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Trade Winds

FEDERAL AVIATION AGENCY

VOL. 14, No. 3

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ALOHA - FAREWELL

A tried and true friend faded slowly into the blue over the immense Pacific Ocean on May 26, 1962. Those of us who watched her ramble slowly down the runway for the last time, at Honolulu International Airport, all wished her aloha, farewell, and a safe journey.

The flying symbol of the Pacific Region was headed for retirement. To many she was just

another flying machine, a bird to be bent to their wishes, used as they needed, and to walk away from at day's end. To others she was their lifeline, their contact with the outside world. To those FAAers of Wake, Canton and Guam, she was a beautiful sight, a graceful bird that had all the instincts of a homing pigeon, who knew their wants, needs

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TRADE WINDS is published by and for the benefit of employees of the Federal Aviation Agency, Pacific Region, solely in the interest of disseminating useful information of an aeronautical nature, augmenting employee relations, and promoting employee morale at isolated Pacific Island locations.

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* * *

FREE - TOO!

Because interest favoring an ads column has been expressed, be it known that TRADE WINDS has, at various times in the past, carried For Sale and Want Ads. It was discontinued only because items were not submitted for printing. Limited space shall be provided to those interested in submitting ads. Please be discreet, and remember, too, that the deadline is the 28th of each month.

FROM THE DESK OF THE EDITOR:

THIS OFFICE DOES NOT THINK

Some offices, like talking dogs, have curious powers. I frequently get letters telling me how smart someone's office is. For example, one fellow said: "This office has studied the problem and made decisions which will be transmitted later." Another man bragged that his office was capable of emotion: "This office feels disappointed," he reported. Another claims his office has eyesight: "This office has seen the report," he informed me, and went on to boast that "This office has compiled supplementary data." About the most brilliant office I have heard about is the one that disputed a manufacturer's mathematical computations, made new calculations, and proved the manufacturer wrong!

I wonder how much of this is absolutely true. I have tried, and I can't get my office to do a thing, not even on orders from another office. Once I got a letter saying "Instructions from this office direct your office to make local arrangements." I sat around for a week, and my office never made a move. Finally, I got desperate, and made the arrangements myself. I was ashamed to admit it, so I reported "arrangements were made by this office," and got away with it. I suspect there is a lot of that going on, too, if the truth were known.

* * *

WELCOME



LOUIS B. GETTMAN, new Chief, Personnel & Training Division, Pacific Region. Lou transferred to Hawaii from the Washington, D. C. Personnel Office, where he served as Deputy Chief, Personnel Programs Division, (Deputy Director of Personnel).

Lou is an up-state New Yorker, born and raised in Baldwinsville, New York, where he attended public schools, starring in football, ice hockey, track, dramatics and public speaking. He was awarded his degree in Public Administration from Syracuse University in 1942, and later did graduate work at American University in Washington, D. C. While at Syracuse University he contributed his athletic talent as Commodore of the Varsity Crew, and was active in dramatics, in Men's Student Government, and in Interfraternity Council activities.

Mr. Gettman's government service career began in 1942 with the War Production Board. Since that time he has worked for AEC, War Assets Administration, and finally with GSA where he held the position of Deputy Director of Personnel, before coming to CAA/FAA in June, 1958.

Lou's hobbies are ideal for aloha living—photography, golf, and high fidelity sound systems.

He, wife Betty, son, Jon B., 4, and daughter, Patricia, 7, hope to reside in Waialae-Kahala soon.

* * *

They tell you to keep your eye on the ball, your shoulder to the wheel, your ear to the ground—if you would get ahead. How in the world are you going to get any work done in a position like that?

Another personality to join the Pacific Region is personable JACK W. CADWELL, Security Specialist. Jack joined the Regional force June 1, 1962, to serve as the right-hand man of the Chief, Security Staff.



He is a Northwesterner, born in John Day, Oregon, and educated in the Portland public schools. A graduate of University of Portland, he served as an officer in the U. S. Navy, at Pearl Harbor.

