



U.S. Department  
of Transportation

**Federal Aviation  
Administration**

# intercom:

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Alaskan Region  
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March 28, 1986

86-07



## Recipe corner

from: AAL-300

### BANANA NUT BREAD

2 cups mashed bananas  
2 cups whole wheat pastry flour  
2 teaspoons baking powder  
1 teaspoon baking soda  
Unsalted nuts to taste  
1 cup frozen apple concentrate  
2 egg whites  
1 teaspoon vanilla

Mash bananas; mix remaining ingredients. Add together and stir. Put into 1 large loaf pan that is greased and bake at 350 degrees for 50 minutes.

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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.

## Administrator's visit to Alaska

Administrator Donald Engen, accompanied by Mary, his wife, Mike Moffett, special assistant to the Administrator, and Steve Hayes, assistant administrator, Office of Public Affairs, recently visited several FAA facilities in Alaska.

Engen came to Alaska to speak to the Alaska Air Carriers Association on February 15, but he made the most of his time by having all-hands meetings and getting to know FAA folks at several Anchorage and Juneau facilities.

The first all-hands meeting took place at the Anchorage Museum of History and Art on February 14, which was open to all FAA employees in the vicinity. The group then proceeded to the Anchorage ARTCC for another all-hands meeting and a wonderful cake made by Terri DeMarco (see pictures on next page). The third stop was at the Anchorage FSS where there was not only an all-hands meeting but a great-tasting potluck luncheon. Dolores Coates was also presented the Administrator's Award for Excellence in EEO (see picture on next page).

After the stomachs were full and the questions answered the group proceeded to Anchorage Tower for a quick visit, then to the FAA hangar where Bob LaBelle and his folks had set the stage for a press conference. Once the press conference was over the four folks from D.C. and Paul Steucke, AAL-5, boarded the FAA aircraft and headed for Juneau.

While in Juneau there was an all-hands meeting set up at the Juneau fire station for all FAA employees in Juneau. The group then visited the FAA tower on Saturday.

Engen's main concern was to talk to as many people as possible to let them know how the Gramm-Rudman act could affect FAA employees.





Terri DeMarco (middle), computer programmer, Anchorage Center, is assisted by the Administrator and Mary Engen in cutting the cakes Terri baked in honor of Engen's visit and Valentine's Day. The large heart on the left displayed a sled dog team (Fur Rendezvous time) and the large heart on the right displayed an anchor (Engen was formerly in the Navy).



Karl Elwood (left), Anchorage FSS, discusses day-to-day operations with Administrator Donald Engen.



Dolores Coates, Anchorage FSS, was presented the Ninth Annual Administrator's Award for Excellence in EEO by the Administrator at the Anchorage FSS on February 14. "Dolores has personally been instrumental in providing guidance, assistance, and individual personal attention to over a dozen prospective employees, along with a genuine concern that each and every individual be given fair and equitable opportunity to achieve their potential."



Administrator Engen speaks to a group of FAA employees at the Anchorage Center during an all hands meeting.

## Around the region

FAA employees in the Alaskan Region send their condolences to Lois Shute, secretary, AAL-400, and her family, on the recent death of their husband/father, Carl. Born in California, Carl was a resident of Alaska since 1946 and worked as an air traffic control specialist until he retired from FAA in 1976.

Condolences also go out to the family of Thomas C. Cianfrani who passed away on February 26 in Washington. He also became a resident of Alaska in 1946, retiring from FAA in 1972 after serving as the facility chief of the International Flight Service Station at Merrill Field. His wife, Esther, resides in Olympia, Washington.

\* \* \* \* \*

The Merrill Tower manager asked the Anchorage FSS manager recently if the FSS's Quality Assurance Team would be available to perform an evaluation of Merrill Tower. According to the Tower manager, the team of Jim Burton, Dolores Coates and Linda Craig did a very professional and thorough job. Kudos to all for a job well done.

\* \* \* \* \*

Congratulations to air traffic control specialist Gary Fischer, Barrow relief specialist, and the former Dottie Van deHey, on their recent marriage. By this time they are residing in their new home in Portland, where Gary accepted a position at the Portland FSS. Good luck to both of you.

\* \* \* \* \*

The FAAers and National Weather Service personnel at Kotzebue recently had a potluck in honor of the arrival of three new FAA families: the Penlands, the Wilsons and the Dubes. All FAA in the Alaskan Region welcome you to your new home.

