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Russian Aviators Fly to Miami on a Mission *Women Chopper Pilots Honor Comrades of WWII*



Galina Rastorgueva and Ludmila Polyanskaya have a reputation for being fast women. The famed Russian helicopter pilot and navigator

have set many speed records in their career as a team.

Most recently, they have put their skills to work flying across the North American continent on a project that would call attention to the needs of their female colleagues in Russia who are veterans of World War II. Rastorgueva wants to establish a retirement home for Russia's female pilots, many of whom lost their families in the war and are now reduced to living in poverty.

En route from Moscow to Miami, Florida, for the Quincentennial Celebration of Columbus' voyage to America, Rastorgueva stopped in Anchorage, Alaska, where her MI24 helicopter was outfitted with a global positioning system satellite receiver. There she met with the local chapter of 99's and spoke of her effort on behalf of her Russian sisters.

"I got the idea for a round the world flight of women pilots 18 years ago when we established the world record in the MI24," she recalls. "While we were racing in our helicopter, the Soyuz manned satellite with its international crew was circling the earth above us. It gave us the idea for an international women's flight but at that time it seemed only an impossible dream."

The dream came to life again at a meeting of the

99's two years ago. "Times and politics had changed so we decided to go for the dream," she said. And this time she had compelling reason to push for the project, the care of her female colleagues who had served their country during the war.

Those young women pilots, who came to be known as the "night witches" by their German enemies, flew combat missions. Once the war was over, they were denied the status of pilot in the military and worked as mechanics, navigators, and flight instructors.

Taking advantage of the Columbus celebration and the fact that representatives from their government would be present, Galina and Ludmila talked to the Russian Ministry of Defense and the State Foreign Economic Corporation for Import and Export of Military Equipment into sponsoring a flight from Russia across Alaska and Canada to the southern tip of the United States. They would call attention to the new air routes in Russia and the possibilities for tourism there.

In order to finance the retirement home, Galina must develop a source of income. She believes that the many women pilots in Russia can act as tour guides and instructors to visitors. During her cross continent voyage, she and Ludmila are

Continued on page 14



Galina Rastorgueva and Ludmila Polyanskaya flew from Moscow to Miami in a project to aid veterans.

First Russian Physician Completes AME Training



Photo by Mike Wayda, AAM-400

Dr. **Valentin Alexandrovich Ladis**, Chief of Flight Medicine for Aeroflot in the Magadan District of Russia, became the first physician practicing in Russia to enroll in and be certificated for successfully completing training in the FAA's 33-year-old Aviation Medical Examiner (AME) Seminar program. Dr. Ladis is medically responsible for all pilots and crew members in the Magadan District and serves as the Chief Medical Officer for Search and Rescue in the Bering Sea area. Although not a designated AME, Dr. Ladis attended a recent week-long basic AME course at the Civil Aeromedical Institute in Oklahoma City. Pictured (left to right) are **Dr. Ladis**, **Dr. Robert Rigg**, FAA Regional Flight Surgeon for the Alaskan Region, **Tatiana Khokhorina** (Medical Interpreter from Anchorage, Alaska), and **William E. Collins**, Ph.D. (CAMI Director). Drs. Rigg and Ladis interact regularly in medical information exchange. Dr. Ladis says he enjoyed his week-long visit to Oklahoma and hopes that the cooperative efforts will continue between the FAA and his country.

Intercom

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If you have questions, suggestions, or complaints, please call the Editor at 271-5169.



What's Happening in Incentive Awards?

A recent review of the Alaskan Region Incentive Awards Program statistics shows the program has been very active. Supervisors and managers are effectively using this program to recognize their employees for exceptional achievement which is substantially above job requirements and standards.

During FY 1992, there were 276 superior accomplishment awards (SSA) processed, which is a 20 % increase over 1991. SSA's may be granted to individuals or groups of employees for contributions that have not been recognized or considered for performance appraisal-related awards under the PMS, PMRS, or SES performance appraisal systems.

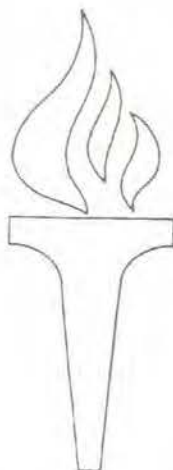
We also saw a wide utilization of On-the-Spot (OTS) awards during FY 1992. There were 252 OTS awards presented to Alaskan Region employees, which is a 14% increase over 1991. The On-the-spot award is a form of superior accomplishment award which may be granted to an individual "on the spot" to provide immediate recognition for an exemplary contribution related to official employment. To ensure that OTS awards do not become routine and that they are not used as substitutes for other awards, OTS awards are limited to individual recognition.

