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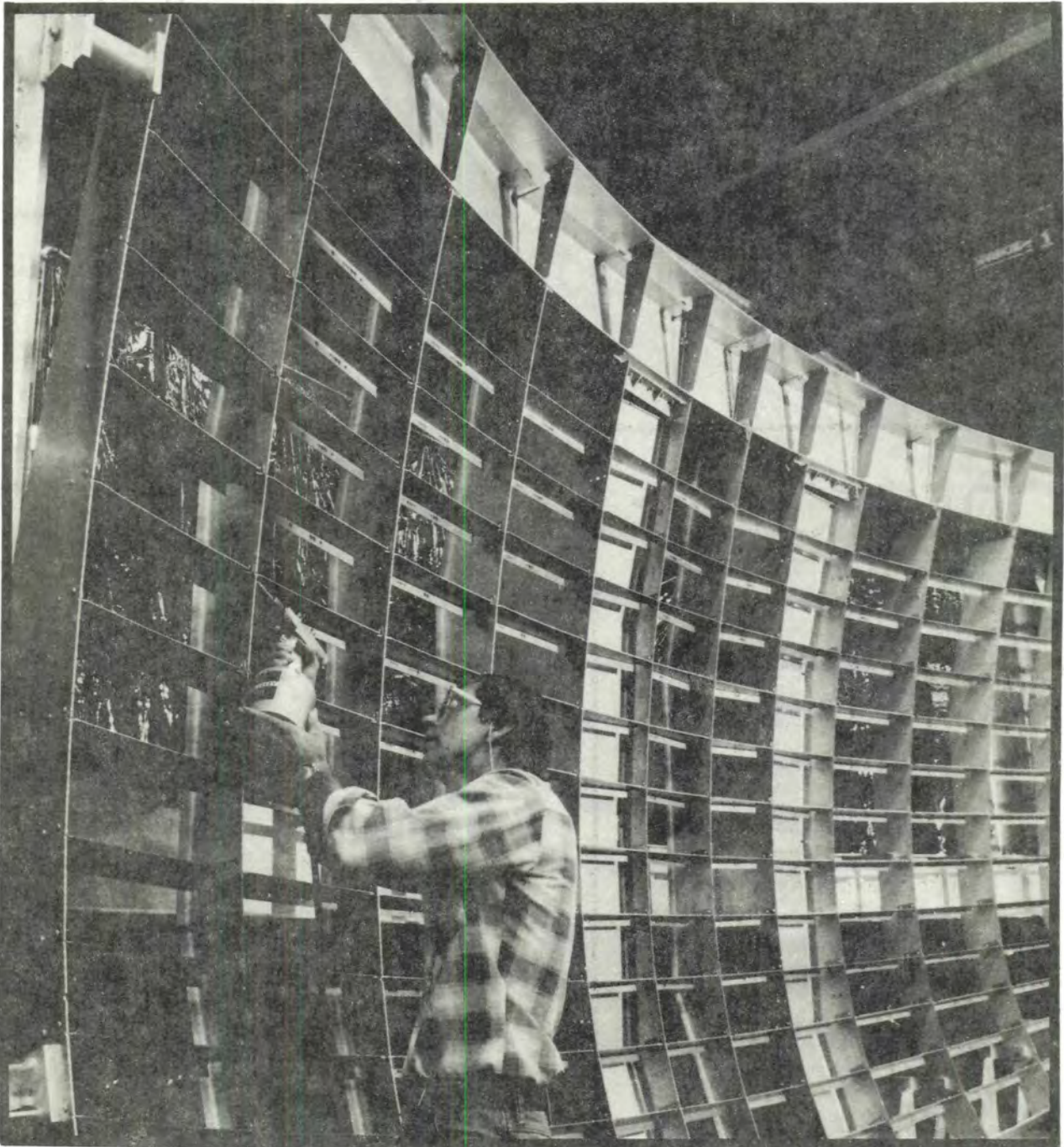
**Federal Aviation
Administration**

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March 15, 1985

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About the cover

Moving from design to production, Westinghouse technicians put the finishing touches on the first ASR 1 Airport Surveillance Radar antenna, according to Headquarters, Washington, D.C. This antenna now has been moved to the company test range. FAA's program manager, Carmine Primeggia, APM-360, reports the program is on schedule and the first of the updated radars is expected to be delivered to Huntsville, Alabama, for testing in March 1986.



