

VOL. 12, No. 8

HONOLULU, HAWAII

NOVEMBER 1960

SIXTH REGION HONORED

Honolulu and Region Six were recently honored by Washington visitors. Mr. James T. Pyle, Deputy Administrator, FAA, accompanied by Mr. J. H. Tippetts, Director, Bureau of F&M, and Captain Donald E. MacIntosh, spent several days in the Region gathering firsthand information.

After conferences with office heads in Honolulu and discussions with military officials of this Region's ever-growing airspace problems, the visitors were taken on a tour by Regional Manager, Mr. Beardslee, to see field

stations. The itinerary was courtesy calls on Admiral Harry D. Felt, Commander-in-Chief, Pacific, General Emmett O'Donnell, Jr., Commander-in-Chief, Pacific Air Forces, and Brig. General Valentine A. Siefertman, Commander, Hawaii Air National Guard, Diamond Head ARTCC and IFSS, and Kaloko IFSS Receiver Station for the first day; Honolulu International Airport, Regional warehouse and shops, Fort Weaver IFSS Transmitter Station and Barbers Point NAS the second day; Kahului the third day; Hilo the fourth day; and departed for Wake Island and Guam on

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JAMES T. PYLE, Deputy Administrator, Federal Aviation Agency, and Rear Admiral G. B. Hall, USN, Commander, Fleet Air Hawaii, discuss the jet age airspace problems facing both commercial and naval aircraft in the heavily trafficked Hawaiian Area.

Published by and for the benefit of the employees of the Federal Aviation Agency, Region Six, solely in the interest of disseminating useful information of an aeronautical nature, employee relations, and in support of employee morale at isolated island locations

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Address all correspondence to the Editor, Trade Winds, RM-605. The Editor reserves the right to make any editorial changes in manuscripts which he believes will improve the material without altering the intended meaning. Contributions are most welcome, as are comments and criticisms. Direct correspondence with the Editor is encouraged.

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DEMOCRACY

The right to think, and our right to speak our own thoughts; the right to worship, and our right to a religion by choice; the right of protection, and our right to be free of fear; our right to a future, and our right to a just reward. This is democracy, our way of life; and only through diligence, cooperation, and the hearts of our people can we ever hope to hold on to this great heritage.

Too often we take for granted the very base and substance that makes America great, and by so doing allow economical problems to influence our attitudes and thinking, especially when there appears a threat to our individual job security. Because of this, and the right of freedom from fear, the U.S. Government through the Bill of Rights sets down a definite policy against discrimination. So, to assure that we in the Federal Aviation Agency uphold the constitution, laws, and regulations of our great nation, it is imperative that the highest possible standards of democracy be maintained in all official acts, with equality of treatment and opportunity for all.

On the following page the Employment Policy Practices and Procedures Against Discrimination have been set down for your general information.

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"... and this button turns on the automatic pilot ..."

FEDERAL AVIATION AGENCY

EMPLOYMENT POLICY PRACTICES AND PROCEDURES AGAINST DISCRIMINATION

1. Agency Employment Practices -- It is the policy of the Federal Aviation Agency, as prescribed in Agency Bulletin 59-33, that the highest possible standards of democracy be maintained in official acts and all employees receive equal treatment and opportunity based on considerations of merit and fitness. All appointments, transfers, promotions or other personnel actions which affect an individual's employment status shall therefore be made solely on the basis of merit and qualifications, except as otherwise provided by law or regulation. No discrimination in any form, including failure to effect personnel actions, shall be exercised because of race, color, religion, or national origin. It is the responsibility of every official, supervisor, and employee of the Federal Aviation Agency to make this policy effective.
2. Employment Policy Officers -- Mr. Anthony T. Callanan, Compliance and Inspection Officer, has been designated as the Federal Aviation Agency Employment Policy Officer. He will also handle such matters within the Offices of the Administrator, Management Services, Congressional Liaison and Public Affairs. The following official has been designated in accordance with Executive Order 10590 as Assistant Employment Policy Officer with responsibility for the area indicated:

REGION SIX - EDGAR B. FRANKLIN

3. Agency Employment Policy Appeals -- Any Federal Aviation Agency employee, U. S. citizen, group or organization of citizens who allege that unfavorable personnel action has been taken by FAA against them because of race, color, religion or national origin may submit a complaint to an Employment Policy Officer of FAA. Applicants for employment who, failing appointment, allege discrimination because of race, color, religion, or national origin may also file a complaint.