Jack began his government service career with the U. S. Post Office in Portland, in 1946, in the Claims Division. He later worked with the Seattle Region of U. S. Civil Service Commission, as Investigator in Charge, at Missoula, Montana, from which point he transferred to Hawaii.

His wife, Frances, and their five children, will arrive soon from the mainland. They plan to live in Kailua.

* * *



Forgetting the things which are behind... I press on toward the goal.

—(Phil. 3:13, 14)

We make room for new ideas and new circumstances. We yield ourselves to God's direction and guidance. We feel a new sense of peace. With new vision we go forward to new goals.

ALOHA!



ANE KAAA, Regional Office Communications and Teletype Operator Specialist, will soon bid farewell to Hawaii. Ane is moving to San Francisco, to live a life of leisure, she hopes. Her husband, Edmund, is a retired Captain, with 29 years' service with the Honolulu Fire Department. Having spent numerous vacations in the Bay Area, they chose California for their retirement home.

Ane is an Island girl, born in Honolulu; graduated from McKinley High School, and has worked for CAA/FAA for over 14 years. In addition to her special skills, which include the operation of the teletypewriter signal scrambler, Ane has many talents. She speaks Hawaiian, and as a member of the Hawaiian Serenaders traveled to 21 mainland states and Canada to entertain and promote the hula and Hawaii. She is a member of several local women's golf clubs, placing well in a number of tournaments. Ane is also a garden enthusiast.

The Kaaas will join daughter Karlotta, who works for the Ellis Brooks Chevrolet Company in San Francisco.

Best wishes and ALOHA!

* * *



WELCOME

Meet LeROY HENRY, Test Rating Examiner, who joined FAA Administrative Services Division on May 21. LeRoy transferred from Pearl Harbor, where he was well known, particularly in the automotive testing and training field. He has authored many "safe-driving" articles for newspapers throughout the 14th Naval District. We hope to see them now in TRADE WINDS.



LeRoy says his new job with FAA is sort of "Chop Suey." He is responsible for developing standards for testing FAA drivers throughout the Region; also for investigations of motor vehicle accidents, and for driver training. He will dispatch motor vehicles from the Hawaiian Life pool, and assist the Transportation Section Chief in the administration of the motor vehicle maintenance program for FAA and GSA vehicles.

He began his Civil Service career in St. Louis, Missouri in 1940. In December, 1941 he transferred to the Naval Shipyard at Pearl Harbor; and later served in the U. S. Army Quartermaster Corps.

After his Army duty he worked 14 years for the U. S. Navy as an Automotive Equipment Operator, Clerk, Examiner, Training Assistant, and Test Rating Examiner.

LeRoy attended Stowe Junior College, St. Louis, Missouri, and the University of Hawaii. He has been a member of Toastmasters. His hobbies are reading and swimming. He and wife Rose reside in Kailua.

* * *

The National Safety Council, seeking ways to cut down traffic fatalities, might consider a Will Rogers' statement. It was Will who suggested that highways be open only to cars that are paid for.

ATCA HONORS ASSISTANT ADMINISTRATOR PACIFIC REGION



ROBERT I. GALE Assistant Administrator, Pacific Region, was awarded a scroll, in recognition of his being one of the first ATCA Counsellors, at the May meeting of the

ATCA Chapter. The award was presented by Chairman, ED McCARTER.

The monthly meeting for local members of ATCA was a husband and wife dinner, at Fort Shafter Officers' Club. After a short business session, Mr. Gale was introduced as the guest speaker, and although he elected to speak to the wives of the Controllers, he was quite complimentary to the Controllers themselves, as he quoted a number of impressive statistics.



The local Chapter was well represented by approximately 35 members and their wives, including several members from MCAS TWR, Kaneohe Bay. This was the first opportunity for many AT personnel to meet and become better acquainted with their new boss and his wife, Mr. and Mrs. Robert I. Gale.

* * *

Highly educated women make excellent wives. They have a better vocabulary for explaining why dinner is late.

