



U.S. Department  
of Transportation

**Federal Aviation  
Administration**

# intercom:

Office of Public Affairs  
Alaskan Region  
701 C Street, Box 14  
Anchorage, Alaska 99513  
(907) 271-5296

May 23, 1986

86-11

## Dilemma

*To Laugh is to risk appearing a fool.  
To Weep is to risk appearing sentimental.  
To Reach Out for another is to risk involvement.  
To Expose Feelings is to risk rejection.  
To Place Your Dreams before the crowd is to risk  
ridicule.  
To Love is to risk not being loved in return.  
To Go Forward in the face of overwhelming odds is  
to risk failure.*

*But risks must be taken because the greatest hazard  
in life is to risk nothing.*

*The person who risks nothing does nothing, has  
nothing, is nothing.*

*He may avoid suffering and sorrow, but he cannot  
learn, feel, change, grow, or love.*

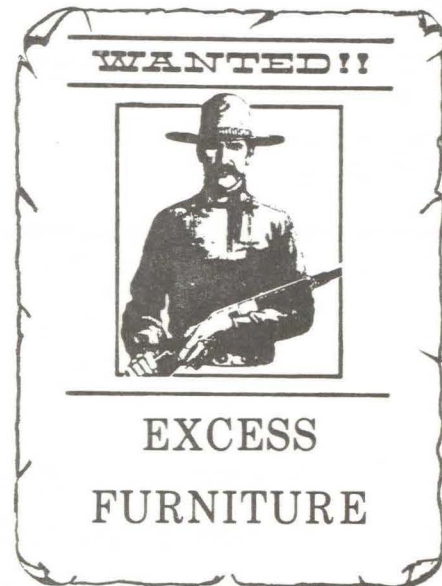
*Chained by his certitudes, he is a slave.  
He has forfeited his freedom.*

*Only a Person Who Takes Risks is Free!*



## Intercoms reduced

The Public Affairs Office has been informed by the Alaskan Region Director that the Regional Intercom will be printed once a month instead of twice a month effective after the May 23 issue. The number of pages will remain at 12, so there will be a reduction in the number of pictures and elimination of some regular items. Director Frank Cunningham said, "I regret reducing the frequency of issuing the Intercom but find that we must reduce our costs, even if it means reducing or eliminating activities which we still consider very important to the agency." The Public Affairs Office will do its best to continue to make Intercom an interesting newsletter for you.



Please contact Vicki Suboski, 271-5369, if you have any of the furniture listed below that is excess to your needs:

- Two-drawer tub (on wheels)
- Bookcases
- Credenzas
- Plastic floor mats
- Conference table, approx. 36" by 60"
- Small bookcases, 20" x 24"

## intercom:

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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.

## Loss to the region

The employees of the Alaskan Region were sorry to hear about the death of Gretchen Petersen, wife of Gary Petersen, Anchorage FSS, on May 4. A memorial service was held at the All Saints' Episcopal Church on May 8.



## EEO update

by: Ken Smith, AAL-9  
Civil Rights Officer

Some EEO myths need to be debunked.

First, the myth that EEO is a program where "the unqualified and the undeserving get preferential treatment over those who have earned their way" needs to be considered. Is that the purpose and intent of the EEO program?

Absolutely not! To be candid, there have been some instances, especially early in the EEO effort, where race and sex were the prime considerations for selection and promotion. As we all gained more experience with bona fide equal treatment, minorities and women themselves joined with others to protest this approach. Courts have ruled that job actions taken for or against anyone on a non-merit factor (i.e., race, sex, color, creed, etc.) are discriminatory.

Thus, while there may have been, or perhaps still are, some who do not understand the program, the EEO program itself is designed to draw attention to each person's own specific abilities to do a job. One of my friends said to me, "I don't want a handout. All I want is a chance to demonstrate what I can do."

Another myth is that only women or minorities receive the benefits of the EEO program. In other words, some say that affirmative action has become special treatment for a select few.