Any employee contemplating the filing of a complaint is urged to seek informal adjustment with his immediate supervisor and personnel officer before submitting the complaint for formal consideration. Supervisors shall investigate any such complaint promptly and effect whatever adjustment is warranted by the facts. The supervisor shall advise the employee of his decision within 10 work-days and make a written reply if the complaint was submitted in writing.

If satisfactory informal adjustment cannot be made, the supervisor shall advise the employee of his right to submit a formal complaint in writing to the Assistant Employment Policy Officer for the organizational segment concerned, the FAA Employment Policy Officer, or to the President's Committee on Government Employment Policy.

A letter of complaint addressed to one of the foregoing should contain the following:

- (1) Basis for the complaint (race, color, religion or national origin);
- (2) Identification of the personnel action (failure of appointment, failure of promotion, discharge, etc.);
- (3) Organizational unit or office in which the personnel action was taken;
- (4) Identity of official responsible for the action, if known;
- (5) The approximate date of the action;
- (6) All other factual information which the complainant may have to support the allegation of discrimination, such as incidents, occurrences, circumstances, dates, and names of individuals involved;
- (7) Remedies sought; and
- (8) Signature of the complainant.

In addition to the foregoing, a complaint involving a disciplinary action must set forth sufficient facts or circumstances to form a substantial basis to support the specific allegations of discrimination as opposed to the complainant's denial of a "letter of charges" on which the disciplinary action was based.

Time Limit -- Except in unusual cases beyond the complainant's control, the initial complaint must be filed not later than 90 days from the date of the action upon which the complaint is based. Subsequent appeals to higher authority must be made in writing within 10 days after receipt of a decision.

PERSONNEL DIVISION

Welcome aboard to Bill Paz who joins the Personnel staff as Classification and Wage Specialist. Bill transfers from the Navy where he served as Chief Classifier covering Barber's Point, Lualualei NAD, and Kaneohe MCAS. His seven years of classification experience includes stints at the Pearl Harbor Shipyard and Navy's Area Wage and Classification Office.

A Public Administration graduate of the University of Hawaii, Bill was a Thespian with the University's theatre group. He also was awarded the Real Dean's prize for his many other academic and extra-curricula activities. Married to the former Anita Chang, he counts two sons and two daughters at the dinner table in his Kaneohe home.

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ATTENTION ALL FAA'ERS ON OAHU

CLUBSCLUBSCLUBS

To all FAA'ers, here's the opportunity you've all been waiting for. The chance to fly a Piper Tri-Pacer. "But," you may ask, "I don't even know how to fly. In fact, I've never even been in a light plane," and you ex-pilots may say "Well, I'd like to fly again but the cost just stops me." Well, to both types here's the answer to your problem.

A new flying club is being formed for FAA employees only -- and this includes employees in all branches of the FAA; yes, even you office gals. Tentative plans include the leasing of a Piper Tri-Pacer -- a four-seater, tricycle landing gear, full navigational and radio equipped, plush upholstered, 100 mile per hour plus aircraft. The lease rental will be amazingly low thus enabling the club to enroll members at a low initiation fee with still lower dues. Flying time will cost approximately 60% less than anyone can get anywhere for this type of aircraft.

The purpose of the club will be to enable all you flyers and ex-flyers to fly again; and you non-flyers to learn to fly. (it's easier than you think if you are of average intelligence and everyone knows we all are of

Continued next column

GUAM REPLIES

TO WHOM IT MAY CONCERN -- (especially Bob Suits)

"I didn't think anybody was ever going to ask for my recipes for lard sandwiches and chicken-fried bologna. Both are very simple but seem to be two of Jud's favorites. The secret of the lard sandwich is not to put too much lard on the bread because it may ooze out and spoil everything before the first bite is taken, which, by the way, is pretty sickening. As to the chicken-fried bologna, this used to be rather messy and not very sanitary, what with letting a few chickens stump over the slices before frying, but now with the modern frozen pieces, it's much easier. Jud has a new favorite now--fried gecko legs, and we have a plentiful supply on Guam to keep him happy.

"Incidentally, I have been meaning to write a note in regards to the very slim Christmas the Munsey family had last year, since Jud did not receive a welfare package as he did from Honolulu center personnel, Christmas 1958. (Suits and McCarter). That was an excellent selection of food stuffs and 'necessity' items. Jud avoided opening the can marked 'SURPRISE' for several months. Finally his curiosity got the better of him and, after alerting the bomb disposal team to stand by, he found the contents would make a delicious cherry pie. Also the trading stamps came in handy. Thanks a heap."