PROUD DAD

MIKE DOOLIN, 13, son of KEN DOOLIN, Pacific Region Chief of Audits, has been named winner of a contest sponsored by the Waikiki Press Association. Mike is a carrier for the Pali Press in Kailua. As first prize winner, Mike re-

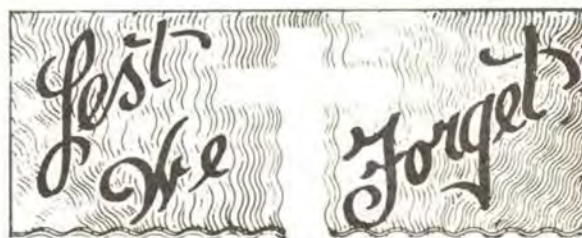


ceives an all-expense paid tour via Northwest Orient Airlines Jet to the Seattle World's Fair, Canada, and other points of interest. He will leave Honolulu July 14. The contest included ratings on dependability, enthusiasm, personal relationship with customers, and improvement of paper circulation. Needless to say, Ken is real proud of Mike.

* * *

If you think you have influence, try ordering someone else's dog around.

* * *



ALFRED MONTAYRE, a long time and well known FAA employee passed away on May 18, 1962, after an extended illness. Mr. Montayre, a World War II veteran, was interred in the National Cemetery of the Pacific, in Punchbowl Crater.

* * *



AIR TRAFFIC SPECIALIST ASSIGNED TO MCAS

KENNETH L. FISHER was recently selected to fill the new position of Resident Specialist, Marine Corps Air Station, Kaneohe Bay. In his new position Ken

will assist the Commanding Officer of the MCAS, by coordinating FAA activities. These activities will be primarily in the area of air traffic control.

Ken has been with the FAA for the past 15 years, and recently served as the training officer at the Honolulu Airport Tower. In addition to his work with FAA, he serves, in a reserve status, as the Commanding Officer of the 199th Fighter Intercept Squadron, HANG, and holds the rank of Major.

* * *

ALOHA - FAREWELL

(Continued from Page 1)

and desires. That men flew her was of little importance, for it was the plane that brought smiles and laughter to the hearts of these FAAers. It was the same lumbering, unglamorous airplane that brought a tear, as old and tired N-65 headed for the mainland to be no more.

N-65's story really began 16 years ago, in November, 1946, when a decision was made to acquire a DC-4 for the old Ninth Region. It was not, however, until September 2, 1947 that N-65 made her appearance as a part of the Flight Inspection Division. Her first crew included R. C. COPELAND, Chief Pilot; G. R. POND, Co-pilot; R. G. DICKSON, Navigator-Radio Operator; A. MILLIKEN, Flight Engineer; and T. T. WRIGHT, Flight Mechanic. They flew N-65 on the longest flight ever made by a DC-4, on the Oakland to Honolulu route, 12 hours, 56 minutes.

This was the beginning of a story, a story that has taken 15 years to unfold. N-65's story is not a glamorous one, for she was not a glamorous craft, nor a luxury liner. It could hardly be said that she was even modern—but to those who flew her she was all "guts," and the four big props ground out slices of the sky and rolled the miles of the blue Pacific Ocean under her broad wings.

To those who watched and waited for her to appear on the horizon, and to pause briefly on their airport, she was all heart, for she carried their daily needs; and transported their loved ones safely to and from Honolulu. She was a messenger; she brought needed medical supplies; flew in a new doctor or nurse; saw to it teachers were there when school started. N-65 was their friend. Now she is no more.

N-65 did not come to the Pacific Region for glamour; she came to work, and work she did, for 15 years. Checking Nav. Aids was her primary duty, a duty that she carried out in the highest tradition for these many years.

During her years of service with the Pacific Region, N-65 carried over 5,000,000 pounds of freight; over 31,000 passengers. To do all this, and check her Nav. Aids she covered over 3,000,000 miles of blue Pacific Ocean. All this with only one mishap—her nose gear failed her on landing at Honolulu International Airport, and scuffed up her nose. The nose gear was soon repaired, and with a new coat of paint, she was soon back on the line, carrying out her duties.

It is no wonder then, that hearts were saddened as the speck that was N-65 disappeared in the distance, never to return.