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

Condolences

FAA employees in the Alaskan Region send their condolences to Sis Williams, manager, Real Estate and Utilities Branch, on the recent death of her husband, Jerry. He passed away while at Providence Hospital after a lengthy illness.

Theft is down and up

For the fifth year in a row, the number and total value of aircraft stolen during 1984 showed a significant drop, although thefts of avionics and equipment rose again. According to the International Aviation Theft Bureau, there were 112 stolen aircraft valued at \$14.7 million during the year. This was 69 fewer thefts than reported in 1983.

On the other hand, there were 267 reported avionics and equipment thefts, which was up 39 percent from the 1983 figure.

Washington Report

Editor's Note: Data on aircraft theft is collected by the FBI in Washington, D.C. Specific data on Alaska is not available at this time.

PWC - 7 years old

Although it seems only yesterday that female controllers were getting together to establish the Professional Women Controllers, Inc. (PWC), the group is now holding its seventh annual convention. The gathering will be held in Denver's Park Suite Hotel May 2 through 5.

Besides getting together for social events, the members, who include both males and females, will focus on the attainment of personal excellence. Attendees will have opportunities to attend workshops and practice skills in teamwork and communications.

Washington Report

"Wings" program in Alaska has a first

In 1979, the FAA announced the Pilot Proficiency - "Wings" program. This voluntary training program is an integral part of the overall Accident Prevention Program. "Wings" is designed to encourage general aviation pilots to continue their flight training regardless of their level of experience. It is open to all pilots with a private certificate or higher and a current medical certificate. To help pilots maintain their proficiency and become safer pilots, the FAA outlined a special "mini-course" of flight instruction. Those pilots who complete the course are recognized for their efforts by receiving a distinctive set of FAA lapel wings and a certificate.

It's easy for pilots to participate. The first step is to attend a Pilot Safety Seminar. The safety seminar gives pilots the opportunity to brush up on the academics of flying knowledge. The next step is to take three hours of dual instruction (one hour of airwork, one hour of takeoffs and landings, and one hour of instrument work). The dual instruction portion of the program gives pilots the opportunity to actually practice and improve their flying skills and techniques. There are five phases to the program and participation is on a yearly basis. For each phase of the program the pilot completes, a set of Phase I, II, III, IV or V "Wings" is awarded. To qualify for the Phase V "Wings," a pilot's last five years must be accident free.

Marc Stella, air safety investigator with the National Transportation Safety Board, was the first in Alaska to receive the Phase V "Wings."

Pilots who complete the requirements (attendance at a safety seminar and three hours of dual instruction - within 120 days) - need only present their signed logbook or the safety meeting attendance record to their Accident Prevention Specialist, Counselor, or nearest FAA facility.

The Pilot Proficiency "Wings" Program completes the cycle of educating pilots to be safer. The seminar presents useful information to the pilot - but the Pilot Proficiency Program actually gets pilots out in the airplane, practicing and perfecting their skills.

Unlike the Biennial Flight Review, the Pilot Proficiency Program is a voluntary program. It can be used to complete the requirement of Biennial Flight Review and also can act as a proficiency check for pilots between their biennials.

Instructors may participate by qualifying three pilots for their "Wings" for each Phase through Phase III. After completion of the Phase III requirement, Phase IV may be earned by successful completion of an evaluation or proficiency flight with a designated flight instructor examiner or an FAA operations inspector. Twelve months after the date of meeting the requirements for the Phase IV Award, the instructor must repeat the proficiency flight and the instructor's last five years must be accident free. The instructor must also attend or assist with a safety meeting for each phase.

Both GAMA (General Aviation Manufacturers Association) and the FAA are convinced that the number of general aviation accidents would be reduced significantly if every pilot in the nation would participate in the Pilot Proficiency - "Wings" Program.



Stella

Cunningham

\$498,000 contract to study air quality

FAA has awarded a \$498,000 contract to the National Academy of Science to study air quality in airline passenger cabins. The Congressionally mandated study will be conducted by the Academy's National Research Council's Committee on Airline Cabin Air Quality.

During the 14-month study, the committee will examine on-board environmental conditions and contamination levels of various substances, including tobacco smoke. It also will determine the amount and quality of fresh air in cabins and the levels of humidity and pressurization.

Additionally, the contract calls for an investigation of the adequacy of current preflight and inflight health and safety instructions for passengers.