Myrna Munsey

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above average intelligence.) Just think, you can fly to all the islands whenever you desire and at less than half the cost commercially. All this plus the thrill of being your own pilot.

Details on application and an organizational meeting will be forthcoming soon. In the meantime, all those interested can contact Gil McCoy at the RO Phone 58831 Ext.603, or Tom Chun, Home Phone 771530. So let's get flying, folks - we can really have a good club going.

* * * * *

AIR TRAFFIC MANAGEMENT

Familiarization travel by ATM personnel during October included Roy Clemens' trip to Samoa, Jack Hoyt and Jack Peters to Guam, and Kenny Schrader and John LaBarre to Canton Island.

Robert McClement went back to Washington, D.C., in connection with Radar Planning for Honolulu Center, accompanied by Bruce Shoulders. They also inspected the Oakland relocated center for four days and Bruce is now on leave in Santa Ana, California.

Margaret Sakata returned from her trip to Japan and is currently modeling beautiful hand-worked blouses she got in Hong Kong.

Hal Henderson has just returned from a Defense Liaison Officers' Conference in Colorado Springs.

Clarence Funkhouser is still on an extended Mainland vacation and Margaret DePonte is also vacationing over there. Art Pallagi says he is so busy weeding he never really gets around to gardening.

Christian Deming, Bob O'Hara, and Joe Chambliss were guests of the 169th Air National Guard at a big luau to celebrate the National Guard's anniversary. Christian recently gave a talk to Seniors at Punahou High School outlining career opportunities with FAA and other Government agencies, and answering questions asked by the students.

CENTER CHIEF PROMOTED

Hal Henderson, Chief at Honolulu Center, has come to the Regional Office to take over Ralph Kiser's old position as ATC Specialist En Route. Hal says his career with FAA started when he was attending law school at National University in Washington, D.C. During the winter of 1940 the pre-war civilian pilot training program started and a group was selected from the law school to go through the original civil pilot training course. These men were used, to some extent, as guinea pigs and subjected to six flight and ground school courses, one or two of these courses being abandoned later. This training was Hal's first experience in aviation and at the end

of that time the Administration, in conjunction with the Netherlands East Indies, had planned a bomber force to be located in Java, and manned by American personnel. Some 100, including Hal, who had commercial pilot tickets but no military experience were recruited for service. While awaiting clearance through the State Department, and needing to eat in the meantime, Hal filed an application for a job in airway traffic control in Washington, D.C. It was Hal's intention to stay in air traffic control for approximately 3 months but just before his appointment the late unpleasantness with the Japanese occurred on December 7th and obviously there were no jobs for Americans in the Netherlands East Indies. The result is that Hal has been in air traffic control since December of 1941, with the exception of about two years spent in the Navy during the war in radio-intelligence.

Hal grew up in North Carolina and has a L.L.B. degree from National University in Washington, D.C. Hal met his wife, who is from Colorado, when she was in his group in the civil pilot training. Mrs. Henderson was the first girl that got through the secondary courses there. The Hendersons have four children, Muriel 18, is the oldest and a senior at Punahou, and her main interest is art. Hal, Jr., is a sophomore at Punahou, then Robert is in the 3rd grade, and Lelani is in the 2nd grade.

Hal started at the Washington Center, and early in 1942 was detailed to the Norfolk Information Center where the Commanding Officer was a gentleman named Elwood Quesada. Additional assignments have included about a year as an instructor in the old Flushing, New York Training Center, a year and a half training Filipino nationals in Manila, one year on Midway Island during the Korean airlift, and a year and a half in the Honolulu Tower.

Away from the office, Hal is very interested in spectator sports. Hal's early legal training helps him to appreciate Perry Mason, whom he reads about and watches on TV and considers "very clever." In 1942 Hal participated in a development of what was hoped

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CANTON ISLAND

With school in session again and most of the vacationers back on the job, Canton Island is about normal these days in spite of Seiji Matsuo's broken toe, George Albritton's broken finger, and Paul Delmundo's sprained back. With the return of Vic and Flo Cox from their New York vacation, and the Schillings from school, the community will be complete and we can all start looking forward to the festivities of the holiday season.