Who will her replacement be? What young upstart will take over her duties? This she may do, but she will never replace N-65 in our hearts.

ALOHA! FAREWELL, OLD FRIEND.

FAA TRIO BOWLING LEAGUE KAPIOLANI BOWL (MONDAY)

The FAA Trio Bowling League has just completed one of their most exciting sessions of league play.

The Diamond Head Facility team, captained by DAVID KALUHIWA, captured the league championship at Kapiolani Bowl on June 11. They defeated BOB GOYA'S team 3-1, by coming from behind in the final play. HENRY PILA, 189, RAY YAMA, 190, and TOMAS DEBOMA led the assault. The losers were led by Bob Goya's 177-478. Runner-up ended in a tie between Captain Bob Goya's and Captain MARIANO HOSTALLERO'S teams. Hostallero, 208-558, led his teammates and squeezed by MITS MURAKAMI'S team 3-1. DOUGLAS CHING had a 176-475 for the losers.

RESULTS:

CHARLEY HERSEY'S team split with BRUCE HITCHCOCK 2-2. Hitchcock, 184-518; LARRY AMAZAKI'S team, led by ED MIYATO 189-532, defeated DICK ALLEN'S team; JIM McBRIDE had a 168 for the losers. ED SHARSH 181-532, led his teammates, to shellac RONALD SOMERA'S team 4-0. JEFF MICHELS had a 186 in a lost cause.

In the roll-off for the runner-up spot, Mariano Hostallero's team defeated Bob Goya's gang 2-1. Led by Mariano and PERRY HOSTALLERO, 517 and 496, respectively, they squeezed by 525, 579, 582 to 515, 644, and 579. PEGGY NAGAHARA one of the outstanding gal bowlers of the league, made two sensational rolls for the winners. One was a pick-off of a 5-6 pin split; the other a 9-10 pin split. FRED SUEYOSHI and Bob Goya had a 543 and 524, respectively, for the losers.



If you can manage to stay scared all the time, these international crises won't bother you a bit.

CHAMPIONS

Tokiwa Benizuru (Sponsor)

1. David Kaluhiwa, Captain
2. Henry Pila
3. Tomas Deboma
4. Ray Yano

RUNNER-UP

Trophies Hawaii

1. Mariano Hostallero
2. Perfecto Hostallero
3. Hing Chock Lau
4. Peggy Nagahara

INDIVIDUAL AWARDS

Hi. Av.	Fred Sueyoshi	180
Hi. Av. W/H	Mits Murakami	201
Hi. Av. W/H	Pat Mitsuda	195
Hi. 3	Mariano Hostallero	593
Hi. 3	Kammy Hee	593
Hi. 3 W/H	Ed Sharsh	667
Hi. 1	Jeff Michels	258
Hi. 1 W/H	Ronald Somera	260
Hi. 1 W/H	Maxine Reynolds	229

MOST IMPROVED BOWLER

Pat Mitsuda	10 pins
Mits Murakami	13 pins



"Gee, Dad, I'm sorry. - You said 'steam it in!'."

NEW LOOK IN FURNITURE

When the new family quarters, under construction at Wake and Guam, are completed, FAA families there will be treated to a new look in furnishings.

The furniture purchased for the new quarters, and some replacement furniture, is single-strand, walnut finish rattan, in the popular "Islander Design."

The "Islander Design" is considered the most popular in the furniture market today, and has been used almost exclusively in better class hotels and furnished co-ops in Hawaii. It is simple, but its design enhances its beauty without sacrificing strength in construction.

The living room suites present a stunning combination that offers almost unlimited room planning possibilities. For room-corner utility, for most pleasing arrangement anywhere, dozens of decorative ideas become immediately practical with this flexible furniture. Two-tone floor lamps on a walnut base compliment the arrangements.

The larger surface areas of the new dining tables will provide "Pop" with extra elbow room, and enable "Mom" to arrange her favorite center-piece decoration. Chairs are attractively finished with rattan peel back, and upholstered seats.