The final report is due in April 1986, and will include recommendations for changes in legislation, regulations and practices, if applicable.

Washington Report

Aviation data all together

FAA technicians and airmen of all sorts now have a single source of information concerning avionics. The Office of Aviation Policy and Plans has issued a compendium of this equipment from some 61 manufacturers. This marks the first time that up-to-date avionics data, including specifications, prices, and technical standard order numbers, are available in a single volume.

Besides being in printed form, the information is computerized and available on a disk. This permits users to select almost any combination of facts and figures needed.

For instance, in only a few minutes the computerized system will tell you that 15 companies manufacture transponders and that, according to the data base, the most expensive is \$9,360 and the least expensive is \$875.

For additional information about the avionics data base, contact Duane Van Etten on (FTS) 426-3420.

Washington Report

"Pay" due out

When it comes to pay, most people are interested only in the "bottom line" - that is, how much do they get to keep. But the bottom line depends on more than just a person's base pay. There also are various premium pay provisions such as revitalization, holiday, night differential, Sunday, standby and hazardous duty.

To clarify the subject, the Office of Personnel and Training will be distributing a pamphlet on "Pay" at the end of February as part of its Human Resource Management Information Series. It will be the fourth of 16 planned pamphlets in the series.

The first three covered retirement, health benefits and leave. Future subjects will be life insurance, Computer Based Instruction (CBI) training, injury compensation, classification system, social security/medicare, personnel management information systems, RIF/grade and pay retention, Employee Assistance Program, Merit Promotion Program, incentive awards, occupational safety and health, and the performance appraisal system.

Washington Report

Editor's Note: This pamphlet will be sent to each employee in the Alaskan Region by the personnel office, AAL-10.



Pat Wilson (right), air traffic control specialist, Deadhorse FSS, receives a Special Achievement Award from area supervisor Len Canter. He also received \$1,000 for his high degree of professionalism and effectiveness in accomplishing the functions of his position. Congratulations, Pat.



The 1985 officers for the Alaskan Region Civil Air Club are from left to right Pat Lucero, secretary, Plans, Programs and Evaluation Branch, AAL-510A - Secretary; David Epstein, supervisor, Environmental Section, AAL-463 - Vice President; Ann Roberts, financial clerical assistant-cashier, AAL-34 - Treasurer; and Charlie Muhs, manager, Anchorage Flight Service Station - President.



Ron Bullock (left), King Salmon technician-in-depth, was presented a Quality Within Grade by Al Bruck, manager, Airway Facilities.



Tom Hunt (left), assistant manager, AAL-401, receives his 35-year service pin from Director Frank Cunningham.



Bob Paxton (right), area supervisor at Anchorage ARTCC, presented Jay Miller (left), air traffic control specialist, his Special Achievement Award.



Employee Assistance Program

The American Medical Association (AMA) regards alcoholism as a treatable illness which ranks third behind heart disease and mental illness in numbers of people afflicted. Alcoholism is both chronic and progressive. If untreated, victims of the illness suffer from increased deterioration of physical and mental health and, almost invariably, early death.

POLICY

The Agency recognizes that alcoholism is a serious and expensive national health problem and accepts the Office of Personnel Management's statement that alcoholism is a complex but treatable disease. When use of alcohol impairs an employee's work performance, attendance, conduct, or reliability, it is the responsibility of supervisors to show concern and introduce the employee to the service that the Employee Assistance Program (EAP) provides.

Your EAP exists for the purpose of utilizing non-disciplinary procedures under which an employee with the illness of alcoholism is offered assistance to continued recovery, thereby eliminating the harmful effects of the disease. The involved employee is encouraged to participate in the program on a voluntary basis.

Employee Assistance Program

THE ILLNESS

Contrary to popular belief, alcohol is not a stimulant. Alcohol acts as a depressant, working the centers of intellect and self-control in the brain. In moderation, this can have the effect of reducing tension or relieving inhibition and self-consciousness. The appearance of energy and high spirits exhibited by many people while drinking is a combination of the depressant effect of the alcohol upon their usual inhibitions and the body's ability to make rapid use of the energy in alcohol.

Most medical researchers have concluded that there is no one "cause" of alcoholism. Unfortunately, the alcoholic consistently attempts to blame his/her dependency on someone or something else. Too often one hears, "I wouldn't have drunk so much if you hadn't ---," or "The reason I drink is ---."