Statistics are also showing increased recognition of employees as teams or groups working together on a common task or goal. During the past year, considerable emphasis has been placed on Total Quality Management and cross-organizational recognition. Managers and supervisors in the Alaskan Region have already begun implementing the new management concept as our group recognition during FY 1992 saw a 76 % increase over the last year. There were 44 group awards processed. These groups included both internal and cross-organizational recognition.

Who can you contact with questions about the Incentive Awards Program? Incentive Awards Coordinators have been identified and are listed below for your information:

Name	Coordinator for	Phone
Sandra Paxton	AAL-1/2/4/5/7/9	271-5645
Carol Pollitt	AAL-40	271-5228
Ellen Parker	AAL-50	271-4534
Bernadette Queen	AAL-200	271-5906
Linda Peterson	AAL-300	271-3590
Linda Gentry	AAL-400	271-5197
Donna McArthur	AAL-500	271-5674
Kenneth Moore	AAL-600	271-5442
Molly Jolly	AAL-700	271-4811
Chris Morgan	ZAN AF	269-1141
Joan Gillis	SA AFS	271-2115
Jean Davies	NA AFS	474-4640
Irene Carter	ZAN AT	269-1134

Questions on the Incentive Awards Program may also be referred to **Carol Marvel**, Regional Incentive Awards Officer, at 271-3572.



Radar Training

Anchorage Center Dedicates Simulation Lab

*T*raining air traffic controllers to be prepared for any situation in the sky is a perennial challenge for Federal

Aviation Administration (FAA) managers. Recently, the agency's Alaskan Region took a step to meeting that challenge with the dedication of a radar simulation lab at the Anchorage Air Route Traffic Control Center (ARTCC).

The new lab consists of eight computer workstations with large video screens that simulate a radar scope, track ball, access keys, and other features of a radar position in the control room. Driven by software that plays more than 200 traffic scenarios, the units give controllers an opportunity

to learn how to work a radar position and solve a wide variety of problems.

Charles Gray, the assistant manager for training at the center, says planning for the lab has been in the works since 1989. The new equipment was developed by

Paramex under the direction of the Automation Engineering Division, ANA-100, at a cost of \$9,000 per workstation. Quite a change from the \$55,000 cost of the old Planned View Displays (PVD) which were previously used for training, says Gray.

"This project," according to Dave Palmer, installation team leader, "was very rewarding. We formed a project implementation team of Air Traffic and Airway Facilities employees in late October to plan and complete this installation, and it has been a pleasure working together. It was only through the commitment and efforts of the team members that we were able to achieve our goal."



Woodford opens dedication ceremony.



Workstation



Joseph Woodford, center manager, touted the benefits of the new lab at a recent dedication ceremony and open house. "The new equipment will increase training capacity by 300 percent and cut the time for training in half. An additional benefit is that it frees up four of the PVDs for use in the ARTCC control room, where the radar operations can now be expanded."

"The new lab will allow us to meet all national requirements locally," says Woodford, "which should result in some travel cost savings."

"We have come a long way from the old Plexiglas plates and grease pencils used in 1969 to simulate traffic," said Woodford as he opened the dedication ceremonies. "This stand-alone facility will not be affected by any outages on the control room floor, nor by failure of equipment outside of the center's walls; however, for the sake of realism in training scenarios, any malfunctions can be simulated."

The state-of-the-art system is the first of its kind to be used this way in the FAA, but may eventually be installed in several other air traffic control facilities. Acceptance testing on the lab was conducted the week of February 8 and the first class scheduled for March 18.

Gray plans to use the lab to acquaint military air traffic controllers with the FAA system in preparation for Cope Thunder, a series of U. S. Air Force exercises planned in the next year in Alaskan airspace.



Deputy Regional Administrator **Dave Morse** tries his hand at the radar simulator under the watchful eye of **Charlie Gray**.

“
*Learning a new way
of doing things is
always hard in the
beginning.*
”

Operational Planning Update

Team Takes Stock, Faces 'Critical' Months Ahead

As 1993 kicked off, FAA's Operational Planning Management Team (OPMT) looked back to assess its performance after 6 months in business.

