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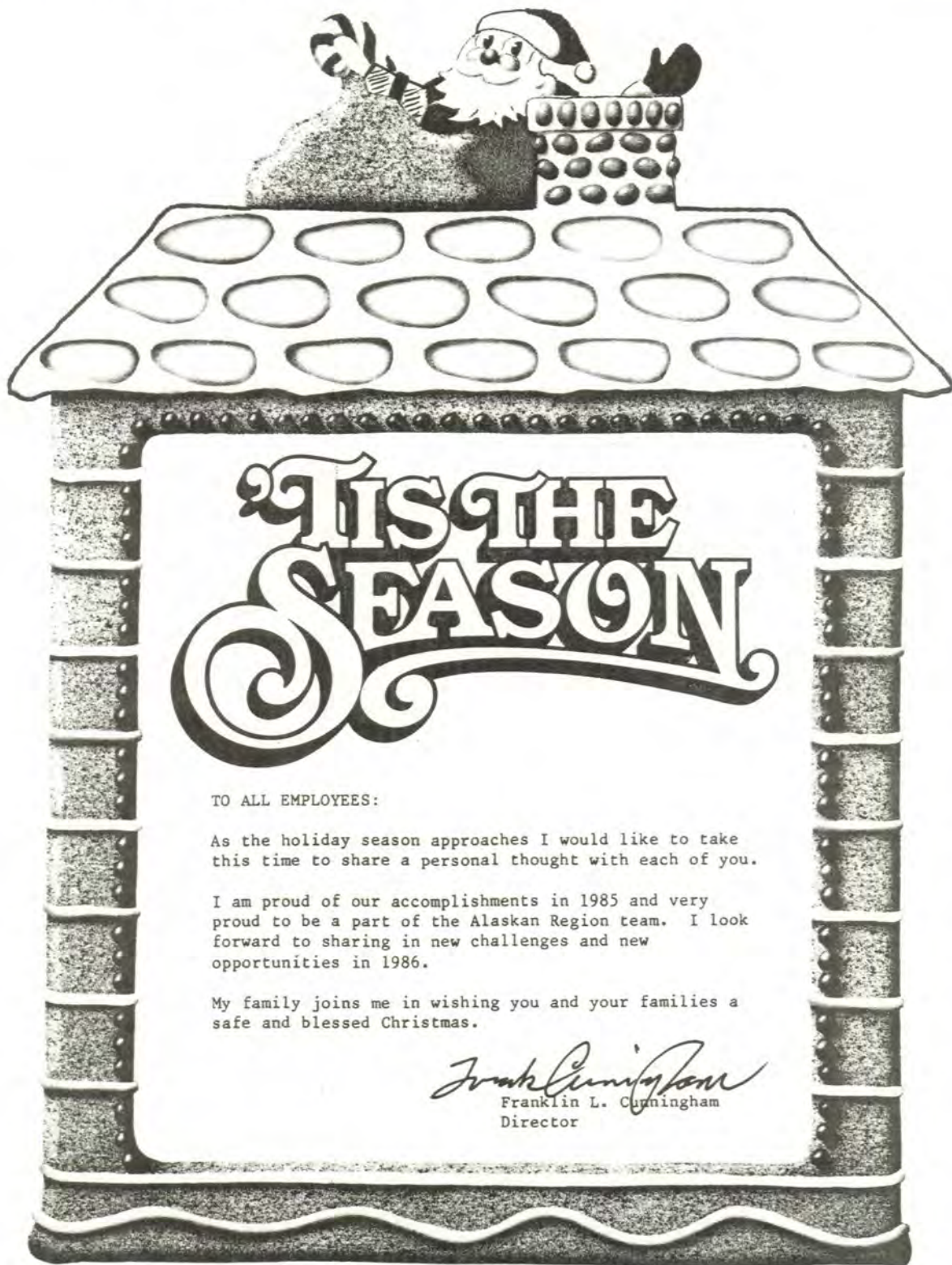
**Federal Aviation
Administration**

intercom:

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Alaskan Region
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December 20, 1985

85-24



TO ALL EMPLOYEES:

As the holiday season approaches I would like to take this time to share a personal thought with each of you.