\* \* \* \* \*

The FAA electronics maintenance technicians came to the aid of the Cold Bay community on February 27. A 3 1/2 pound baby girl was born prematurely on a boat inbound to the Cold Bay dock. Theresa Dubber and Jeff Wheeler responded to the dock to help provide care for the new baby and mother. In the meantime Jim Yakal, Cold Bay FSS manager, provided a communications network from the FSS and also made arrangements for a lifeguard flight to Anchorage. Wheeler went on the flight to Anchorage and took care of the baby while the physician's assistant took care of the mother. The last word was that both mother and child were fine. You did good, folks!

\* \* \* \* \*

Local coordinator Herbert Hinman, Nome, recently took time out to show air traffic control specialist Earl Scott, area supervisor, Nome FSS, around the community (Earl comes to Alaska from San Antonio, Texas). They met and talked with the owner and the operations manager for Ryan Air Service and the chief pilot for Bering Air - both concurred that the service provided by the Nome FSS has been superior. They also met and talked with the manager of the Alaska Commercial Co. who is also the President of the Nome Chamber of Commerce. A nice touch, Herb!

\* \* \* \* \*

The entire FAA Bethel community pulled together recently to provide presentations to about 100 Bethel Regional High School students. The "FAA Story" slide show was given; then Gerald Flavel of the FSS, Fred Jack, AF, and Don Hall, Bethel Tower, gave short descriptions of their jobs and answered questions. Many of the students were also excited about the FAA essay contest which was introduced at this time. Teamwork prevails!

\* \* \* \* \*



## Proposed changes to civil service system

President Reagan has proposed several important changes to the civil service system in his FY 1987 budget that would affect both current employees and retirees. Most of the proposals have been included in previous budget submissions but have never received Congressional approval. The major proposals:

- provide for a 3 percent general pay raise in January 1987;
- eliminate the 1987 cost of living allowance (COLA) for retirees and peg future COLAs at 2 percent below the Consumer Price Index;
- phase in a yearly annuity penalty of two percent for retirement before age 62 (this penalty would not apply to employees 55 years or older at the time of enactment);
- adjust student and survivor benefits to conform with Social Security benefits;
- revise the annuity calculation base to a high average salary over five years rather than the current "high three" average;
- increase the federal employee retirement contribution from seven percent to nine percent; and
- provide employees and retirees with an annual health premium voucher with which to buy health insurance (if the health plan costs less than the voucher, the employee would keep the extra money).

However, the Reagan Administration continues to support early optional retirement for air traffic controllers and firefighters, and the FY 87 budget does not propose any changes in that area.

Again, the FAA personnel experts urge employees not to make any career or retirement decisions based on these legislative proposals. Congressional approval is required before any can become law and there could be significant changes and deletions in the process.

Washington Report



## Aviation projected to continue growth

The agency's aviation forecasters are projecting the continued growth of aviation over the next dozen years with the workload on FAA's air traffic control facilities increasing apace.

According to the just-released "FAA Aviation Forecasts - Fiscal Years 1986 - 1997," 650 million passengers will be flying on scheduled U.S. commercial airlines by the end of the forecast period with another 55 million filling seats on commuter airlines.

The report, which is updated and issued on an annual basis, notes that major carriers have rebounded from the economic slump of the early 80s to post record operating profits in the last two years. It projects the continued growth of passenger traffic at an annual rate of better than 4.7 percent through the forecast period.

The regional/commuter airlines are seen growing at an even faster rate, seven percent annually, but the forecast is considerably less bullish for general aviation. The growth rate for the G.A. fleet is pegged at only 1.4 percent, hitting 259,800 in 1997.

These increases in aviation activity will bring corresponding rises in workloads for FAA air traffic facilities in the forecast period. The projections are: a 46 percent gain in takeoffs and landings for towers; a 39 percent boost in flights for centers; and 37 percent jump in flight services for flight service stations.

Washington Report



## Who's the best?

by: Mike Tarr  
Sitka FSS

Who's the best pilot weather briefer (PWB)?

This could have been a difficult question to answer. After all, at any FSS each specialist considers himself or herself a good, professional briefer. So you can see how it might be hard to choose a standout at even one FSS. Now complicate this by trying to determine the best briefer out of several facilities and the task becomes even more trying.

So what do you do? You can hold a contest to determine the best pilot weather briefer. And that is what the FSSs in Southeast Alaska did.