In one nationwide survey, 10,000 employees were asked to identify the groups that receive special treatment under affirmative action plans. The answers were revealing:

24% of males said females do  
42% of males said minorities do  
33% of females said males do  
45% of females said minorities do  
12% of blacks said women do  
47% of blacks said whites do

BUT,

4% of males said they do  
4% of females said they do  
2% of blacks said they do

In summary, a properly understood and administered EEO program helps us all. It is consistent with the principles of good management to help eliminate or reduce problems that affect only women or minorities and that white males do not have to face.

It is good management to give individualized support toward success on the job. In contrast, no one should have special advantages over other employees. No one should have special protection against discipline or adverse action. And everyone should be expected to perform the duties of their position.

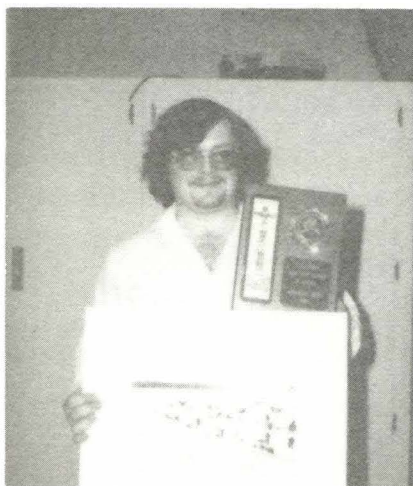
Let us join others to understand and support what is right. And let us all eliminate the myths surrounding EEO. Let us treat one another as individuals based upon our performance, not our appearance.

Peace.

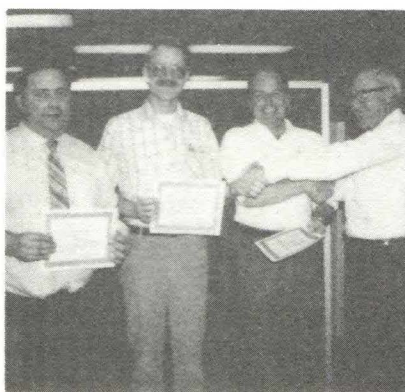
ALASKAN REGION NEWSLINE  
FOR FAA EMPLOYEES

276-4772

Updated every Friday



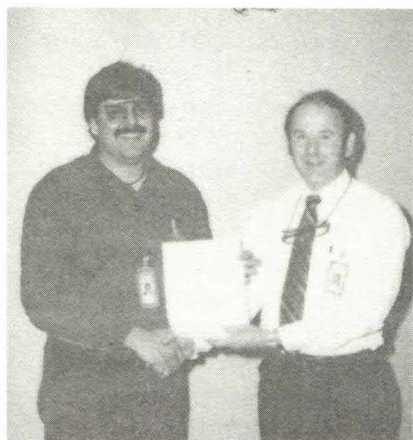
Chris Campbell, air traffic assistant at the Anchorage Center, is holding his farewell gifts from friends at the Center. Chris is on his way to the Newark Tower as an air traffic assistant. Good luck, Chris.



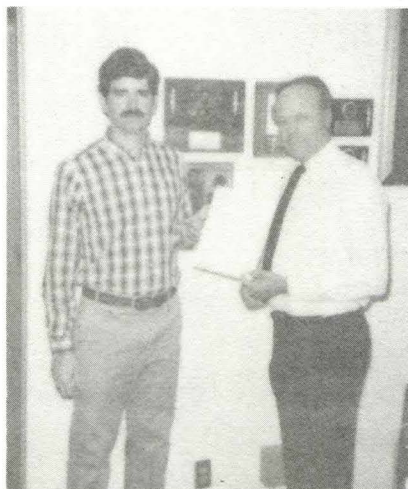
Al Crook (right), manager, FSDO-61, presents Arctic Circle certificates to inspectors (from left to right) Bruce Walker, Hugh McLaughlin and Al Bauman after returning from a trip that took them across the Arctic Circle.