There are many new faces since our last report and we are minus some old timers. The past few months proved to be moving season and among the newcomers we greet George and Julie Avery, H. Fujimori and family, E. T. Hoon and family, John Barboza and family, Robert P. F. Wee and family, Patricio Erroc, W. H. Carlisle, Paul Delmundo, S. Kabashigawa, S. Nakae, T. Uetake, James Matono, Kenneth Kanihiro, Fred Lung, and Rodney E. Patterson, the new school teacher. We said Aloha to the Ted Escobars, the Joe Changs, the Jimmy Pualoas, Clint and Helen Casscells, Al and Dorothy Lincoln, and Pitt Van Hoose and family.

Ed Kenny says that Domestic Services continues at full steam ahead playing host to a complete complement of FAA bachelor personnel plus several contract personnel engaged in Project Mercury. Late in October there will be 24 additional men who will be permanently assigned to the NASA operation which is so busily a-building at present. Charley Kobayakawa suggests rubber walls for the dining room. We are all very proud of the entire messing staff who continue to merit praise from transients and base personnel alike for the excellent food. Mr. Edgar Franklin and Mr. Bill Jervey were their guests during their recent inspection of the facility.

Charles and Fran Miesel went to New York, New England and Oregon in June and July. They had to come home to get rested up after all the hair-raising traffic of New York and Boston. Believing that variety is the spice of life, Fran insisted on a train trip while in the East. T'was done and the Miesels are now inoculated for life.

At the risk of being monotonous with the recounting of fish stories or seeming to display traits of Braggadocio the following

is offered:

A near normal procedure for shore fishing at Canton consists of our fisherman grabbing his pole and hieing himself to the cement dock on the channel. He generally smokes a cigarette until some nearsighted flying fish miscalculates his margin of safety, sails ashore and dusts off the coral. Our glider-finned friend soon finds himself back in his watery home, but carrying a heavy mortgage; and our hero, firmly gripping his pole and eyes a-shinin' is in business.

So it was recently that Harold Tatsuna, Mitsuo Adaniya and Henry Yamada followed the above course in the pursuit of happiness. Henry soon had something hooked and the fast-gathering audience prepared to watch the battle. It was apparent from the very first that there would be vigorous objection from the unwilling victim and since the tide was running at it's strongest, darkness soon to fall, and movie time rapidly approaching, the three men decided to work in relays and get this fighter out of the water. Even Charlie Miesel of the routing section got his two-bit's worth in. Some of us were a little late for the movie, but we didn't mind a bit--what we saw was a beautiful 118 pound tuna.

Not all the fish stories from this island are so happy. In case there is among us one who underestimates the hunger and the power of a shark, get in touch with Paul Y. Chong and H. Fujimori, please. Their fishing companion last week was Namron Berenato, the Gilbertese right-hand-man of Vince Fitzpatrick. Paul had taken his boat out the channel and they all had their handlines out hoping for tuna. Berenato got a strike and was busily engaged in pulling his fish in when a shark jumped out of the water and would have landed in the boat had not Berenato dropped his line, braced himself and pushed with might and main upon being struck. The shark, about five feet long, got in a mighty bite on Berenato's knee before being forced back into the sea. Berenato is still in the hospital but expects to be back to work in a couple of weeks if all goes well.

Harry Bovey has returned to Canton as SEMT-Xmtrs. Harry lived here eight years ago and had made several short trips down

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CANTON ISLAND - Continued

since leaving. Nice to have him back. George and Julie Avery are also doing a repeat performance. They are even living in the same house. Welcome back! George is currently pinch-hitting for Vic Cox and Julia is busy planting coconut trees.

Moon Chung and wife, Agnes, are on annual leave in Honolulu. Tooru Tanaka and family are home again. Tooru attended VOR school and then the family enjoyed annual leave. Takeo Inokuchi recently installed SSB gear at Canton and Sam Myers conducted the SSB school. William Castor installed the PAX. All returned to Honolulu upon completion of their projects.

Kazumi and Mildred Takeuchi are rightfully proud of the new little livin' doll at their house. They call her Leila Joy, and she was born May 6. Friends of Audrey and Vincent Fitzpatrick will be happy to know that they, too, have increased their family. Kevin Mark was born last February 28.

Dr. Dick Zandee has a much appreciated avocation. Being a musician, he is the motivating factor behind a very popular and much called upon band. Members of this little organization vary from time to time but Doc is adept at pulling new talent out of the hat in the event he loses some through transfers or sickness. Presently the maestro is pointing his clarinet at the following: Philip Hewlen--guitar and ukelele, Henry K. Watson--string-bass, Rudy de Lucia--alto sax, Rodney Patterson--trumpet. In addition, Dick plays the accordion for polka's, waltzes and latin rhythms.