I am proud of our accomplishments in 1985 and very proud to be a part of the Alaskan Region team. I look forward to sharing in new challenges and new opportunities in 1986.

My family joins me in wishing you and your families a safe and blessed Christmas.

Franklin L. Cunningham
Franklin L. Cunningham
Director

Cover story

Buying and decorating Christmas trees have become a tradition with the American people over the years. In fact, according to research done by Reader's Digest, Americans buy 34 million Christmas trees a year. But trees do not just exist in the home. Folks in offices put up Christmas trees, and even the three astronauts in Skylab in 1973 made a tree from odds and ends of space life - the world's first weightless tree.

Over the years decorations on trees have gone through changes; from candies and cookies, to ornaments made of silver and gold embossed cardboard, to glass blown ornaments.

It was 1882 when the Vice President of Edison Electric Co. had a custom-made string of 80 colored bulbs on his Christmas tree. It was in 1903 when ready-made strings of lights were on the market, costing \$12 for 28 lights (that was an average person's weekly salary).

Speaking of tradition. What about the Christmas card. Each year Americans send Christmas cards to family and friends all over the world.

But the first Christmas card was created in 1843 by Sir Henry Cole who enlisted the help of an artist, John Calcott Horsley, to portray a scene that depicted his feelings of the season along with a brief message and had it printed and made into cards.

But it was a German immigrant, Louis Prang, who introduced Christmas cards into the United States in 1875. And by 1881 the presses were turning out almost 5 million Christmas cards.

And then there is the tradition of Santa Claus (who actually began with the birth of St. Nicholas approximately 270 A.D.). Three people are generally credited with the transformation of St. Nicholas from the gift-bearing Bishop of Myra to the gift-bearing Santa Claus known to Americans today - author and humorist Washington Irving; Clement Clarke Moore, professor; and political cartoonist Thomas Nast.

But it was Nast who produced the figure of Santa Claus that has become a part of the Christmas tradition. In 1886 Nast was asked to produce color drawings of Santa Claus (prior to 1886 he had always drawn Santa Claus in black ink). He gave Santa a bright red suit with white ermine trim and made him look jolly, plump and bewhiskered and dressed all in red - the Santa Claus we know today.

Traditions are and will always be a part of Christmas. May this Christmas be full of love and peace for each of you.

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INTERCOM is published for the employees of the Alaskan Region by the Public Affairs Office. Articles and photographs are welcomed.

If you have questions, suggestions, or complaints, please call the Editor at 271-5293.

FAA trivial pursuit

How well would you do in a game of FAA Trivial Pursuit? The Alaskan Region Aviation Education Committee has provided a series of "trivia" questions for checking your knowledge of FAA's inner workings and terminology. Questions in this issue of Intercom relate to office automation.

1. What is a DG?
 - a. A very big dog.
 - b. Deep gravel.
 - c. Data General computer.
2. Who or what is SAM?
 - a. Our uncle.
 - b. System for Acquisition Management.
 - c. Solar air missile.
3. What is EGATS?
 - a. Electronically Generated and Transmitted SF-52s.
 - b. Ex-Go Automated typing system.
 - c. Travel voucher lingo for "eggs and 'taters."
 - d. A mild oath, often heard in front of computer terminals.
4. What does CUPS mean?
 - a. Liquid refreshment.
 - b. Consolidated uniform payroll system.
 - c. Central underwriter porous shadowing.
5. What does CEO stand for?
 - a. Chief Executive Officer.
 - b. Comprehensive electronic office.
 - c. Calendar extension orbit.

(Answers on page 12.)



Vaughan and Stratman part of Moscow team

Two employees from the Anchorage Air Route Traffic Control Center (ARTCC) were part of the team involved in setting up a telephone hotline among Japanese, Soviet and United States air traffic controllers. The purpose of the telephone hotline is to help alert the controllers if and when commercial jetliners stray off course.

Jim Vaughan, facility manager, ARTCC, and Lee Stratman, area manager at the Center, flew to Moscow on October 5 to be a part of the negotiating team that spent two weeks deliberating the details of the agreement for the hotline.

The "team" consisted of six Japanese, five Russians and five Americans (including Vaughan and Stratman). There were also several support people who were present at the meetings. They included interpreters, personnel from the U. S. embassy in Moscow and the U. S. State Department from Washington, D.C.