Bedrooms will be furnished with larger 5-drawer dressers, constructed of heavy mahogany, with a rich walnut finish. The new "floating" design of the dressers will prevent warping and sticking of drawers, so prevalent in furniture in the island communities. Matching nightstands of Philippine mahogany, have mirror finish, burn-resistant tops, offering ease of cleaning, with only "damp cloth" maintenance needed.

When finished, FAA's family quarters will reflect charm and comfort.

* * *

The world does not pay for what a person knows. But it pays for what a person does with what he knows.

U. S. SAVINGS BOND CAMPAIGN

The U. S. Savings Bond Campaign ended June 8, and in some areas the less said the better. However, there are some facilities that deserve special recognition.

From the onset it was an uphill struggle, for no sooner had the bond drive begun when a 2-1/2% cut in the cost of living allowance was announced for Federal employees living in Hawaii. Then the outer island employees learned that their rent was to be increased, and everyone had that old familiar feeling.



In spite of these vagarious actions, the overall FAA employee participation in U. S. Bonds did increase. And those who save with U. S. Bonds can smile when they thumb through that stack of bonds.

A tip of the hat to JIM GRADY and his boys at the Honolulu FSS - 100%; to JOE HIPSLEY, Accounting Division - 100%; to GIL KAYLOR, Administrative Services Division - 100%; to employees on Canton Island, with an overall 94% - J. VICTOR COX and R. KAZRAGIS units - 100%, G. AVERY'S unit - 97%.

Many thanks to all the key workers and UNCLE SIM PROVENCHER for the big push and honest efforts.

* * *

HONOLULU CENTER NEWS

The crew system of watch assignment has come and gone at the Honolulu Center. During the last week of April we bid the system a fond aloha, and crews dispersed to different watch assignments. During its short stay it proved its merits, and its deficiencies were started to the cleaners for ironing out. Everyone believes the departure of the crew system is temporary, until personnel is back to normal strength after the summer months' shortage.

Everyone takes pride in a job that creates activity and diversity in day-to-day actions. This descriptive terminology can easily be a preface to Center work. There is always something new going on. The latest undertaking is implementation of radar in the Center. The crew system showed its merits here when, out of 5 crews, one crew was kept available for training. Each crew attended a three week course on radar fundamentals. TED TORRE did a fine job of setting up the course and compiling the material used in the training manual. This course covered the first three phases of radar training, and the last two phases will be completed at a later date when the Center gets some practice scopes and simulators. The set scheduled to be the tool for Center radar services is the 16 inch scope ARSR-1.

The Center Co-ordinators who acted as crew Chiefs were: D. TRAGLIO, C. SMITH, W. VEON, H. KUMABE and M. AMIDON.

The term "Skipper" had started to circulate describing CLYDE SMITH and HERB KUMABE. "Smitty" is the proud owner of a 14 ft. Warrior, which he uses for water skiing, and lately has progressed from the two-ski to the one-ski, which takes a lot more coordination (which shouldn't be too hard for a coordinator). Herb built his own, and is now thinking of starting his family in the sport of water-skiing.

Another aquatic young man is FRANK AUFFHAMMER, who spends every leisure hour Scuba diving in Oahu waters. Someone sug-

gested Frank write about his diving experiences and offer them to television, with a suggested title of "Sea Grunt."

While on the crew status, Crew "D," skippered by MARTY AMIDON, enjoyed their second get-together at the Hickam Club. Everyone participated and made short work of a fine steak or lobster dinner. Honored guests at the first get-together were BILL BROWN and his wife.

Controller FRANK MIMURA announced wedding plans, and followed suit a few weeks ago. Congratulations, Frank!

Another happy man at the Center is BILL LAWLESS, who has announced the arrival of a new baby girl.

We welcome Administrative Assistant CHARLES K. MARK, who has filled the vacancy left by BLAINE DARRAH. Blaine passed away in March, leaving a feeling of great loss and sorrow.

Vacationing is BILL SNYDER, who is extending an ordinary vacation to an around-the-world tour.