We welcome the Schillings, newly arrived from Guam, although Al promptly took off for school in Oklahoma City and Gloria to Honolulu, they should be back soon. Alfred W. Schilling, a veteran of the FAA with overseas duty at locations in Alaska, Panama and throughout this Region, has taken over the reins of Chief IFSS. Everyone is pleased to have Al with us as he is an amicable and ambitious fellow. He was recently elected to the presidency of the Canton Island Club. Good luck to the Schillings.

Much excitement was stirred up over our volleyball games recently. Eight teams entered for top honors. The competition was tough and keen--ultimate winner being the Southsiders team which was presented with a large and handsome trophy. The big sports news nowadays is the weekly softball battles between the FAA and the Navy SEABees. At this writing both teams are equal in the won and lost department. The pace is fast and it is exhilarating to watch both teams in action on these Sunday mornings.

Still another active sport is the weekly tennis matches between the North and Southside teams. Could be that the 1960 Olympics has had much influence upon us.

On behalf of the officers and men of the U.S.N. CB #10 Det. Bravo a citation signed by Lt. JG John C. Tibbetts, Commanding Officer, George Avery, Acting Island Manager, and Tony Cosentino, Captain of the CB baseball team was presented to Rudy DeLucia in a ceremony prior to last Sunday's game. The last paragraph of this citation reads: "For your tireless efforts and your devotion to the cause of good fellowship we ask you, Rudy DeLucia to accept our sincere thanks and congratulations."

All Canton Island salutes you, Rudy!

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SIXTH REGION HONORED - Continued

Monday, October 24. Mr. Pyle and party stopped for a look at FAA on Canton Island after an extensive tour of Australia and New Zealand, as they headed back to Honolulu and to Washington.

Mr. Pyle spoke to members of the Kokua Club and interested guests at the Honolulu International Airport, giving a clear picture of the situation in Washington, the general structure of the FAA and ultimate objectives.

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FORMULA PROVIDED FOR ASSURED TAX REFUND

The September 1959 issue of FLY-BY carried an article entitled "Pain Removal For Paying Taxes." This article went on to tell how you could cushion the shock of paying income taxes by decreasing the number of exemptions and have a greater amount of Federal taxes withheld from your paycheck.

It went one step beyond and told how, if that didn't take care of the situation, you could have additional amounts withheld. It also stated, "...you can breathe that great sigh of relief in knowing that when the next April 15th deadline rolls around, you'll be gettin' instead of givin'. That article was absolutely correct.

To further emphasize this withholding system, here is a letter received from the Director, Public Information Division, U. S. Treasury Department, Internal Revenue Service, Washington 25, D.C.

"Thought you would be interested in a sampling tax study my office has made of Uncle Sam's 5,000,000 employees and military personnel who represent a cool 10 percent of the 40,700,00 individuals in America paying Federal income taxes.

"We found upon inquiry to many of our IRS field offices that Federal employees and military personnel experience about the same type of Federal income tax problems as the taxpaying population as a whole and in approximately the same proportion.

"We also found that approximately the same proportion of Federal payrollers as other taxpayers are delinquent in their Federal income tax payments and that we have to institute wage levy collection actions in the same proportion against both groups.

"Under-withholding for tax purposes is the basic problem and we have initiated a nationwide educational program to tell taxpayers in general how they may solve this problem easily if they wish to do so.

"The solution is simplicity itself. All that the taxpayer has to do is to drop one or more exemptions for tax withholding purposes. For each exemption dropped, the amount of tax

withheld will be increased by approximately \$120 a year. This type of action is permitted by law and a convenient form is available in Federal personnel offices to execute it for payroll deduction purposes.

"Taxpayers who drop exemptions for tax withholding purposes do not lose the exemptions. They may claim these exemptions on their Federal income tax returns just as though they had not been dropped for withholding purposes.

"If dropping exemptions for withholding still does not cover the gap between the amount of tax owed and the amount of tax withheld, taxpayers may go one step further. They may request paymasters to withhold an additional amount from their pay checks to cover the gap, or even to assure them a tax refund. Most paymasters, to our knowledge, are willing to approve such employee requests as an employee morale benefit.