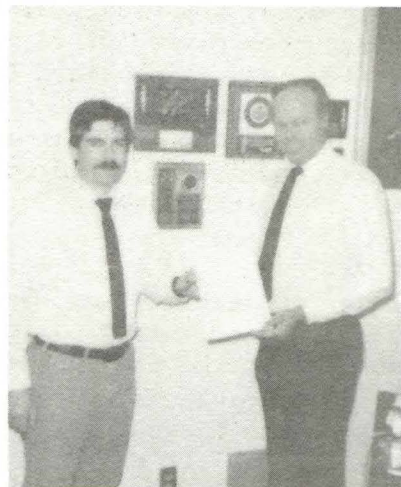
Ron Mohr (middle), air traffic controller, Anchorage ARTCC, receives a Special Achievement Award from Steve Palmer (left), supervisor. Mike Hessler (right), acting AT manager, looks on.



Stefan Mejia (left), air traffic controller, Anchorage ARTCC, receives a Letter of Commendation from Mike Hessler, acting AT manager, for his participation in Operation Raincheck.



Steve Turner (left), quality assurance and training specialist, Anchorage ATCT, was recently presented a Letter of Commendation for his participation in Operation Raincheck by assistant air traffic manager Jerry Wylie.



Joe Dunigan (left), plans and procedures specialist, Anchorage ATCT, receives a Letter of Commendation for his participation in Operation Raincheck from Assistant Air Traffic manager Jerry Wylie.



## Some HRM programs get green light

Training courses for middle managers and executives are being eliminated because of insufficient resources; however, other major human resource programs, including the Supervisory Identification and Development Program (SIDP), supervisory initial training for newly selected supervisors, and the 1986 FAA employee survey, are being spared from budget cuts. Associate Administrator for Human Resource Management Charles Weithoner says these decisions send "a clear message that FAA is committed to improving human resource management."

SIDP is a two-year test program designed to change the methods the agency uses to identify, select and develop first-line supervisors. It uses a combination of peer and supervisory ratings and a performance-based interview to identify employees who demonstrate the potential to perform successfully in supervisory positions.

Administrator Donald Engen recently noted that supervisory initial training for newly selected supervisors, which has been conducted at the Management Training School since 1971, also will continue to be fully funded. "It is essential to provide new supervisors with the basic tools of supervision and give them an awareness of their role as supervisors and an awareness of the impact they have on the workforce," he explained.

"Retention of the 1986 employee survey will give FAA management the essential information needed to evaluate progress from the initial 1984 baseline survey," Weithoner pointed out.

"Because of current budget restrictions, management seriously considered cutting back on the employee survey, but in view of the benefits, and since it will cost only \$1.50 per person from operations, the decision was made to go ahead with it."

## Around the region

Congratulations to Linda Ambrose, air traffic control specialist, Juneau Tower, and DuWayne Lang, Juneau AFS office, who were married on April 12.

\* \* \* \* \*

Welcome aboard to Albert Bauman who reported to duty at the Fairbanks Flight Standards District Office on April 14.

\* \* \* \* \*

On Saturday, April 19, the living quarters of the Howard Johnson (Airway Facilities) family in Bettles caught fire. There were no personal injuries, but the family did lose all of their personal effects.

\* \* \* \* \*

Congratulations to Marsha Brown, air traffic control specialist, Cold Bay FSS, on her recent appointment as chairperson of the Cold Bay Community School Committee.

\* \* \* \* \*

Irene Gross, Phyllis Bremer, Ted Wild, Janice Mathews and Mary Ellen Cunningham, all FAA employees in Fairbanks, have enrolled in an Anchorage Community College (ACC) program which, after completion, will earn each of them an Associate of Applied Science Degree in air traffic control.

\* \* \* \* \*

Congratulations to Theresa Dubber, Jim Yakal and Jeff Wheeler, Cold Bay FSS, on recently passing the State Certification Exams to become Alaska Certified Level II Emergency Medical Technicians. This level of care will provide trauma patients in the area a greater chance for survivability.

\* \* \* \* \*

## Thank you, FAA

The following letter was written to the FAA in the Alaskan Region from Alaska Public Television, Inc., KAKM.

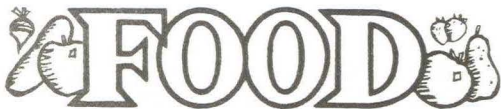
"Dear FAA:

I am writing to thank you for your contribution to KAKM for Carl Shute's memorial. As you know, Carl was a long time supporter and friend of Channel 7. All of us at the station who knew Carl enjoyed his company and sense of humor, and will certainly miss him very much.