Team members say they saw solid accomplishments in a few areas and now have a better sense of how to proceed over the next 6 months in their primary mission—integrating the agency's operational planning.

The team also started the new year with a new chairman. **Ed Kelly**, Airway Facilities' number two person, replaces retiring Deputy Associate Administrator for Air Traffic **Nobby Owens**.

There are two new faces on the team—**Dave Hurley**, director of the Office of Air Traffic System Management, is the new Air Traffic representative.

Tom Accardi, who heads up the Flight Standards Service, becomes the new Regulation and Certification representative, replacing **Dan Beaudette**. Beaudette is on detail to Owens' old slot.

Kelly says he "feels good" about the Operational Planning Management Team, particularly the "energy and competence" of team members and others involved in its "issue working groups."

Kelly considers the next 6 to 12 months as "critical" for the long-term future of the Operational Planning Management Team. He sees the team playing a vital role in helping move forward the initiatives of the new administration.

The team listed these major accomplishments over the past 6 months:

✈ The OPMT played a pivotal role in reviewing the system delivery schedule for the Advanced Automation System (AAS) program, "turning the light on this issue."

The AAS review was done at the direction of the Administrator, who

asked the team to assess the status of the program and develop options for earlier implementation than the existing schedule called for.

The bulk of the 90-day "fast track" review was done by an OPMT issue working group under the leadership of **Ron Morgan** who directs the NAS System Engineering Service.

✈ In a related development, the Administrator established a high-level management triumvirate to review the Initial Sector Suite System portion of the AAS program with the goal of assessing the program and finding ways to rebuild a credible schedule.

✈ Another OPMT issue working group succeeded in developing a set of four alternatives for providing flight services in the future. It recommended a total leased-equipment system as the preferred option in the near-term. This recommendation has also been approved, and Weather and Flight Service Systems is working on a contract proposal, with a "request for proposal" expected by late 1993.

✈ Finally, the issue working group developing an "Operational Vision for the Year 2010" has just about wrapped up its work and is ready to turn over its product to the OPMT.

The group, under the direction of **Clyde Miller** of the Air Traffic Management Automation Division, is made up of representatives from all the agency's major operating elements plus the office of the DOT Secretary. Its product reflects an internal perspective and an impressive amount of industry feedback gathered at meetings with industry representatives at various locations around the country and in Washington.

The operational vision is intended to become the basic framework for all operational planning within the agency.

(Continued on page 7)



Reeve Aleutian Wins FAA Safety Award



Left to right: Tom Stuckey, Flight Standards division manager; Richard Reeve; Richard Gordon, Anchorage FSDO manager.

When Federal Aviation Administration inspector **Bruce Walker** dropped by Reeve Aleutian Airways recently, it was not the typical inspection. Walker brought with him the head of the FAA's Flight Standards Division, **Thomas Stuckey**, to present the carrier with the High Flyer Award for 34 years of safe flying.

Richard Reeve, current president and son of the founder, said he was honored to receive such an unusual award. Reeve Aleutian, one of Alaska's well-known "bush" airlines, has been serving the State for 61 years. According to Stuckey, "They fly in a part of the State generally conceded to have some of the most hazardous weather in the world."

In its presentation to Reeve, the FAA's citation credited the carrier with meeting the challenges of remote terrain, infamous winds, and fast-moving storms. Reeve has racked up more than a quarter of a million flight hours since 1958. In that time, there have been more than 127,000 arrivals and departures and 1.5 million passengers served. The airline has had no accidents involving injury to passengers or crew.

OPMT (from page 6)

Among the major efforts expected from the OPMT over the next 6 months will be initial steps to develop an operational plan. This will serve as a companion volume to the Capital Investment Plan which deals with the facilities and equipment in the NAS system. The operational plan will show how the agency intends to put these to work.

A Memorial to Tashianna

Recently one of our employees experienced the tragic loss of his youngest daughter. **Spike Arnold**, Sitka FSS, spoke from the heart and through his pain at his daughter's funeral. His remarks are reprinted here (from the Sitka Daily Sentinel) in the hope that we can learn something from his experience that might help prevent a similar occurrence.

Dear Editor:

After our daughter Tashianna's memorial service Saturday people asked me to write what I said there. I am writing the following from my memory and notes.

I want to say four things. Two are thank you's and two are information for you.

First, thanks to the many people here in Sitka and all across Alaska who helped our family this past week.