Alcoholism -

a treatable disease

The reason or "cause" is immaterial. What one must recognize and accept is that alcoholism is a disease unto itself rather than a symptom of some greater social, emotional or physical problem. For years people thought that excessive drinking was caused by an inability of the individual to cope with these larger problems. Therefore, if one could straighten out these larger problems -- such as a disrupted family life, a disintegrating employment situation, or a worsening physical condition -- then the drinking would straighten itself out. Social workers, employers, physicians, clergymen and spouses all attempted to rectify these specific problems, only to find that the harder they worked the more the alcoholic person drank. Therefore, if attention is directed solely toward the symptoms of the disease, the disease is held in check only temporarily before it regains its destructive power.

Alcoholism is a progressive disease that leads a person to only two inevitable conclusions -- either premature death or insanity. Death could come by various causes, such as an automobile accident, physical deterioration or suicide. Whatever the cause, the result is the same -- years off the person's life span. Dr. Thomas Briggs, Chief of the Medical Staff of St. John's Hospital in St. Paul, Minnesota, and also the Medical Director of their alcoholism treatment center, stated in an address to the Nebraska Methodist Hospital Medical Staff, "An alcoholic untreated will die 14 years sooner than the average person." If, however, a person lives and continues to drink, then he runs the risk of destroying enough brain cells to cause irreversible brain damage and thus create a necessity for permanent institutionalization.

A second important meaning of the word progressive is that the disease cannot remain at a status quo, nor will it miraculously improve. Rather, it always gets worse. The practicing alcoholic is very much like the terminal cancer patient. There are some days when the disease moves so slowly that it appears not to be progressing at all, or the patient appears to be feeling like he will win his gallant battle for his life. Yet when the final days come, it is obvious that the disease was progressing to its culmination in death. With alcoholism the family tends to place its hopes and

aspirations on the chance that "he will come to his senses and start drinking more sensibly," or "Well, he isn't drinking quite as badly as last month; maybe he is starting to come around." In either case the family is not willing to accept the reality of the progressive nature of the disease, and therefore they, in fact, are enabling the disease to progress to its tragic conclusion.

I CAN HANDLE IT MYSELF!



A word often used to define alcoholism is chronic. This word is often used erroneously to describe only the small five per cent minority of alcoholics who inhabit skid row. In reality this word could be more accurately used to describe all alcoholics, not just the down and outers. By a chronic disease it is meant that the disease has no known cure. This statement sounds very foreboding and ominous, but there is hope. Although there is no known cure and therefore no such thing as an ex-alcoholic, there is a real chance for the alcoholic to lead a happy, fulfilling and meaningful life. In order to attain this life, however, he must be willing to adopt a new life style.

The chronic nature of alcoholism, like the chronic nature of diabetes, requires that the person adhere strictly to a different life regime in order to secure a healthy state of being. If the diabetic strays from his regime and begins to eat an overabundance of sugar, or if he ceases his daily injections of insulin, then the chronic nature of his disease becomes acute and his life is in grave danger. Likewise, if the alcoholic strays from his regime and begins trying to drink socially, then the chronic nature of the disease becomes acute and the progressive nature resumes leading the alcoholic down the road to death or insanity.

Alcoholism, as the AMA has stated, is a "complex" disease. It is, however, also describable, predictable and treatable. It is affecting directly millions of Americans, not to mention the family members who live with these alcoholics. Billions of dollars are lost annually through absenteeism and faulty workmanship caused by alcoholism. Thousands of lives are being lost each year on our highways because of the alcoholic driver. We are, indeed, in an epidemic of enormous proportion.

The only easy way to combat this national health problem is through education. Alcoholism is a disease and, most importantly, it is treatable. We, as thinking, caring and feeling beings, cannot afford to continue to ignore the tragic waste that results from this disease. Family members and friends alike must resist the somewhat natural human reaction of excusing or rationalizing the alcoholic's problem. This kind of support only enables the alcoholic to continue to ignore his/her problem.

ALL SHE NEEDS
IS A LITTLE SYMPATHY ...



Under the Agency's Employee Assistance Program (EAP) any employee (or family member) who feels he needs assistance in overcoming a drug or alcohol problem may directly contact our EAP Contractor, Human Affairs, Inc. (HAI), 562-0794. Under EAP, HAI Counselors also provide comprehensive counseling services for a wide range of problems affecting employees and their families. If the counselor determines what is needed is long-term counseling assistance, HAI counselors will assist in identifying the treatment resource. All services provided by HAI are at no cost to employees and/or family members. If long-term counseling assistance is needed, HAI will make every effort to ensure the treatment source is within your financial means.