The money from Carl's friends has been put in our capital account until such time when we decide on a permanent memorial for Carl in the new building (to be completed in 1988). Again, thank you for your generous support."

Sincerely,

Elmo Sackett  
General Manager



## NARFE meets

Anchorage Chapter 1779, National Association of Retired Federal Employees (NARFE), meets the first Wednesday of each month at the Senior Center, 1300 East 19th Avenue.

A potluck begins at 6:30 p.m., and the business program begins about 7:15 p.m. The meeting lasts about one hour.

For additional information call (907) 272-2645, or write NARFE, Anchorage Chapter 1779, 2941 Princeton Way, Anchorage, Alaska 99508.



## Recipe corner

from: Be Wenzel  
SA/AFS

### WEIRD SALAD

If you have a clear glass/plastic bowl, use it.

- Tear 1/2 head lettuce and 1/2 medium romaine to bite size pieces.
- Peel completely, and slice fairly thinly, two small firm oranges.
- Slice fairly thin, for rings, one small red onion.
- Toss these three together.

### DRESSING

- Mix 3/4 cup mayonnaise (not salad dressing), 1/4 cup honey, and one teaspoon (or more) celery seed. Blend well - room temperature.

At serving time, drizzle dressing to coat on salad. Serve the remaining dressing on the side.

## July 6 - ATC Day

Getting ready for the 50th anniversary of air traffic control, the United States Senate passed a bill designating July 6 as National Air Traffic Control Day. The bill honoring controllers, FSS specialists, and AF technicians now must be approved by the House.

The federal government got into the air traffic control business on July 6, 1936, when it took over operation of the en route control facilities from the airlines at Newark, Cleveland and Chicago.

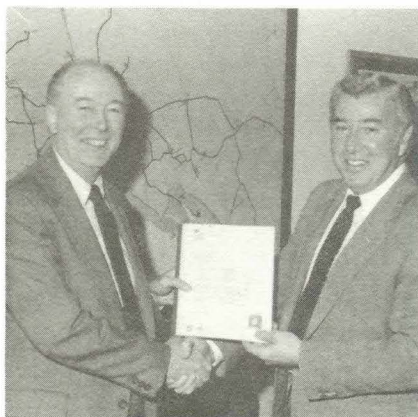




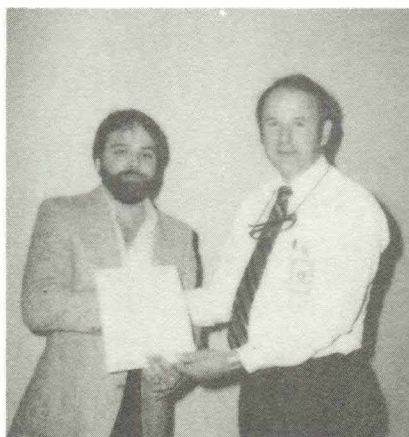
Air traffic manager Harold "Popo" Richardson, Cordova FSS, presents a letter from Regional Director Frank Cunningham and a 30-year service pin to air traffic control specialist Neil Schultz.



Three members of the National Black Coalition of Federal Aviation Employees recently visited the FAA in Alaska on an errand to recruit new members to the organization from the Alaskan Region. From left to right are Ruben Jackson, Anchorage ARTCC and president of the Black Emphasis Program; Ralph Beard, representative from the Western-Pacific Region; Director Frank Cunningham, Alaskan Region; Evelyn Washington, national vice-president, Southwestern Region; and Ike Brown, past national vice-president, Central Region.



Henry Dodd (left), acting assistant manager, Air Traffic Division, AAL-500, receives a letter and his 40-year service pin from Director Frank Cunningham.



Duane McQuillin (left), air traffic controller, Anchorage ARTCC, receives a Letter of Commendation from Mike Hessler, acting AT manager.