The contest was to determine the best pilot weather briefer in Southeast Alaska which involved the specialists from Cordova, Juneau, Ketchikan, Sitka and Yakutat FSSs and a judge from the Anchorage FSS. This is how it went.

Each facility chose, by secret ballot, the best briefer for each facility. Remember the statement about each specialist considering himself or herself the best? Well, as it turned out everyone knew in their hearts who really was the best briefer at each facility. The winner of each facility became a representative for his/her respective facility in the great Southeast Alaska PWB contest.

After all the facilities had chosen their contestants, the names and schedules were forwarded to the contest judge. Over a two week period, the judge called each contestant twice to evaluate his or her PWB technique. To make each evaluation fair and quantifiable, a PWB evaluation form, complete with parameters and related point values, was used. By this method the winner was simply the briefer with the highest point total. Sounds easy, doesn't it? Not necessarily.

The contest judge was Bob Turner, area supervisor at Anchorage FSS. When the contest was over he related that the judging had been very difficult, even with the forms, because each contestant had done a very good job. The final point tally was close, but in the end there was a victor.

The facility representatives were Kathy Johnson at Yakutat FSS, Leroy Legg at Cordova FSS, George Mills, Juneau FSS, Ruth Nichles at Ketchikan FSS, and Jeff Thompson at Sitka FSS. The winner of the contest, and the best briefer in Southeast Alaska, was George Mills from Juneau, Alaska. The runner-up, and only two points behind first place, was Jeff Thompson of Sitka FSS.



Congratulations to George for his fine performance. In the above picture you see Alaskan Regional Director Frank Cunningham (left) present a Letter of Commendation, a first prize plaque and fifty dollars prize money to George. Not bad.

Finally, thanks go to everyone who participated and made this a successful contest. The briefers certainly represented Southeast in style. The air traffic managers at Cordova, Juneau, Ketchikan, Sitka and Yakutat were instrumental in pulling this event together, and a special thanks goes to Bob Turner whose help really made the contest possible.

How about the rest of you flight service stations out there; do you have a best pilot weather briefer?

## **The system does work**

by: Tom Hunt  
AAL-400

We were about 20 minutes from touchdown descending through very heavy clouds. The pilot had announced the beginning of our approach to Dulles Airport in Washington, D.C.

The man across the aisle from me was anxiously straining to see something through the window on his side and then mine. The thud of the landing gear locking down made him visibly nervous. He asked his wife seated next to him if she could see anything. She said, "No." Straining against his seatbelt, he leaned toward my window and asked the same question. I smiled and said, "Nothing but clouds yet."

After four more rounds of this the pilot announced, "All seatbelts fastened - flight attendants please be seated."

Now we were in heavy fog with no visible ground features. My neighbor's right hand clutched the arm rest. His left hand was holding tight to his wife's hand. He asked again, "Can you see anything?" I replied as nonchalantly as I could, "No, but everything is ok."

A few seconds later a few faint ground features became visible through the fog. We were just inside the middle marker. The man did not release his hold with either hand until after we touched down. He then turned to me with the color returning to his face and the biggest grin you can imagine and said, "Isn't it amazing how they can do that?"

Earlier I had decided that this was not the time to explain how a radar, an instrument landing system (ILS) or ALSAF (strobe lights) worked. Now, confronted with a man who looked as if he had just won the lottery, I could only reply, "Yes, it certainly is."

My neighbor was buoyant and smiling at everyone as we made our way down the aisle to exit. My only thought at that time was that I wanted to tell the technicians responsible for the happy ending of this story what they had done for this fellow and millions like him.

We tend to take what we do for granted until something like this reminds us that what we do is so very important. A simple little encounter for just a few minutes happens all the time; but this encounter gave me a burst of pride and satisfaction that is hard to describe.



## **NAS viable program**

Despite the across-the-board budget cuts mandated by the Gramm-Rudman legislation, the National Airspace System Plan remains a viable program, according to Administrator Donald Engen.

Speaking to the Air Traffic Control Association on February 21, the Administrator assured his audience that the "NAS Plan can and will be implemented."

Although budget constraints will require "stretching out" some of the low priority projects, he continued, "the program will go forward."



## Refunds due in April

Health insurance refund checks for 2 million federal employees and retirees, including nearly 350,000 in the Washington-Baltimore area, will be mailed in early April.

About a dozen insurance plans participating in the federal health program are offering the refunds to 1985 policyholders. Amounts will depend on the plan and the coverage participants signed up for last year.