Under this agreement Soviet controllers at the Khabarovsk ARTCC have agreed to alert either their Tokyo or Anchorage counterparts of unidentified aircraft that appear on their radar. The Japanese and United States controllers would then try to alert the flight crew of the off-course plane.

"The new accord will mean a 100 percent improvement in safety over what we had before," said Stratman.

Vaughan said that if all goes according to plan the three nations will have the hotline in place by March 1986.

The accord is "a significant milestone in creating a cooperative effort among the three nations," said Vaughan.

PEACE

Around the region

Several people (individuals and groups) were recognized as winners of the Director's Award at the 1985 Manager's Conference in Anchorage on November 4. They were:

- Ray Ballantyne, air traffic manager at Bethel Tower received his award for his "outstanding leadership" in accomplishing the FAA's mission in Bethel.

- Darrel Zuke received the award for the North Alaska Sector Field Office; the North Slope facility "exceeded the national standard."

- Bill Nelson, manager, Gulkana FSS, for his "work beyond the call of duty" helping the National Transportation Safety Board with its report on a crash in Gulkana.

- Al Crook, manager, accepted the award for FSDO-61, Fairbanks. FSDO-61 received its award for its "aggressive, conscientious and comprehensive enforcement" of the Federal Aviation Regulations (FAR).

- Al George, manager, accepted the award for the Anchorage ARTCC, AF Sector, for making the work environment safer, especially with new chairs for air traffic controllers.

- Dan Truesdell, manager, Dillingham Flight Service Station, accepted the award for his staff for their "team effort."

- Janice Collins (wife of the manager at King Salmon FSS), received the Director's award for all she has done in the past 18 months to make the people living and visiting King Salmon feel at home. She has been a hostess and chauffeur many times during the last year and a half.

- Ann Toppa (wife of the manager at Kenai FSS), received her award for providing transcription on a crash report for the on site investigation of the fatal crash in Soldotna, Alaska.

- Paul Steucke, Public Affairs Officer, AAL-5, accepted the Director's Award presented to him and his staff, Ivy Moore and Gloria Moody, for "sustained superior performance in providing public affairs support to the Region."

- Ken Smith and Rosetta Francis-Robinson, Civil Rights Office, AAL-9, accepted their award "for creative and innovative approaches to fostering one FAA."

- Ed Billiet, manager, accepted the Director's Award on behalf of James Houston and William Noblett, electronic technicians, International Field Office, South Alaska Sector, for their efforts in the emergency repair of the Anchorage radar (ARSA-8).

Congratulations to each of you and a big thank you to all those who helped to make the conference a success.

* * * * *

According to Yakutat's airport manager, there was a bear convention on the runway recently leaving numerous tracks and bedding-down areas. Insomnia must have been a problem during the night because Yakutat was missing three more runway lights the next day.

* * * * *

The Juneau Flight Service Station, Tower and Flight Standards District Office recently participated in the annual Juneau/Douglas High School Career Day Program. Approximately 90 students attended the FAA career discussions

* * * * *

A lot of Alaskans go to Hawaii this time of year to thaw out - but most of them have to pay for their trip. Well, congratulations to Carol Overton, secretary, Fairbanks FSS, on recently winning a free vacation to Hawaii when she called out "Bingo."

* * * * *



The Personnel Management Division, AAL-10, had a potluck on Halloween. Many of the employees came to work dressed in their finest for the occasion. Here, four of the folks in the division chow down on some good food.



Dr. Bob Mitchell (left), AAL-1H, presents Herb Rollins, Anchorage Tower, with a Letter of Commendation for his efforts on the Alaskan Region Human Relations Council.



John Brister, recently selected as the assistant evaluation officer in AAL-405, was formerly with Anchorage ARTCC Crew 5. The Center bids farewell to John at a coffee and cake in his honor.



Director Frank Cunningham (left) presents Special Achievement Awards to (from left to right) Mary Lou Lexvold, Naomi Christensen, Richard Brindley and Dave Elliston. Joan Bradford was not available for the picture. They were all involved in developing the System for Acquisition Management (SAM) in the Alaskan Region, then helped to install it in other regions.