Note: Use of this program by employees and/or family members is strictly confidential. If you have any questions about the program feel free to call HAI direct, 562-0794, or you can call Ernie Fleece, EAP Coordinator, 271-5367.



Edgar Fields, ZAN AF, crew 4, supervisor, receives a gold pan from Frank Babiak, sector manager, at a "Cake and Ice cream." Edgar recently transferred to the Western Pacific Region in Los Angeles.



Larry Brown (right), area supervisor, Anchorage ARTCC, presents Harvey Kolberg, air traffic control specialist, a Special Achievement Award for outstanding performance.



Stephen Lloyd (left), air traffic control specialist, receives a Special Achievement Award for outstanding performance from Larry Brown, area supervisor, Anchorage ARTCC.



Steve Creamer (left), quality assurance specialist, Anchorage ARTCC, receives a Special Achievement Award for sustained superior performance from manager Jimmie Vaughan.



Bob Cole (left), quality assurance specialist, Anchorage ARTCC, receives a Special Achievement Award for sustained superior performance from manager Jimmie Vaughan.



Lee Ashworth (right), supervisor, North Unit, Anchorage SFO, presents Stan Hoffman, electronics technician, with a Letter of Commendation.

Changes in SCI

Some years ago the Management Training School (MTS) changed its testing procedures and enforced the "pass-fail" policy. Since that time, a number of students have failed the Supervisor's Course, Phase I (SCI) and the consequences of such failures have caused a significant deterioration in the learning environment in the course.

Members from the Office of Personnel and Training, MTS officials, and other personnel met to review SCI practices and policies and suggested major changes in the SCI program. As a result of their deliberations, the following changes will be made in the Supervisor's Course:

1. The introductory session will be improved to increase student understanding of SCI procedures, the "pass-fail" policy, and the rationale behind them.
2. More detailed feedback will be provided by MTS staff after each test in order to reinforce learning.
3. Students who score below 70 on one or more of the four tests will be afforded an opportunity at the end of the course to retake the test on which they received the lowest grade. Historically, lowest scores are made on the first test. This retake option should increase the opportunity to demonstrate learning, and thereby pass the course, as well as improve student attitudes by relieving some of the anxiety surrounding the generally low first test scores.
4. The test questions themselves will be reexamined with an eye toward their learning value and, if necessary, be rewritten or replaced as new items can be validated.

There are also some longer range efforts underway which will ultimately affect the SCI course. Chief among these efforts will be a "job function analysis" of supervisors' positions agencywide. Having a detailed analysis of the purely supervisory aspects of first line supervisors' jobs will enable MTS to fine tune their supervisory training, be sure that their testing program is properly targeted, and determine what modifications, if any, might be appropriate for different occupational groups or GS/WG levels. This particular project will be conducted in two phases.



The first phase will use a technique called the Objective Judgment Quotient (OJQ) which is a method involving the computerized analysis of data gathered through a written questionnaire. These questionnaires will be administered to a randomly selected sample of employees in all occupations throughout the country in the next three months.

The second phase will use a "competence assessment" approach. This method uses a critical incident interviewing technique and focuses on what it is that outstanding supervisors are doing that sets them above the average. This information will then be compared against the collected OJQ data to determine which technique provides the best quantitative information at the most reasonable cost.

We will keep you informed as more information becomes available about these efforts.

**A LITTLE
EXTRA EFFORT
MAKES THE DIFFERENCE**

Privatization of FSSs

The following is a message from Administrator Donald Engen to all FAA employees:

"I am sending you this message because I want you to have the latest information about a directive by the Office of Management and Budget (OMB) that the FAA study the privatization of flight service stations (FSS). Perhaps you have not yet heard of this proposal, and if that is the case then it is all the more important that I tell you about it first.

"Let me give you some immediate assurance. This study that we have been asked to do is just that, a study. No one should be concerned that a decision of this significance is imminent, or that privatization of flight service stations is a foregone conclusion.

"I know that the last six years have not been the most settling for our FSS professionals, because of the agency's decision to modernize and consolidate these facilities. This study is just one more unsettling factor. Still, you deserve to be told about it, and as Administrator of FAA my commitment to you is to keep you informed about developments that could have an impact on you.