Bruce Kihle (right), maintenance mechanic, North Alaska Sector Field Office, received his 15-year service pin from Darrel Zuke, manager.



## **Medical notes - sleep, sleep, sleep**

by: Mary Grindrod  
AAL-300

Make sure you are awake so you can read this article on ways to get more restful sleep every night.

You worry because you can not sleep and then you can not sleep because you are worried. Sound familiar? It should since one of every three U.S. adults has some difficulty sleeping.

The good news is that whether insomnia is chronic or occasional, there are no hopeless cases. Until recently, an insomnia complaint to your doctor might have brought a sleeping pill prescription. In 1971 doctors gave out 42 million prescriptions for sleeping pills. Doctors today are more aware of the limitations and hazards of sleeping pills. I would like to pass on a few sleep tips to you in case you ever need them.

Room temperature between 64 and 66 degrees is most conducive to a sound sleep. Keep your bedroom as quiet as possible (you may have to mask offending sounds). Do not use your bedroom as an office, exercise room or for any other purpose.

If you have not fallen asleep after 20 to 30 minutes, get up and leave the bedroom. Try to leave worries outside the bedroom. If your brain feels cluttered with details, write them down and then you will not forget them.

Decorate your bedroom in your favorite colors and fabrics. Have objects visible that help you recall the most pleasant times in your life.

A snack which contains L-tryptophan, an amino acid naturally found in protein foods such as milk products, tuna fish, turkey and peanuts may be beneficial. But avoid foods containing simple sugars (such as candy bars or cookies) at bedtime.

Do not go to bed hungry, but do not go to bed on a stuffed stomach either. And do not go to bed until you are sleepy.

When taking a business trip (notorious for disturbing sleep patterns), have the operator give you a wake-up call. This will eliminate the fear of oversleeping.

Here are a few sleep questions for you.

Does everyone need eight hours of uninterrupted sleep to feel their best? Of course not. Some people do well on four. Others need more than eight hours. We all have to recognize and accept individual sleeping patterns. As one grows older, less sleep is required.

Will a glass of wine or a hot toddy at bedtime help me sleep? Initially it does induce sleepiness. About two or three hours after drinking you would go through alcohol withdrawal, which actually does arouse the nervous system to a higher level than before. So you would be more awake in the middle of the night.

Will vigorous exercise right before bedtime really knock me out? No. Strenuous exercise at bedtime will overstimulate the cardiovascular and nervous systems and make it difficult for you to unwind and relax.

Is sex before going to sleep the best natural sleep inducer? It is for some folks. But for many others it is a real energizer. You all know what it does for you and can use it accordingly.

If I have a very important day coming up, should I go to bed extra early in order to be my best and well rested? This does not work and may have the opposite effect. You should go to sleep at your body's regular turn-in time.



# ANNUAL HEALTH FAIR

## Sponsored by AAL-300

SUBJECT: "HRA" (Health Risk Appraisal)

LANGUAGE: Basic

DESCRIPTION: Your health data will be analyzed and processed by AAL-300. Your BLOOD PRESSURE, BLOOD GLUCOSE and EYE PRESSURE READINGS will be done as a part of your wellness score, positive areas of your life style and recommended life style changes, health age appraised and individual consultation with the nurse.

WHERE: Aviation Medical Division Office, AAL-300

WHEN: May 28 and 29 from 9 a.m. to 3 p.m.

ADDITIONAL FEATURES: Film:  
   "To Your Heart's Content"  
   May 28, 10 a.m. 3rd floor Bid Room

Walking for your health (a 30-minute walk  
   from and return to the federal building)  
   May 29, 11 a.m.

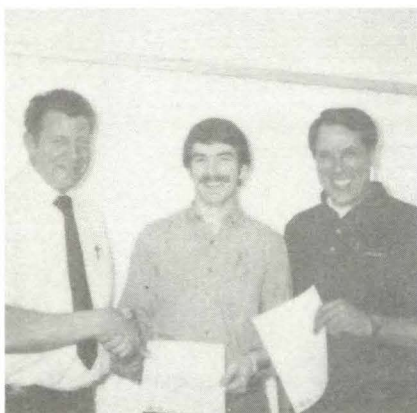
If you have any questions, please call AAL-300 at 271-5431.