Neighbors, church people, people we work with, people who knew Tashi, and people who knew us, all gave and offered sympathy and help. Many of Tashi's friends have come up our hundred stairs to talk with us about things they remembered about Tashi.

Thank you.

Second, we want to thank the many people who helped Tashi, professional, older people, and people Tashi's age.

Tashi suffered a traumatic experience when she was a young teen-ager. That experience had a lasting effect on her. Tashi sometimes had trouble living at home and several families have given her an alternate home to stay in.

Because so many of you have done something, often a lot, to help Tashi, I am not going to name you all. One family, the Potzuskis, showed extraordinary love and effort to help Tashi.

Thank you, all of you.

About Tashianna: I have talked with a lot of you, sharing what we knew about Tashi. Now I know that there were two Tashis.

I met the First Tashi 17 years ago. She was a happy girl. She liked to draw and make things.

She walked in the woods and caught fish in the waters. I helped her build live traps and she caught small animals that she would observe and then release. In the spring she discovered birds' nests and would climb up to count the eggs and to see the baby birds. The First Tashi enjoyed her own family.

The First Tashi never left, but a Second Tashi moved in. The Second Tashi was unhappy with almost everything. She hated me, because my beard was too long. I was an embarrassment to her because I was a volunteer fire fighter.

The Second Tashi could not do well in school, had trouble with the law, and couldn't live with her family.

The Second Tashi wanted to replace the first one, but two months ago, on Tashianna's 17th birthday, the First Tashi reasserted herself and started trying to push the second personality out.

Tashi came home. She liked and wanted to live with her family. She was getting along with people, she started going to church, and she cared again about what she could do with her life.

Tashi was a sensitive, caring, artistic person who could have had a productive, happy, longer life. There was a battle going on inside of Tashianna and it ended last week.



Elwood 'Pete' Quesada, Aviation Pioneer, Dies

Elwood R. 'Pete' Quesada, 88, the first Administrator of the Federal Aviation Agency, died February 9 at a hospital in Jupiter, Florida, after a heart attack.

General Quesada was a Washington native who became an Air Force lieutenant general, the first FAA Administrator, and president of the second Washington Senators baseball team.

He was commissioned in what was then the Army Air Corps in January 1927 and retired from active duty in 1951. His military career spanned generations of flight and the Nation's coming of age as a political and military power on the world stage.

He took part in record-setting endurance flights in the 1920's, delivered airmail in the 1930's, commanded units that helped win World War II in the 1940's, and headed the team that conducted the first hydrogen bomb experiments in the 1950's.

After retiring from active duty, Quesada entered private industry. In 1957, he became a special assistant to President Eisenhower and chairman of the Airways Modernization Board.

From January 1959 to January 1961, he was Administrator of the new Federal Aviation Agency.

This is hard to talk about, but I'm going to be bluntly frank. I can't know where that second personality came from, but I know what fueled it and gave it power; the abusive use of alcohol and other, so called, "recreational" drugs.

Tashi could have been happy, successful, had a family of her own, and lived a long life like my grandparents. It's too late for Tashi now.

Drinking to get drunk will make you happy, but you won't be happy the next day. I know that. I'm not talking about drinking a couple of beers with friends or on New Year's or a birthday.

If you're drinking more than that, if alcohol or other drugs are taking control of your life, then you can't get free of that by yourself. PLEASE, go to AA, go to church, if you're in school talk to a counselor, and talk with a friend who's quit.

We don't know if Tashi really intended to die and I'm sure she just didn't think about all the pain her death would cause for other people.

What Tashi did is so final. All our best wishes and thoughts are not enough to bring her back to life.

If you feel sometimes like life is too hard to take, PLEASE don't hurt yourself. Please talk with other people about it.

— R. Spike (& Jean) Arnold

Sitka

In Memoriam

To those of us who were here in the 1960's and early 1970's and remember **Herb** and **Maxine Stanley**, we regret to pass along the news that **Maxine** passed away recently. The Stanleys were in Alaska while Herb served as the Air Traffic Division manager in Alaska and prior to that also served as the Anchorage Center manager. Herb retired from FAA several years ago and they have been living in Mesa, Arizona, in recent years.