News and notes

by: Dave Palmer
ARTCC

The Alaskan Region HRC November meeting was hosted by the Southeastern Area Umbrella at Juneau. The meeting was held November 19-21, and attendees were Sylvia Caldwell, Western Area; Judy Hickey and Linda Ambrose, Southeastern Area; Starr Lynn Dhabolt, South Central Area; Dave Palmer, ARTCC; Terry Alexander, Headquarters; Norma Bonewitz and Dr. Bob Mitchell, AAL-1H. Bob McMolin of the Northern Area was unable to attend.

Special guests were Jerry Dunn and Al Hester, Juneau FSS; J.T. Stubbs, Juneau Tower; Bert Salzman, Juneau Central Maintenance Facility; Jon Tamplin, FSDO-62.

The following items were addressed at the meeting.

NEWS:

- Commissary: The HRC was informed by Paul Wegrzyn, AAL-52, that the Supplemental Order on the commissary will be completed by January 1, 1986. Site eligibility; i.e., those who will receive commissary privileges will be determined within 90 days after completion.

- Revision of Charter/Order: A new order for the council was drafted and reviewed. The order will now be submitted through normal channels for comments and approval by the Director.

- Identification of Problems: A form being utilized at the ARTCC for HRC and FAB problems was distributed for review by the members and use at their facilities if appropriate.

- Windows in hubs: A letter was written to the council urging the council to recommend windows be added in the proposed AFSS buildings in the Alaskan Region. It is felt that windows are essential for the morale and mental stability of the FSS specialists who will be working in these buildings.

- Listening Sessions: The council expressed to the Director the need for a good representation of all employees and concern that employee survey follow-up listening sessions will not reach beyond Anchorage and Fairbanks. The Director reported that listening sessions will be expanded to the extent manpower and funding will allow. (Note: A meeting of those individuals who will be conducting the listening session interviews was held December 3, 1985, and they were informed that listening session interviews will be conducted at Juneau, Nome, Bethel and King Salmon.)

- Environmental Pay: The council previously did considerable work in researching and supporting a proposal to compensate employees while working under adverse environmental conditions such as temporary duty at remote sites with no sleeping, cooking, or toilet facilities. We understand that there now appears to be management support for this proposal. The committee urges resolution of this issue and it has been forwarded to Airway Facilities for review.

NOTES:

- Government Vehicles/Commercial Vehicles for private use prior to arrival of POV at sites: We were pleased to hear that managers and local coordinators have addressed this situation and are proposing through a sponsorship program to remedy the situation and the HRC is willing to provide support and any help that may be necessary.

... continued ...

- Weather Observations - Juneau Tower: John Groeneveld wrote a letter explaining the reasons for taking weather observations by the tower personnel and informed them that supporting documentation could be found in Order 7230.8A. This letter satisfied tower concerns. The southeastern area will write a letter to the Air Traffic Division through John Groeneveld thanking him for his concern.

- Retirement Pay: A letter was received from the Cleveland Center HRC requesting that other HRC/FABs write to their congressmen regarding untimely processing of retirement checks. HRC learned from Jean Pershall in AAL-14D that each region has its own system of processing retirement packages, and this region has recently improved its system. HRC will inform Cleveland that we do not appear to have a problem in Alaska. (HRM Bulletin 1A which was recently distributed to all employees explains the retirement process in detail.)

- Regional Council Secretary: A few suggestions were made regarding a Regional Council Secretary. After much discussion, the council will try an alternate suggestion that an individual be provided from the area being visited. This may be the solution to the council's problem and at the same time acquaint additional employees with the work and process of the HR Regional Council.

- Regional Goals and Objectives: The council discussed their role in helping the region fulfill objective #2. They felt the council's function is to help support the goals and objectives and review their progress. The council will maintain constant awareness of progress in attaining the region's goals and objectives.

- Downward Communication: The council feels that they are providing upward communications to supervisors and managers pertaining to issues brought to the committee. When the council

requests information from the lowest level manager, the manager responds to the council rather than the area where the concerns are. The council is then required to pass the information on down. The manager or individual responding should forward the information directly to those who have the concern and as a courtesy forward a copy to the council.