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## News in brief

Beginning with the first paycheck in May, federal employees (that means you) got slightly less money. And that is to continue every two weeks. The decrease was the result of recent legislation, signed into law by President Reagan on April 7, that increases the annual hourly base for computing employee salaries. Under the law, that number goes up permanently from 2,080 hours to 2,087.

The IRS now is serving notice that there will be no more free rides from Uncle Sam. Newly adopted tax regulations state that federal employees who use government vehicles for commuting between home and work more than 12 round trips a year will have a dollar-and-a-half per trip added to their gross income as shown on their W-2 forms. The new rule is retroactive to January 1, 1985, and affected employees will be required to fill out amended 1985 tax forms.



Ron Barnes (left), manager, Merrill ATCT, presents air traffic control specialist George Hosford (center) and area supervisor Dennis Wegner (right) Letters of Commendation from the Air Traffic Division for their participation in Operation Raincheck.



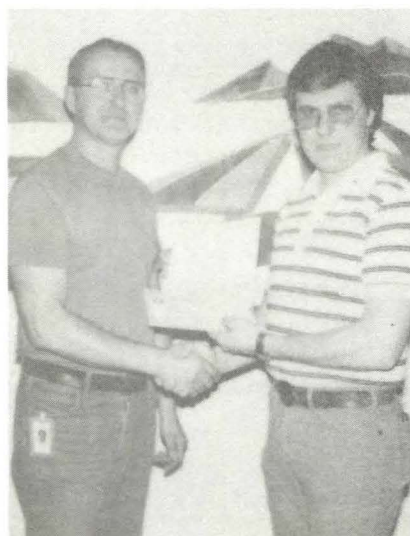
Air traffic control specialist Dennis Sheehan (right), McGrath FSS, receives his three-year service pin from John McLaughlin, manager.



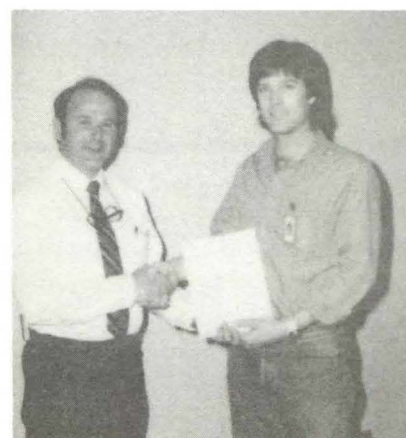
John Amor (right), quality assurance and training specialist, Anchorage ATCT, was recently presented a Letter of Commendation for his participation in Operation Raincheck by assistant air traffic manager Jerry Wylie.



Air traffic control specialist Craig Jackson (right), McGrath FSS, receives his 3-year service pin from John McLaughlin, manager.



Carter Ross (left), Anchorage ARTCC, is presented ZAN-AF's first "on-the-spot" award by Gary Stadig, acting supervisory electronics technician, Crew 3 supervisor. Carter prevented what could have been a severe fire at the Center through his alertness and quick action.



Steve Jorgensen (right), air traffic controller, Anchorage ARTCC, receives a Letter of Commendation from Mike Hessler, acting AT manager, for his participation in Operation Raincheck.



## **AAMT charter created**

by: Charlie Muhs  
Anchorage FSS

For the past several years, Anchorage area (field) managers have been meeting informally to discuss various items of mutual interest. In April 1986, a charter was created establishing the "Anchorage Area (Field) Managers Team (AAMT)." The purpose is to further enhance the "One FAA" philosophy and create a Management Partnership designed to exchange information, share resources, support common objectives and programs, and establish a vital communications link between the FAA employees in the Anchorage area and the regional director and his staff.

The establishment of this group now provides an avenue for the managers and the director to have timely access to information critical to the ongoing activities of the FAA. It will afford the managers with an opportunity to participate in the process of developing regional goals, programs, policies and strategies affecting employees and issues within their operational responsibilities. It also provides the director with additional unvarnished perspectives on issues affecting Alaskan Region employees and programs.