The refunds in the federal program are the result of a big buildup last year in financial reserves. The insurance plans said that participants used their coverage less and paid a larger share of their own medical bills. The government, which pays about 61 percent of the average employee's health premium, will get more than \$750 million in refunds from the insurance companies.

The long-delayed refunds were approved when President Reagan signed a bill last week allowing retirees, who had been excluded from the rebates, to get the same amounts as active-duty workers.

Blue Cross-Blue Shield says letters should be sent to 1.4 million people in mid-March. Recipients will be asked to confirm amounts due them and their current addresses. The company said checks will be mailed around April 1. Other health plans are expected to follow a similar timetable.

Other plans offering refunds are Aetna, National Association of Letter Carriers, Foreign Service plan, American Federation of Government Employees, Government Employees Hospital Association and the Government Employees Benefit Association.

Some of the plans still have not worked out refund details. Here is a rundown of those that have and what the refunds will be.

Postal workers will generally get smaller amounts because the government pays a bigger share of their premiums:

- Blue Cross-Blue Shield: The high-option refund will be \$354 for family plans and \$164 for single coverage. Standard option refunds are \$169, family and \$69 for single coverage. Postal refunds are \$284 for family high option; \$133 for single high option; \$48 for standard family coverage and \$17 for single coverage.

- Government Employees Hospital Association: Nonpostal refunds are \$76.80 for family coverage and \$42.54 for single coverage. Postal refunds will be \$19.59 for family coverage and \$16.97 for single coverage.

- National Association of Letter Carriers: For nonpostal employees the family option refund is \$61.52 and \$35.91 for single coverage.

- American Federation of Government Employees: High-option family refund is \$47.96 and the single-option refund is \$23.19.

The Federal Diary

## OOPS!

Correction to Intercom article, "News and Notes," in February 28 issue on advance travel pay. The paragraph should have read like this: "There seems to be a problem with individuals receiving advance travel pay. If advance travel is received by check, the check is forwarded from Kansas City Treasury with approximately seven (7) to ten (10) mailing days required until receipt of the check. The Accounting Office, AAL-34, would appreciate as much advance notification as possible to allow for early submission of travel advance check requests."





The Civilair Club held a baking contest on February 14 during its annual membership drive. The judges, Bob Durand, AAL-530, Gloria Moody, AAL-5, and Wilse Morgan, AAL-452, chose the three desserts above as the winners.

Best appearance was Hilda Elias' strawberry cake; best all around (taste and appearance) was Hilda Elias' pecan tassies; and best tasting was Penny Sheaffer's mandarin orange cake. Each winner won \$25 in cash!

Bob Lewis, AAL-30; Sevard Wagenius, AAL-461; and Russ Oyster, AAL-620 bought these winning goodies during the auction which helped to raise money for the Civilair Club. Sixty-one new members signed up during the drive at the regional office.



Charlie Muhs (right) manager, Anchorage FSS, receives the Director's Award from Hank Elias, special assistant to the Director, for all the work he did during 1985 as president of the Civilair Club.



Linda Ambrose (left), air traffic control specialist, Juneau Tower, receives her 3-year service pin from Director Frank Cunningham.



Doyle Shaw (left), air traffic control specialist, Juneau Tower, receives his 3-year service pin from Director Frank Cunningham.



Ernie Fleece (right), acting manager, AAL-16, receives a Letter of Commendation from Director Frank Cunningham for being a nominee from the Alaskan Region for the Administrator's Award for Excellence in EEO.

## Medical notes -

### Tests! Tests! Tests!

by: Mary Grindrod  
AAL-300

Have you ever heard of SMAC-24, MPLP-18 or CHEMZYMW. Each of these names refers to a blood chemistry evaluation. Some chemistry tests and what they do are listed below.

#### CHEMISTRY TESTS:

Glucose: A primary test for diabetes. It measures milligrams of sugar in 100 milliliters of whole blood. Normal range 70 - 115 milligrams/diluted.

Urea-nitrogen (BUN): It is a test for the urine excreting function of the kidneys. Normal range 5 - 25 milligrams/diluted.

Uric acid: High levels may reflect joint damages such as gout. Levels are also elevated in acute leukemia. Normal range 4 - 8.5 milligrams/diluted.

Cholesterol: Elevated levels may indicate liver, kidney or thyroid failure. It is elevated in atherosclerotic plaque buildups.

#### HEMATOLOGY TESTS - (deal with blood and blood-forming organs):

Hematocrit (HCT): Is a test for anemia, thrombotic and lymphatic disease. It measures the volume of the percentage of red blood cells in whole blood. Normal range for men is 42 - 54 and for women 37 - 47.