NEXT MEETING: The Alaskan Region Human Relations Council will meet January 22-23, 1986, in Anchorage.

SPECIAL APPRECIATION: The Council is extremely appreciative of the managers, employees and their spouses for the warm reception they provided. We enjoyed the time taken by these individuals to share either a breakfast, lunch or dinner (and some did all three) with us.

It is our intention to post these "NEWS & NOTES" on bulletin boards, share them with managers, and place them in the Intercom. We would very much welcome your comments and suggestions to make this a worthwhile endeavor. Forward any suggestions to Steve Lloyd, ARTCC, 269-1108, or Dave Palmer, ARTCC, 269-1205.

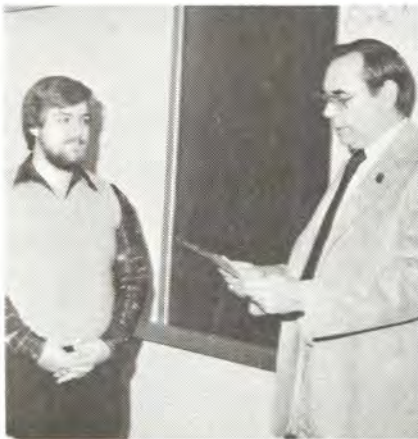




Henry Elias (standing), assistant manager, AAL-500, and Bob Durand, airspace procedures specialist, AAL-536, brief a small group of operators, both air taxi and private pilots, from Lake Hood/Spenard on the Clarion Hotel study. The major concern of the seven non-FAA people in attendance were the potential effects the construction of the hotel in the Lake Hood/Spenard area would have on wind patterns.



Robie Strickland (left), manager, AAL-600, congratulates Howard Smith (middle), program specialist, AAL-610, for his Letter of Commendation presented by Dr. Bob Mitchell, AAL-1H, for his efforts on the Alaskan Region Human Relations Council.



John McCumiskey (left), AAL-61, receives a Special Achievement Award for sustained superior performance as manager of the Word Processing Branch from Dick Brindley, manager, AAL-60.



Allen George (right), acting sector manager, ZAN AF, presents a Special Achievement Award to Mark Kelliher, SET Crew 3, for his efforts on the ECOM (en route communications) Improvement Project.



Frank Cunningham, FAA Director, presents Special Achievement Awards to Naomi Christensen (middle), AAL-51, and Dave Elliston (right), AAL-50, for their work on the development of the Logistics Master Automation Plan (LOG MAP).

Consultant finds system reliable

A consultant retained to audit the agency's near midair collision (NMAC) reporting system has concluded that newly adopted FAA procedures "address every reporting problem uncovered to date" and "will create a stronger data base from which NMAC events can be analyzed."

Dr. Ronald Smith, Dean of the Georgetown University School of Business, in his audit report delivered to the Administrator November 26, also concurred with the findings of an FAA internal investigation of NMAC problems that "no evidence has been found for any intentional loss of reports." Smith began his audit in June after FAA had implemented numerous changes in its NMAC reporting procedures to correct problems that had led to significant under reporting of incidents.

In describing Smith's special audit, Administrator Donald Engen said, "I wanted to make certain that all such reports are forwarded to the appropriate place in Washington on a timely basis, that all reports are thoroughly investigated and that our data base properly and completely reflects all information and is quickly accessible. This independent review reaffirms that this is the case."

Smith's report registered support for the actions taken by FAA to improve tracking of NMAC reports. These include designating the Office of Aviation Safety as a central point in Washington headquarters for coordinating all NMAC reports, establishing strict deadlines for filing reports and completing investigations, and requiring quarterly audits of all reports by each FAA regional office.

Washington Report

Cross option launched

Air Traffic has launched its new Cross Option Program, Notice 3330.54, aimed at encouraging radar-qualified FPL specialists to switch to centers where they are especially needed. The program opened November 20 with the distribution of bid sheets advertising vacancies in seven en route centers - Chicago, Cleveland, Indianapolis, Los Angeles, Minneapolis, New York and Oakland.

Those specialists who are selected under a special screening system will enter a 90-day training program and receive a temporary promotion if eligible. The program also has a "no-risk" feature. Volunteers can return to their original facility if they do not qualify at the center within 90 days. In this case, they must give up the promotion.