All FAA'ers drop in to say hello, and see our new Center at Diamond Head. More news next issue, with an exclusive article about the men who staff our temporary radar site at Koko Head.



"Joe won't be in today, he has the intentional flu."

AVIATION FACILITIES DIVISION

RICHARD KANADA is visiting Molokai, Lanai, Maui, and Hawaii, for the purpose of listing all P & S equipment on permanent Equipment Record Forms FAA-416—a big project. The Kanadas, by the way, are the proud parents of a baby girl born on May 16, their third youngster.

MERYLE KONDO transferred from the Establishment Branch to the Maintenance Branch. She is a welcome addition to our ranks.

Much moving of office furniture and personnel has been in progress recently in the Systems Maintenance Branch. SMDO #3 moved from the third floor to the first, setting off a chain reaction. DICK ALLEN moved to the vacant SMDO #3 office. The Evaluation Section and the Technical Service Section exchanged offices. The space vacated by PAUL BLANKMANN was converted to an office for the newly appointed Deputy Chief, Systems Maintenance Branch, FRANK KADI. WALT BERKLUND moved to a new space that had been vacant for some time.

We are showing considerable interest and some assistance in the new ASR-4 radar being installed at the Honolulu Airport by Establishment Branch. This will provide the Honolulu Terminal Area the most modern surveillance radar available in the FAA. The Establishment Branch is shooting for a mid-August commissioning.

KEN QUIN is completing a very thorough and comprehensive study on radio propagation as related to FAA's operation. He has burned much midnight oil, and expended a great deal of effort in compiling this report. We have made arrangements for Ken to present a summary of this report to our Airways Engineering Society.

On May 28, the Honolulu FSS successfully transferred services to the new terminal complex. Efforts to effect a smooth cutover were not without pain. DOLAN, ARSCOTT, and assorted maintenance and establishment sleuths worked the long day and into the early morning hours before retiring.

The new FSS is a considerable improvement over the old somewhat haphazard arrangement the Region was forced to occupy in the old south ramp terminal. Featuring air conditioning, a new CA-1716 A/G console, and M-28 teletypewriter equipment the FAA's Flight Service Station's function should show drastic improvement. And it will be comforting to those of you who like a homey touch, the maintenance office and work areas are equipped with curtains on the windows. The ninth floor equipment room overlooks the entire International Airport, a view rivaled only by the Tower.

MAINLAND VACATION

Mr. TAKASHI TERAMOTO, an employee of the Property Operations Section, Materiel Branch, Aviation Facilities Division, recently visited the mainland, on his first trip away from the island of Oahu. Accompanied by his wife, Jean, and four-year-old daughter, Kathy, he traveled to Kansas City, Missouri, during the month of May. Jean had not visited the mainland since 1947.

They sailed on the Lurline to Los Angeles, and traveled by Union Pacific across country to Kansas City, Missouri. Return home was via San Francisco. Mr. Teramoto was enthusiastic about the trip, and said "We enjoyed every minute of it."

* * *

NEW FILM "FLIGHT"
NOW AVAILABLE

One copy of the new FAA film "Flight" was recently received in the Region. This is a 16 mm. color movie depicting the national FAA story, and is nicely done. The film is applicable for all FAA personnel, and the general public. Any division, staff, branch, section, office, or facility wishing to use it forward request, with a first and second choice of dates, to PC-5.

* * *

One of the greatest causes of world trouble today is that stupid people are so sure about things—and the intelligent folks are so full of doubts.

CSC Issues Agency Guides on Employee-Management Relations

Guidelines recently issued to Federal agencies by the Civil Service Commission call for "affirmative willingness" on the part of Government to deal with its organized employees, and stress the "positive obligation" on management's part to consult employee organizations on a wide range of issues, "subject to law and the paramount requirements of the public service."

At the same time the Commission cautioned agencies that the introduction of the new employee-management cooperation program under Executive Order 10988 "should in no sense be viewed as an effort to deemphasize the importance of the individual or to dilute existing programs designed to meet his needs and protect his rights."