White blood cells (WBC): A test that measures the number of white blood cells per cubic milliliter of whole blood. If you went to the doctor with a fever a WBC might be in order to see what the white count was. Range - 4,000 - 11,000.

Platelets: A test for coagulation properties of the blood.

**BLOOD TYPING**: When your blood is typed and the Rh factor is obtained. Blood groups are O, A, B and AB.

**X-RAYS**: The regular x-rays that we remember is just about a thing of the past. We hear terms such as CT Scan, MRI and PET. What does all of this mean? Many of these newer tests have an advantage over the conventional x-rays of the past. They expose patients to less radiation or none at all. These tests do not hurt and may spare the patient pain from other invasive procedures. Sometimes the patient feels that the testing is done only when "the worst" is to be expected. This is not true. Doctors feel that the more information they have, the better care they can give.

Computerized tomography (CT) SCAN: This is the most widely available of the "SUPER" tests. The CT test gives a cross-sectional view in which bones, tissues and blood vessels are visible. Many different x-ray exposures are fashioned into one sharp picture by computer. This technique is of particular value in assessing brain problems, but it has scores of other uses including detecting benign and malignant tumors, abnormal bleeding, blood clots, cysts, slipped disks, kidneys and liver disease and enlargements or other problems of organ structure.

Magnetic resonance imaging (MRI): This is new and just coming into use at a few major medical centers. Its images are usually even clearer than those of a CT scan. The procedure is considered risk free. A giant magnet (not radiation) is used to make the picture. It would be good for most of the above mentioned disorders as well as in the diagnosis of disorders such as multiple sclerosis and Parkinson's disease.

Position emission tomography (PET): This scan shows anatomical shapes as well as chemical reactions. This technique is extremely helpful in evaluating such problems as epilepsy, schizophrenia and Alzheimer's disease.

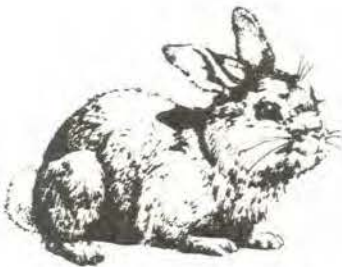


**SOUNDS:** High-frequency sound waves may be of great value even though it is practically low-tech in comparison to CT and some of the other super scans.

**Ultrasound:** This test is used most often to view the abdominal cavity, for finding gallstones, ovarian and other cysts or in pregnancy to determine the age and position of the fetus and multiple pregnancies.

**Echocardiogram:** It is used to help doctors diagnose several heart and circulatory disorders. It shows the heart and helps the physician evaluate palpitations, heart murmurs, shortness of breath and other symptoms.

All of the above procedures are tests that may help in making a quick and accurate diagnosis when time may be of the utmost importance to the patient. Remember that tests are necessary. Do not be afraid of them. Also, do not be afraid to ask for explanations about the results.



## Service deposits due

Employees who are retiring or leaving the government for other reasons and who served in the military after 1956 must make their service deposit payments before they leave and must make these payments to their employing office.

This means that employees can not make these payments from the proceeds of the lump sum payment represented by their check.

If you have any questions, please contact Jean Pershall, AAL-14D, 271-5816.

Coming up!

FWP Brown Bag

April 21, 1986

11:30 - 12:30

More info later!

## News in brief

The Supreme Court will hear oral arguments on the constitutionality of the automatic deficit reduction feature of the Gramm-Rudman-Hollings law April 23. A ruling is expected in June or July. The budget-balancing legislation lost its first court test February 7 when a Federal District Court three-judge panel ruled the process unconstitutional because it vests executive power in the Comptroller General.

\* \* \*

Despite horrendous weather over much of the country in February, average daily ATC delays for the first two months of 1986 are running below the figures for both 1984 and 1985. The average number of delays of 15 minutes or more for January and February this year was 842, compared with 1,105 for 1984 and 915 for 1985.

\* \* \*

Reinstated air traffic controllers who wish to contest the amount of their overtime back pay must pursue their claims before the Merit Systems Protection Board (MSPB), according to a recent ruling of the U.S. Claims Court. MSPB has previously approved FAA's method of calculating overtime back pay in a number of decisions. However, the final decision of the board can be appealed to the U.S. Court of Appeals for the Federal Circuit.