The following managers comprise the AAMT: Charles Muhs, air traffic manager, Anchorage FSS; Hal Eward, assistant manager, Anchorage FSS; Richard Ericson, Talkeetna/Palmer FSS supervisor; Robert LaBelle, manager, FIFO; Billie Cox, air traffic manager, Anchorage ATCT; Jerry Wylie, assistant manager, Anchorage ATCT; Robert Wilson, sector manager, South Alaska AFS; Ronald Barnes, air traffic manager, Merrill ATCT; Richard Gordon, manager, FSDO-63; Michael Hessler, acting air traffic manager, Anchorage ARTCC; Dennis Warth, sector manager, Anchorage ARTCC; Allen George, assistant sector manager, Anchorage ARTCC.

## **NOTE FROM THE EDITOR:**

The poor quality of the pictures in the past few Intercoms are due to two things. In some cases the original pictures are of poor quality (too light or too dark); in other cases the problem stems from outside the FAA. Some suggestions to alleviate the first problem is to use a flash; use a light colored and uncluttered background; wear light colors as opposed to dark colors for color photos (on top half of body). We are working on the second problem.

## **Training contracts set for 7 centers**

The FAA has awarded contracts to two Washington, D.C., area firms to supplement the training staffs at seven en route centers participating in the cross-option program. This is the first phase of the recently announced program to contract out the en route training and automation functions.

The contractors are Systems Requirements and Services Associates (SRSA) of McLean, Virginia, and Washington Consulting Group (WCG) of Washington, D.C. They will supply instructors who have full-performance level experience in the en route option as well as a working knowledge of the sector on which they provide training.

The two contractors will split the seven cross-option centers with SRSA taking the Cleveland, Indianapolis, Chicago and Minneapolis centers and WCG covering the New York, Los Angeles and Oakland centers.

The contractors are prohibited from hiring controllers who were dismissed for participating in the 1981 PATCO strike.

Still pending are the training contract for the remaining 15 centers and the automation support contract for all the centers.

# 1986 GOLF TOURNAMENT



The 1986 Golf Tournament is scheduled for SATURDAY, June 28, 1986, at the SETTLERS BAY GOLF COURSE - 8:30 a.m. SHOTGUN START! Entries will be first come, first serve, and limited to 72 golfers. Tournament is open to ALL FAA employees, dependents, retirees, and their guests and tournament sponsors. The FAA PICNIC will follow at the MAT-SU RESORT, located on Lake Wasilla. Picnic tickets will be available from a CIVILAIR representative. Those desiring golf carts can make their own arrangements by directly contacting the Settlers Bay Golf Course - 376-5466. Golfers will be flighted according to level of skill. Each entrant must provide handicap or average golf score. If desired, foursomes will be grouped according to individual(s) wishes. Trophies will be awarded to men's and ladies' low gross and low net for each flight. Many other prizes and gifts will be awarded. We anticipate a large turnout. SIGN UP EARLY! Be on time! Have fun and we will make this tournament great!

## DETACH AND MAIL

CHARLIE MUHS  
TOURNAMENT CHAIRMAN

FAA GOLF TOURNAMENT

RICK ERICSON  
CO-CHAIRMAN

1. NAME \_\_\_\_\_ HNDCP/AVG \_\_\_\_\_
2. NAME \_\_\_\_\_ HNDCP/AVG \_\_\_\_\_
3. NAME \_\_\_\_\_ HNDCP/AVG \_\_\_\_\_
4. NAME \_\_\_\_\_ HNDCP/AVG \_\_\_\_\_

## ENTRY AND GREEN FEE

\$35.00 per golfer \_\_\_\_\_ x \$35.00 = \$ \_\_\_\_\_

PLEASE SEND NO CASH! Make checks payable to Charles W. Muhs, then mail to:

2016 East Fifth Avenue, Anchorage, Alaska 99501-2998. Phone 263-6528.

ALL ENTRIES MUST BE RECEIVED BY JUNE 15, 1986.

ENTRIES BY PHONE WILL NOT BE ACCEPTED. FIRST COME, FIRST SERVE.