Flight Standards holds Job Skills Seminars



Back row left to right: Bob Haxby, John Isgrigg, Brian Staurseth, Philip B. Evans, Jim Heirston, Don Nelson, Steve Lindsey, Hugh McLaughlin, Bob Shepherd, David Smith. Center Row: Jim McCoy, John Gamble, Harley Holt, Julio Figueroa, Patricia Mattison, Steve Maddox, Al Bauman, Bob Kolvig. Front Row: Ned Horne, Dennis Ward, Larry Dalrymple, and Gary Childers.

*F*our Flight Standards ASI Job Skills Training sessions this year focused on "A Partnership in 1993" by bringing together the Flight Standards Division Manager and staff, Fairbanks and Juneau FSDO employees, Assistant Chief Counsel attorneys, FAA Security staff, and National Transportation Safety Board personnel for continued improvement of our work force. The course included: Building a partnership relationship; Operations into the Russian Far East; Enforcement investigation reports review; Flight procedures; Researching FAA policies and interpretations; Placing more emphasis on Part 91 operations; Ramps and en routes; Accident investigating, reporting, and coordination; Support and assistance by AAL-7; Interviewing and reporting interviews; Evidence: a review of the basics; Trial testimony and preparation; Haz-mat; and Aviation security coordination. A total of 99 aviation safety inspectors attended the 16-hour class.



Back row left to right: Tom Carter, Harry Smith, Jerry Paterson, Marilyn Burns, John Isgrigg, Sue Sturmer, Anne Graham, Doug Vaubel, Gary Anderson. Center Row: Barbara Hodges, John Michaelis, Bob Christensen, Debra Covic Beu, Betty Rogers, Cecelia Hunziker, Jim Riff, Payton Starr, Ralph Pack. Front Row: Mike Dolsen, Allan Lee, Dennis Delo, Cliff Smart, Wilber Keith, Gary Childers.





Back row left to right:

Charles Kelly, Keith McGuire (NTSB), Stephen Smith, Harry Gilson, Jim Vuille, Gary Childers, Paul Raker, Joel Wilcox, Mary Shockley, Maurice Henderickson, Carol Giles, John Isgrigg, Johnnie Wallace. Center Row: Joel Tegeler, Gene Huggins, Peter Dula, Tim Borson (NTSB), Angela Elgee, John Elgee, Bruce Walker, Julia Belcher, Stan Rauk. Front Row: Ernest Keener, Austin Collier, Mike White, Boyd Waltman. Not pictured: Spencer Hill, R. A. Wood, and Bob Bilak.

Picture not available of fourth class, which ended on March 4, 1993.



Anchorage Center expansion construction continues. The construction contract for expansion of the Anchorage ARTCC is approximately 70% complete. The Notice to Proceed was issued on February 15, 1992, and the contract completion date is scheduled for June 30, 1994.



Life Insurance — Coverage and Cost

*E*ffective January 10, 1993, your Basic Federal Group Life Insurance (FEGLI) premium decreased from \$0.185 to \$0.165 per thousand dollars of coverage.

A FEGLI open season will begin the last week of March and continue through the month of April. During the open season, you may enroll in basic coverage and/or enroll in any of the optional insurances. You may decrease optional life insurance or cancel the basic coverage at any time. If you do not wish to make a change in your FEGLI coverage, you need do nothing during the open season.

New FEGLI rates, effective January 10, 1993, are as shown below:

<u>Basic</u>		
Annual basic pay (rounded to next \$1,000) plus \$2,000.		
Cost per \$1,000:	Employee: \$0.165	Agency \$0.0825

For the following options, rate is determined by age of employee; agency contribution is \$0.000.

<u>Option A — \$10,000. Additional Coverage</u>		
*	Under 35	0.40
*	35-39	0.50
*	40-44	0.70
*	45-49	1.10
*	50-54	1.80
*	55-59	3.00
*	60 and over	7.00

Option B — Additional Insurance
Available in multiples of 1, 2, 3, 4, or 5 times annual pay rounded to the next higher \$1,000 before multiplying.

*	Under 35	0.04 per \$1,000
*	35-39	0.05
*	40-44	0.07
*	45-49	0.11
*	50-54	0.18
*	55-59	0.30
*	60 and over	0.70

Option C — Family
\$5,000 for spouse, \$2,500 for each eligible child. Cost determined by age of employee, not by number of family members.

*	Under 35	0.30
*	35-39	0.31
*	40-44	0.52
*	45-49	0.70
*	50-54	1.00
*	55-59	1.50
*	60 and over	2.60

FEGLI open season information will be sent to employees as it arrives in the Region. If you have questions or need more information, please contact your division administrative contact. A Human Resource Management contact is **Jean Pershall**, employee relations specialist, AAL-16B, telephone 271-5804.