# MARCH - Women's History Month

"Women in Alaska History"

provided by Alaska Women's Commission

\* 1783 - Princess Natalya Alexyeva Shelikof co-discovers Kodiak Island with husband Grigori Shelikof.

\* 1877 - Amanda McFarland arrives at Fort Wrangell to become the first woman missionary in Alaska.

\* 1886 - The Sisters of St. Anne arrive in Juneau to establish a mission.

\* 1902 - Josephine Todman, a lawyer in Nome, becomes the first woman admitted to the Alaska Bar.

\* 1905 - Kitty Cordon, a resident of Nome, runs for the Nome School Board, and is believed to be the first woman to run for public office in Alaska.

\* 1913 - As its first act, the first Alaska Territorial Legislature grants women of Alaska the right to vote.

\* 1915 - Orah Dee Clark becomes the first woman principal of Anchorage borough schools.

\* 1916 - Lena Morrow Lewis, as a member of the Socialist Party, runs as a delegate to the U.S. Congress. She is believed to be the first Alaskan woman to run for a national office.

\* 1923 - Women become eligible to serve on jury duty for any grand, petit or trial juries.

\* 1924 - Margaret Murie becomes the first woman to graduate from Alaska Agricultural College and School of Mining. The school was later renamed University of Alaska.

\* 1927 - Marvel Crosson becomes the first woman licensed pilot in Alaska.

\* 1936 - Nell Scott of Seldovia becomes the first Alaskan woman elected to the Territorial Legislature.

\* 1947 - Barbara Washburn becomes the first woman ever to climb Mt. McKinley.

\* 1949 - First comparable worth law is passed calling for equal pay for female workers for work "of comparable character of work in the same operations, business or type of work in the same locality" as done by men.

\* 1954 - Seventeen women pilots form the Alaska Chapter of the "99s," a branch of the International Women's Aviation Organization.

\* 1955 - Alaska adopts the "Alaska Flag Song," written by Marie Drake and composed by Elinor Dusenbury, as the official state song; six Alaska women become delegates to the Alaska Constitutional Convention.

\* 1959 - Frances Howard becomes the first woman Alaska State Trooper; Mahala Ashley Dickerson becomes the first black woman admitted to the Alaska Bar.

\* 1960 - Blanche McSmith becomes the first black woman to serve in the Alaska State Legislature; Sadie Neakok of Barrow becomes the first native woman magistrate in Alaska.

\* 1963 - The Human Rights Commission is established to help prevent discrimination in Alaska on the basis of sex.

\* 1966 - Mildred Hanson becomes the first woman to run for Governor of the State of Alaska.

\* 1972 - The Constitution of the State of Alaska is amended by voters to include the Equal Rights Amendment; the Alaska State Legislature ratifies the federal Equal Rights Amendment.

\* 1974 - Lolly Medley and Mary Shields become the first women to compete in the Iditarod Trail Sled Dog Race from Anchorage to Nome.

\* 1978 - The Commission on the Status of Women is established by a bill introduced by Rep. Lisa Rudd; later changed to Alaska Women's Commission.

\* 1981 - Discrimination against women in public education and in sports outlawed; Alaska State Legislature establishes Council on Domestic Violence and Sexual Assault.

\* 1982 - The Displaced Homemaker Law is enacted.

\* 1985 - Libby Riddles becomes the first woman ever to win the 1,049-mile Iditarod Trail Sled Dog Race.



March 14, 1986

A message from the Administrator, Donald D. Engen

TO ALL FAA EMPLOYEES:

In my memorandum of February 3, I gave a summary explanation of our budget situation and told about some of the actions we were considering to reduce expenditures. Two of the possible actions I mentioned were short-term furloughs and "early out" retirements for selected parts of the agency.

I am now encouraged by recent actions that we will be able to avoid furloughs this fiscal year. We have had approved and the President will soon forward to the Congress a budget supplemental for our Operations appropriation. Although there is no assurance of Congressional approval or that we will get approval at the level requested, I believe that our chances are good.

At this time, we have no plans to seek "early out" approval from the Office of Personnel Management as a means to reduce costs. This does not rule out the possibility of "early out" retirements for small segments of the agency that might be involved in reorganizations or transfer of functions.

I would like to point out that, although a supplemental will likely alleviate the need for furloughs and "early outs," we must continue constraints on hiring, travel, overtime, etc., to offset our total estimated shortfall of \$171 million. I ask for your continued support, and I will keep you informed as decisions are made regarding our budget situation.