"Now, what is this study? And why has OMB asked that it be done? The administration has proposed that reduction in the size of the federal government can be achieved by "privatization" of some government programs. The FSS program was identified by OMB as a possibility. No more, no less, and as Administrator of the FAA I am obligated to carry out the study.

"We are going to accomplish the study through a contractor, and I expect it to be completed by mid-May. The study will discuss the feasibility of such a transfer only, that is the advantages and disadvantages of privatization.

"It will contain no recommendations. That aspect of the project will be undertaken solely by FAA employees. Recommendations that result will be sent to Secretary of Transportation Elizabeth Hanford Dole, and at that point will be up for discussion by the Executive Branch. At this stage, I can not tell you how long this process will take, other than to say that any decision of this magnitude will not occur overnight. The process will be thorough and deliberative.

"It goes without saying that because privatization will move the system to a "pay-for-service" concept, we would have to look carefully at safety implications that might result because a pilot might choose not to pay and to fly without obtaining important information. Safety is, and will always remain, the primary concern of the FAA.

"To help maintain independence and also assure that these safety implications are properly addressed, I have assigned the responsibility for managing the study to the Office of Aviation Safety.

"Before closing I would like to tell you about the relationship of this study to the plan to consolidate flight service stations. We have an FSS consolidation plan which Congress has approved. There are actions that we must take in 1985 in order to make that plan happen. We are proceeding with those actions. The decision to proceed is based on my belief that the agency must not place the entire FSS modernization program, and you, in limbo while we await decisions on privatization.

"That is the story. We expect to start the study soon. I plan to keep you informed of developments as they occur. That is my commitment to you as we move through this process."



Medical notes - VDTs

by Mary Grindrod, R.N.
AAL-300

David Wigglesworth, occupational health specialist, will speak on "Stress and the Workplace" on Wednesday, March 27, at 10:30 a.m., in the Bid Room on the third floor of the FOB.

In preparation for David's talk, which will have a special emphasis on VIDEO DISPLAY TERMINALS (VDTs), I would like to share with you some material sent to me by Robert Thompson, Ph.D., manager of the FAA Industrial Hygiene Program.

The health problems that have so far been associated with VDTs fall into four broad categories: alleged radiation hazard, visual disturbances, musculoskeletal difficulties and job stress. The job stress category may have the most significant long-term effects on both the emotional and the physical health of VDT users.

In February 1977, the National Institute for Occupational Safety and Health (NIOSH) conducted a study of electromagnetic radiation emissions from VDTs used by newspaper workers. Investigators found no "X" radiation above the background levels. NIOSH concluded that the "the VDTs surveyed do not appear capable of producing levels of radiation presenting an occupational ocular radiation hazard."

The American Academy of Ophthalmology has gone on record as stating that regular use of VDTs is normally safe. VDTs do not cause damage to a normal eye or deterioration of existing pathologic eye conditions.

Because the VDTs eliminate the need to move around, they also eliminate the opportunity to squirm, wiggle, and adjust that goes with other activities. Unfortunately, sitting perfectly still is not good for people and a strain is often put on the neck, arms and back.

These muscular skeletal problems can be minimized or avoided if proper work station considerations and machine design are considered.

In the job stress area, it is thought that pressure for higher productivity appeared to be responsible for a significant portion of the stress and health complaints of VDT operators. Ergonomic problems included screen glare, poor room lighting, improper screen and keyboard heights, and poorly designed tables and chairs. VDTs are often introduced to their users without adequate training. When the employees are using the equipment inefficiently they become frustrated. Too often the workload seems to be set to the capacity of the machine and not that of the human operator. After the operator is able to manage the machine, often the job becomes monotonous. The operator may become isolated from colleagues.



The VDT is not just another piece of office equipment; it changes the nature of the work people do.

Some of the recommendations made by NIOSH will help avert some of the potential health problems caused by VDT use. Lighting and furniture at the worksite may need to be rearranged or redesigned to prevent eyestrain and postural stresses. Operators need to have frequent breaks, to be able to move about, to work at a variable pace, and to remember to meet the requirements set by human capacity, not a computer's.

It is important for us not to lose the human factor in dealing with the modern day machine world.

WHEN
YOUR
WORK
SPEAKS
FOR ITSELF,
DON'T
INTERRUPT.