Cracking the Glass Ceiling

Women Advance at Headquarters, Lag Nationwide

While women have moved up the career ladder at FAA Headquarters in the last 5 years, they still lag behind in many parts of the agency, says Herb McLure, Assistant Administrator for Human Resource Management.

Currently, women hold one-quarter of the high-paying positions, GS-13 and above, in Washington. This is a different picture than FAA as a whole where white men hold nearly 90% of the top jobs.

Despite FAA's many efforts to increase the number of women and minorities in agency jobs, their share remained surprisingly similar from 1985 through 1991, McLure recently told members of the Headquarters Federal Women's Program Committee.

McLure believes that if recruiting and hiring practices are completely fair, an agency like FAA would have men and women in about the same proportions as they exist in the general population that qualifies for the jobs. For example, since the basic qualification for controller jobs is a high school diploma—something men and women have in about equal proportions nationwide—McLure believes FAA would be hiring close to 50% women as controllers if nothing else was influencing the process.

When McLure joined FAA, only 10% of the controllers were women. After 5 years of hard work by people all over the FAA to recruit more women and a completely revamped screening process, the percentage has grown to only 13.6.

McLure believes the situation is not just the result of FAA hiring practices, but grows out of subtle attitudes present in the country's culture that steer men and women toward particular careers regardless of their aptitude for other, less traditional jobs. For example, women are not encouraged to aspire to careers as

pilots, air traffic controllers, or electronic technicians even though research indicates little difference between men's and women's capability to do those jobs.

Culture also teaches people to expect to see white men as top managers and executives, but again, research does not show a gender or race difference in capability or aptitude. To help combat these stereotypes, McLure recommends that FAAers start trying to assume women are generally competent for FAA jobs, the same as they do for men.

McLure pointed out that getting into the top jobs in FAA is hard for anyone, regardless of gender or race. "Since FAA only has 187 senior executive positions for its work force of 53,000—about .3%—it is more common to be a millionaire in the U.S. population—about .6%—than it is to be a senior executive in the FAA," McLure said.

"Whether you are a man or a woman, you must try to distinguish yourself from the crowd. The first thing is to do the job you have spectacularly well," said McLure. "Other good ways are to acquire more education and broaden your work experience so you know more about all of FAA's activities."

McLure also believes it takes a long time to change big organizations and cultures. The process can be accelerated as more people who make selections for jobs remember to focus on the skills actually required by the job rather than on the stereotypes of who should do certain kinds of work.

Culture teaches people to expect to see white men as top managers and executives, but research does not show a gender or race difference in capability or aptitude.

Russians: Aviators on Memorial Mission

Continued from page 1

talking up the idea that Russia is the place to learn to fly. "Many women pilots in Russia are flight instructors," she says. "It is also less expensive to learn to fly in our country, but the standards and

the women, who stayed in their three-bedroom visitors quarters. They left Nome on October 1.

In order for the women to leave Alaska and continue flying in U.S. airspace, the Departments of State and Defense requested that they meet with FAA officials in Anchorage and plan the rest of their trip. This also meant the installation of position-tracking equipment. After the appropriate navigational equipment was installed in the MI24, Rastorgueva and Polyanskaya were ready to leave Alaska for the sunnier skies of Florida.

On October 3, they left Anchorage and headed for Fairbanks since the pass was closed between Anchorage and Gulkana. Two days later, they departed Fairbanks headed for Northway on the Alaska-Canada border, escorted by an Alaska National Guard Helicopter.

In Anchorage, the Russians had teamed up with Canadian Air Force chopper pilot, **Joan Gordon**. As a symbol of solidarity, Gordon rode in one of the Russian aircraft until the exit point of the Canada-U.S. border. At the border, the two aviators were joined by two U.S. Air Force escort helicopter pilots who rode in both choppers for the rest of the trip.

Despite mechanical problems, harsh weather in Alaska and Canada, and overflight approval delays, the women arrived in Hollywood, Florida, on October 11 — safe and on schedule. The maiden voyage of their project had been successfully completed.

The following day in Miami, Rastorgueva and Polyanskaya attended the Quincentennial Celebration of Columbus' voyage to America. Aircraft enthusiasts were shuttled across the water to Watson Bay where they checked out the Russian aircraft on static display.