"I am bringing the subject to your attention because if you or any component of your agency publishes a house organ or other type of employee publication, you or your components may wish to print the item as a valuable piece of information for your employees during the next filing period.

"Many large corporations already have published the item in their employee publications because they feel an employee is a better worker if he does not have to worry about a Federal income tax indebtedness. Moreover, they are as anxious as we to eliminate, if possible, the nuisance of wage levies for delinquent Federal income taxes.

"Thank you for any consideration you give this suggestion."

In reference to the above, the Accounting Division has this to add:

Withholding more than zero exemptions

- (a) Where an employee claims zero exemptions and finds that the amount withheld does not satisfy the income tax liability, an additional withholding

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AIR TRAFFIC MANAGEMENT - Continued

to be a low level life saving parachute -- and his main contribution to the failure of the project was while test jumping it for the benefit of some Russian and English military people he got the shroud lines tangled over the canopy which resulted in a badly ripped chute and a badly disappointed inventor. The result to Hal was "one slightly bruised rear."

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It seems as if there have been almost daily changes in the personnel in Air Traffic Management lately. Bill Newton has been detailed for sixty or ninety days to the Regional Office to sit in for Robert McClement and to be coordinator for the cut-over to Diamond Head.

James Lang replaced Ed Hart as Terminal Area Specialist in Procedures Branch, and Ed Hart is transferring to Airspace Utilization as Terminal Area Specialist.

Donald E. Muncy is coming from Washington to take over where Ed Shivers has been serving as Acting Chief, Operations Evaluation Branch. Ed moved to Chief, Program Planning Branch, replacing Jim McBride, who was acting in that capacity. Jim then moves to the back room on the fourth floor to become Chief, Operations Branch.

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KIDDIES CHRISTMAS PARTY

DON'T FORGET - DECEMBER 15, 1960

FORMULA PROVIDED FOR ASSURED TAX REFUND-Contd.

may be authorized. The authorization covers individuals on regularly scheduled workweek.

(b) The employee must agree that the additional withholding authorization will remain in effect for a minimum period of 13 bi-weekly pay periods.

(c) The Treasury Department Form W-4 will show zero exemptions and the statement "Additional withholding of \$ _____ authorized for at least 13 biweekly pay periods." The certificate can be terminated after the authorized period by the submission of a revised TD Form W-4, which becomes effective on the next pay period following receipt of TD Form W-4 in the Accounting Division.

(d) The additional withholding will be for \$5 or multiples of \$5 per pay period.

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SPECIAL NOTICE

We have been advised by KGMB, Station Manager, that the "Twentieth Century" television production "TRAFFIC JAM UPSTAIRS" is scheduled to be aired in Hawaii by the CBS Network November 27.

This half-hour production will depict the present jet age aviation situation and provide some indications of what lies ahead for aviation in the future. It includes interviews by commentator Walter Cronkite with Mr. Quesada, Mr. Thomas, and Mr. Anast. And it covers FAA activities at NAFEC and Region One centers and towers, etc. (Dick Witkin, Aviation Editor of the New York Times, was the writer of this television show.)

CBS "Twentieth Century" production recently won top honors and an "EMY" award for the best public affairs TV show of the year.

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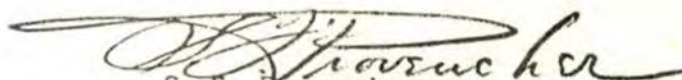
EMPLOYEE SUGGESTION

SAT	FRI	FRI	SUN	WED	SAT	SUN
8	7	6	5	4	3	2
16	15	14	13	12	11	9
23	22	21	20	19	18	17
31	30	29	28	27	26	24
38	37	36	35	34	33	32

I suggest adoption of the foregoing calendar for the following reasons:

- (1) Every job is in a rush. Jack Black wants his work completed yesterday. With this calendar, he can order the work on the 7th and have it finished on the 3rd.
- (2) Most of Pete Slate's rush jobs with time-consuming interruptions occur on Friday - so there are two Fridays in each week (hastens payday, too).
- (3) There are seven extra days at the end of the month for those end-of-the-month shipping deadlines.
- (4) There are no "first of the months", no "tenths", or "twenty-fifths", therefore, bills will not have to be paid. This will cut down the Accounting Division workload. (Bill Dye concurs.)
- (5) There are extra Saturdays and Sundays, necessarily eliminating Mondays; also Tuesdays because they are so close to Mondays.

Respectfully submitted,


S. F. Provencher