee affairs through news letters published in Washington.

Jerry Kluttz, who writes a column on federal news in the Washington Post, also publishes and sells the Federal Employee News Letter which is mailed. Joseph Young has a similar column in the Washington Star and he also publishes the Federal Employees' News Digest.

Young's weekly letter, air-mailed, costs \$9.50 a year. Kluttz, by air mail costs \$8.75 a year. Either one will send sample copies if requested.

## THE MUKLUK TELEGRAPH

### ANCHORAGE, ALASKA

The Mukluk Telegraph is the official employee publication of Region Five of the Federal Aviation Agency. The Mukluk is published to give all employees a comprehensive and current story of FAA plans, accomplishments and employee activities.

Editor.....Charles E. Planck  
Typesetter.....Doris Sturtz  
Photography.....Hermann Kurrieger  
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## SEATTLE FRIENDS TELL UNTIS GOODBY

Francis E. (Red) Unti, and his wife, Verna, were honor guests at a farewell dinner dance, Saturday night, January 30, prior to Red's departure for a new post with FAA in Washington, D.C. Red has been with FAA/CAA since 1943 -- and employees who had worked with him during the past seventeen years gathered at the Elks Club in downtown Seattle to congratulate him and wish him well. Present employees, past employees, retirees--all turned out to pay Red tribute for a job well done.

Red, who has been Chief of the Alaskan Branch Office since 1946, met many old friends and renewed old friendships, as he said hello and goodbye to his many co-workers and friends. Verna, who is a former CAA employee herself, will follow Red to Washington as soon as he is settled and has found a home for her and their two boys, Steve and Mike.

Friends in the Region sent Red a wrist watch and an elaborate scroll which extolled his skill as a poker player on airplane trips to field stations, and "his intrepid and self-sacrificing spirit which led him into the Arctic to see at first hand the fruits of his efforts without thought to his own creature comforts."

## ROYALTY Cont. from Page 1

our own ex-FAAer Harry Watson. They will reign throughout the week-long ceremonies, and, "Who could do it as well?"--their thousands of friends want to know. No Alaska couple could claim a larger number of willing subjects than the Watsons.

The U. S. O. has selected Janice Hendricks of FAA's Procurement branch as their candidate for Rendezvous Queen. Janice is 19, a Californian, from Oakland, and has been in Alaska six months. She is a clerk typist in Procurement, and her measurements are 36-24-36, ideal for the queen job. Vote for her.