Washington Report



Comp time limit cut

On December 21, 1985, a limit of 288 hours will be put on compensatory time balances for FAA employees. Anyone with more than this number of hours on the books on this date will be paid off at the rate at which the time was earned.

FAA's limit was raised to 416 hours from the DOT standard of 160 in September 1981. Next December, the limit will revert to 160 hours to get FAA back in line with the rest of the Department.

Washington Report

Thanks for caring!

by: Joyce Moon, AAL-17
1985 CFC Coordinator

The 1985 Combined Federal Campaign officially ended on November 22 with 224 generous FAA employees from the Anchorage area contributing a total of \$24,243.04.

I would like to express my appreciation to the 14 employees who contributed over \$300 - you will each receive a letter and an ulu pin!

Thanks to the hard-working keyworkers who gave so much of their time and energy to make this a successful campaign.

KEYWORKERS

Michael Landon, co-chairman
Jeanne Hodge, AAL-1 thru -9 and -60
Donna Skiles, AAL-10
Claudia Hoversten, AAL-30
Elinor Mayo, AAL-50
Paul Fisher, AAL-200
Pat Sanders, AAL-300
Hilda Elias, AAL-400
Barbara Lapsley, AAL-500
Clara Steiner, ANC FSS
Michael Pumphrey, ZAN-AT
Stuart Bigler, ANC ATCT
Dennis Wegner, MRI TWR
Linda Wilson, AAL-600
Larry Petty, AAL-700

A SPECIAL THANK YOU goes to the three keyworkers who had 100 percent participation:

Donna Skiles, AAL-10
Pat Sanders, AAL-300
Larry Petty, AAL-700

Thanks again for continuing the proud tradition of giving to others who are less fortunate.

Editor's note: Thank you, Joyce, for all the work you did as chairman of the 1985 CFC drive in the Anchorage area.



Recipe corner

from: Gloria Moody
AAL-5

HOT CHICKEN SALAD

Combine the following:

4 chicken breasts
1 1/2 cups celery
1/2 cup slivered almonds
2 cups mayonnaise
1/2 cup cheddar cheese
1 onion chopped fine
8 ounce can water chestnuts
2 tablespoons lemon juice
(you can do this several days ahead of time and store in the refrigerator)

Before baking, spread the combined ingredients in a 9x12 pyrex dish. Sprinkle Parmesan cheese on top of the mixture, then crumble potato chips on top of that.

Bake at 350 degrees for 30 minutes.



Air traffic control specialist Lee Plummer (right), Merrill Tower, receives a "going away" plaque from area supervisor Gary Near. Lee is transferring to the Program Support Branch, AAL-421. Good luck, Lee.



Executive volunteers from transportation companies as well as designated federal employees met on October 21 and 22 for the annual training conference of the National Defense Executive Reservists. This group of volunteers from all transportation modes in the Alaskan Region would be available to recommend distribution of scarce resources to be used in Alaska's transportation system during a national defense emergency. Employees of the Office of Emergency Transportation (DOT) in Washington, D.C. put together the exercise, creating a hypothetical emergency situation to make certain the volunteers understood their role in keeping the transportation system moving during an emergency.



Dr. Bob Mitchell (right), AAL-1H, presents Letters of Commendation to (from left to right) Dave Behrens, Anchorage ARTCC; Judy Hickey, Juneau FSS; and Bob Shepherd, FSDO-61, for their efforts on the Alaskan Region Human Relations Council.



Dr. Bob Mitchell (left), human resource specialist, AAL-1H, receives his three-year service pin from Director Frank Cunningham.



George Hale (left), air traffic control specialist, Ketchikan FSS, receives his 40-year service pin from air traffic manager Dick Kauffman.

Medical notes - acquiring habits

by: Pat Sanders, R.N.
AAL-300

A habit applies to any activity so well established that it occurs without thought on the part of an individual. It is a constant, often unconscious, inclination to perform some activity acquired through frequent repetition.

We acquire good and detrimental habits throughout our life. It is beneficial to do many things during the day automatically such as buckling up our seat belts, brushing our teeth, driving to work over the same route, and performing the same work routines. When these activities become habits, no thought process is needed and thus we are free for other creative and resourceful thinking processes.