In announcing issuance of the guidelines, CSC Chairman John W. Macy, Jr., reemphasized that the basic purpose of the new program is to achieve orderly and constructive employee-management relations, together with greater employee participation in the formulation of policies and practices affecting them.

"To advance toward improved employee-management cooperation we need road markings which make clear the rights and obligations of unions and management," he said. "These markings point the way to cooperation along a safe, sure route to progress that will be in the interests of management, employees, and the public alike."

Heads of agencies are required to issue appropriate regulations for the implementation of the Executive order by July 1, 1962.

In a sectional analysis of the Executive order, designed to provide Federal agencies further guidelines for future relationships with employees and employee organizations, the Commission also called special attention to the requirements of the merit system, and the policy of strict neutrality with respect to the decision of employees to join or not join an organization.

The guidelines contain extensive discussion of the three types of recognition possible under the order (i.e., informal, formal, and exclusive recognition) and a section on use of official time and facilities for employee organizations. They also define certain terms for purposes of the order—including "management," taking into consideration possible conflict of interest.

(Some of the specific questions and answers contained in the guidelines are summarized in the adjacent column.)

Q. Should an agency prohibit supervisors and other management officials from joining an employee organization which includes rank and file employees?

A. No. Section 1 (a) makes it clear that all employees have a right to join an employee organization without any restraint whatsoever by management.

Q. What is the relationship of conflicts of interest and membership in unions?

A. The two things are separate. The right to join a lawful union extends to all employees, whether or not engaged in managerial, personnel, or similar duties, and may not be restricted by agencies. But if management and certain other officials were to take an active role in union affairs (by serving as an officer or representative, etc.) these activities would be incompatible with official duties and therefore represent conflict of interest.

Q. Must a supervisor or management official who is an officer of a rank-and-file union be required to vacate his union office by July 1, 1962?

A. No; agencies should allow the official such reasonable time as the union needs to arrange for his replacement. For example, if the official's term of office were due to expire within a few months following July 1, he might be authorized to continue until the expiration of his term.

Q. Can an agency require that all supervisors refrain from running for, or holding office in, or acting as a representative of an employee organization?

A. Yes (except for organizations of supervisors), if at every level the agency's supervisors possess significant managerial responsibilities and are in fact part of the management group. In this event, their official duties would result in conflicts of interest.

Q. Should holding office in or acting as a representative of a national organization be regarded differently from holding office or acting for a local where the employee works?

A. No.

Q. May an agency require an employee organization seeking informal recognition to present a copy of its constitution, a list of its local officers, etc.?

A. Yes, the agency may require a reasonable showing that the organization is a bona fide employee organization.

Q. In an election to determine majority status for exclusive recognition purposes, should the winner obtain a majority of eligible employees (an absolute majority) or simply a majority of those who actually vote?

A. The President's Temporary Committee on the Implementation of the Federal Employee-Management Relations Program believes that a consistent rule should be applied by all agency heads on this point. It advises that:

(a) Exclusive recognition should be granted to the organization chosen by a majority of those voting, provided that there is a representative vote. Generally, a "representative vote" should mean a minimum of 60% of those in the unit eligible to vote. In particular situations, an agency might determine that a percent slightly less than 60% is representative.

(b) When an absolute majority of employees in the unit votes for one organization the 60% rule would not apply. For example, if only 52% voted of those eligible to vote, the agency still should grant exclusive recognition if 51% voted for one union.

Q. Is there a minimum number of employees a unit may contain?

A. No, but as a practical matter very small units should be avoided in the interest of efficiency and convenience in dealing with employees. If there is a tendency to create many small units at one establishment, it may be that there is over-emphasis on occupational differences or narrow organizational lines to the exclusion of broader common factors.

Q. May an organization be permitted to have meetings on Government property?

A. This is not prohibited by the order. This privilege, however, should not be loosely granted.

Q. May employees attend such meetings or collect or pay dues on Government time?

A. No.

Q. May employee organizations be granted free office space on Government premises?

A. While not prohibited by the order, this is generally not good practice; however, it would be permitted under unusual conditions such as in a remote place (e.g., where other facilities are not reasonably available).