At press time, it was too early to tell how much effect the flight would have on their goal to establish a retirement home for Russia's female pilots of World War II.



With **Rastorgueva** piloting and **Polyanskaya** navigating, this custom-painted Russian MI24 landed in Hollywood, Florida, on schedule.

methods are the same as in the U.S." She thinks there is potential to develop a tourist industry with this unusual twist.

The women planned for 2 years organizing the flight, working with Russian, U.S., and Canadian bureaucracies to obtain permission to fly the military helicopter and land at various locales along the way. An MI8 with an all-male military crew would accompany them.

On September 18, 1992, Rastorgueva and Polyanskaya arrived in Nome, Alaska. They were several days off schedule and didn't have government permission to enter the United States, but neither aviator wanted to return home after their first landing on American soil. A week passed as the two waited for the Departments of State and Defense to approve their entrance to the United States and overflight itinerary.

The women encountered their first major obstacle when their hotel reservations in Nome expired and they were forced to seek other accommodations during the wait for their flight plan approval. FAA personnel in Nome hosted



Bogus Sky Marshals

FAA Warns Industry About Security Schools

The FAA is warning the aviation industry to watch out for people who have taken private security courses and claim to be sky marshals.

The problem has cropped up in the Western-Pacific Region where several private schools are offering courses to train "sky marshals" and "inflight armed security" guards.

The agency emphasizes that these schools are not sanctioned or approved by the FAA, which is the sole operator of training for Federal air marshals. Sky marshals are FAA employees.

The region reports that several private firms recruit students from their own on-going security guard classes and those who are already working in security jobs. Graduates are allegedly promised credentials, badges, help in finding a job with national carriers, and salaries as high as \$80,000 to \$100,000.

Along with promises of employment, potential graduates often spend hundreds of dollars for weapons. That's "unfortunate," says Lee Longmire, manager of Western-Pacific Region's Civil Aviation Security Division.

"A more serious concern for the FAA is the fact that well-meaning people carrying weapons and bogus credentials might attempt to board commercial flights," Longmire said.

Recently, a bogus sky marshal badge was discovered in Los Angeles. It appeared to be of excellent quality and similar to the badge carried by the California Highway Patrol. The gold-colored badge was emblazoned with the words "United States Sky Marshal" and had an eagle in the center.



Air Traffic First

Alaskan FAAer Heads Up Union

Marsha Brown, an automation specialist at the Anchorage Flight Service Data Processing System, is the first woman president of the National Association of Air Traffic Specialists (NAATS). The association includes all flight service specialists.

Prior to her Anchorage position, Brown worked as a flight service specialist in Cold Bay, AK.

Brown ran for election on a platform stressing open, accessible and democratic principles. She plans to work with the association's nearly 1,800 members and its board of directors to raise awareness about flight service specialist duties. (state)?

Michael McAnaw, air traffic specialist at the McMinnville Automated Flight Service Station, was elected executive vice president. The association's board of directors was also elected from each of FAA's nine regions.

They are Mark Boberick, Alaskan; Robert Mutrux, Central; William Dolan, Great Lakes; Thomas Halligan, New England; James Hayes, Northwest Mountain; Ward Simpson, Western-Pacific; Ronald Maisel, Eastern; Craig Campbell, Southern; and Walter Pike, Southwest.

FAA Spells Out Penalties for Sexual Harassment

On his last day on the job, former FAA Administrator Thomas Richards signed the FAA's new table of penalties, clarifying the discipline to be applied in instances of sexual harassment.

The directive, issued on January 19, supports the agency's goal of creating a workplace that is free of sexual harassment and where employees are

treated with dignity and respect.

The FAA's commitment to this goal is reflected in the penalties that will be imposed for sexual harassment.


Acts of sexual harassment will be treated as misconduct, and a single incident will result in disciplinary action.

Penalties for supervisors will be more severe than those applied to peers in the workplace. They will range from a letter of reprimand to being fired.

The directive also defines when sexual harassment becomes sex discrimination in employment practices.

The penalties are incorporated in the FAA Order on Conduct and Discipline, Order 3750.4A Change 1.

Several posters, which remind FAAers that sexual harassment is against the law, will soon show up in agency facilities across the country. This is part of the FAA's overall campaign to combat sexual harassment in the workplace.



Federal Aviation
Administration

Sexual Harassment Is Turbulence You Can Stop

You Have Rights!

**Contact your regional or headquarters
Office of Civil Rights**