Some automatic activities (habits) we engage in can be detrimental to our health; cigarette smoking, and certain eating and drinking habits are examples that can have unhealthy effects on our bodies.

At this time of year we think of New Year's resolutions, or changes we want to make in our life that would enhance the quality of our lifestyle as well as for those near and dear to us.

As the New Year (1986) begins, what better time to think about changing detrimental health habits to positive, wellness habits. When changing our person it is important to remember not to overload ourselves with too many changes at once. This may cause feelings of failure. Instead, prioritize the changes to be made and choose only one to work on at a time.

Making successful changes in our life habits is directly related to how strong our commitment is to a better lifestyle. Changes come about when we consciously take action to delete

a habitual activity and/or substitute a more positive activity for the old one. Repetition of the deletion or new positive activity over a period of time and feeling good about it reinforces our tendency to persist in the activity, and then it becomes a habit.

Instituting an exercise program (even moderate) is, without a doubt, the most beneficial change to our health and wellness level. Unfortunately our bodies become dependent or addicted to certain substances and then it becomes much more difficult to break or delete the habit.

When trying to make changes make realistic goals. For example, losing 20 pounds in six months and keeping it off for a year is a more realistic goal than losing 40 pounds in six months only to gain back 50 pounds before the year is out.

Do not be too hard on yourself when you fall short of your expectations. Stand tall and begin each day anew in 1986.

The staff of Aviation Medicine, AAL-300, wishes you a happy and healthy new year in 1986.

Answers to FAA's trivial pursuit from page 3.

1. Data General computer.
 2. System for Acquisition Management, an automated system for ordering, tracking procurements, etc.
 3. Electronically Generated and Transmitted SF-52s, the "Request for Personnel Action."
 4. Consolidated Uniform Payroll System.
 5. Comprehensive Electronic Office, which Alaskan Region is using for calendars and electronic mail.
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Commuter safety has improved

"In the matter of a few short years, the commuter airlines have made great strides in safety, meeting the demands placed on them as a key element in our air transportation system," Associate Administrator for Aviation Standards Anthony J. Broderick told a congressional panel in testimony on November 5. He pointed out that since deregulation, accident rates for commuters have decreased steadily while the number of flights has increased substantially.

"Today," he said, "commuters serve nearly 600 cities. Each day there are an estimated 7,200 to 7,500 flights with approximately 83,000 enplanements."

Broderick indicated that the improvement in commuter safety is attributable to two key factors. The first is FAA's upgrading of the commuter safety requirements and bringing them more in line with the safety requirements for major air carrier operators.

The second factor is the fostering of a more cooperative relationship between the industry and FAA to promote safe practices. All in all, the commuter industry has made significant gains in sharing the safety burden with FAA, Broderick concluded.

Washington Report

1st enroute center fifty years old

The grandfather of all air traffic control en route facilities was established 50 years ago on December 1 at Newark, New Jersey, by a consortium of airlines. The airlines involved in this venture included Trans Western, American, United and Eastern Airlines. These carriers not only built the facility but also provided the personnel.

This first generation air route center was manually operated and depended on the ability of controllers to visualize the movement of aircraft in three-dimensional space. Unlike tower controllers, center controllers did not have direct radio contact with the planes, but instead relied on airline company dispatchers for their position reports. These early controllers posted what information they had on large blackboards, giving rise to the expression that a controller is "on the boards" when he or she is working traffic.

This first center, and two others established in early 1936 at Chicago and Cleveland, were taken over by the federal government on July 6, 1936. FAA will mark the 50th anniversary of the air traffic control system on that date next year.

Washington Report

Pilots and ATCSs get overtime coverage

The Office of Personnel Management (OPM) has approved the continued coverage of Fair Labor Standards Act overtime pay provisions for FAA flight inspection pilots and air traffic controllers at the GS-11 grade and above. This coverage was removed by an OPM regulation that went into effect November 1, but FAA requested that it be restored for most agency occupations.

The OPM action came in response to this request. However, since the agency's request was only partially fulfilled, Administrator Donald Engen now will urge OPM to reinstate the coverage for electronic technicians and other occupations.

Washington Report

