



U.S. Department
of Transportation

**Federal Aviation
Administration**

intercom:

Office of Public Affairs
Alaskan Region
701 C Street, Box 14
Anchorage, Alaska 99513
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88-08

**FLIGHT SERVICE STATIONS AT SITKA AND KETCHIKAN RECEIVE GOVERNOR'S
ALASKAN SAFETY ADVISORY COUNCIL COMMUNITY SERVICE AWARD**



Richard Kauffman (on the left), Manager of the Ketchikan FSS, is joined by **Governor Steve Cowper** (center), and **Herb Hinman** (Manager of the Sitka FSS) as they proudly display their Alaskan safety awards for 1988. These awards were presented by the Governor to the Sitka and Ketchikan Flight Service Stations in recognition of the exceptional efforts exerted by the staff at these facilities in the promotion of aviation safety. The Ketchikan FSS was part of a consortium of local companies and organizations that worked together to develop a new air traffic routing system, thus earning this award.

Upon the request of the City Administrator for Sitka, **Herb Hinman** also has been appointed to the newly-formed Sitka Harbor Safety Task Force. This group is charged with investigating and proposing solutions to various problems that have surfaced in regards to the compatibility of boat and float plane operations in the Sitka channel.

HOW TIME FLIES

Art Cummings (Asst. Mgr., Program Support, ZAN AF) and **Bill Dougherty** (Maintenance Control Center Specialist at the ZAN AF) each received their 30-year service pins from Regional Administrator **Frank Cunningham**. Congratulations to **Art** and **Bill** on their long and successful career with the Federal Government.

Stephen Lein, Electronics Technician on the Technical Support Staff, SA AFS, recently received his 15-year service pin.

Three employees from the North Alaska Airway Facilities Sector in Fairbanks were presented their 30-year service pins by Regional Administrator **Frank Cunningham**. Those recipients were **Dan Deneen**, **Donald Schultz**, and **Ray Patterson**. At the same meeting, a 35-year service pin presentation was also made to **Frank Julian** by Mr. **Cunningham**. These men have displayed a major commitment to the Federal Government through their many years of service, and we compliment them on this accomplishment.

We must bid farewell to the following FAA'ers who have recently retired:

Bennie Hutson -- Electronic Technician, ANC Sector Field Office. Retired with 35 years of service to the Federal Government.

Norma Jean Casey -- Secretary, Air Traffic Control Tower in Fairbanks. Retired with 13 years of federal service.

Delfin Catunao (General Supply Specialist) and **Elias Venes** (Maintenance Mechanic) both from the Bethel Sector Field Office, have each retired after 30 years of service to the Federal Government.



Phillip Hatzfeld -- Electronic Technician, North Alaska Sector in Fairbanks, retired this month with 37 years of federal service.

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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.



Joseph Huard receives his 3-year pin from ATM at King Salmon FSS



Mark Whately receives his 3-year pin from ATM at King Salmon FSS



THEY'RE CHANGING OUR ADDRESS AT THE REGIONAL OFFICE!!!!!!!!!!!!

As of January 1, 1989, the 701 C Street address will be a thing of the past.

No, we are not moving -- they're just going to change the street address for the Federal Building.

According to a representative of the General Services Administration, the change is so that visitors can find the building easier. The present number was issued before the building was constructed when the builder needed an address. That address just stuck, even though the only door on C Street was locked.

Our new street address will be:

**Federal Aviation Administration
222 West 7th Avenue, #14
Anchorage, Alaska 99513**

It seems the Post Office computers can't handle the word "box," so the symbol "#" should be substituted from now on when anyone writes to FAA.

Please Note: For those of you who have seen the new "FAA in Alaska" brochure that is just off the press, you might notice the address for the Alaskan Region is on 8th Avenue. That is the address for the Federal Office Building. Our FAA mailing address is 222 West 7th Avenue.

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DON'T FORGET

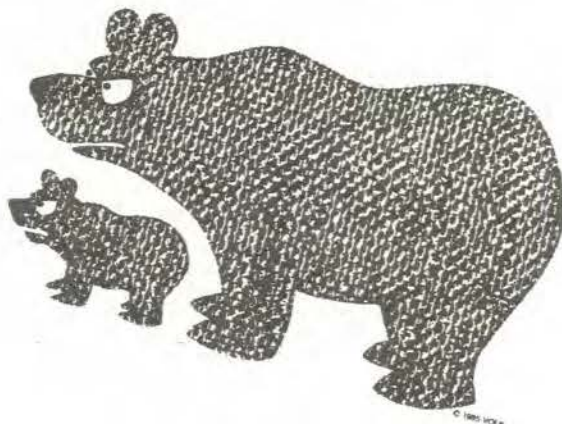
Open season for health benefits began on November 14 and will run through December 9. Comparison charts and national health plan brochures are available through Jean Pershall (271-5804) in the Human Resource Management Division. (The cost of most programs is going to go up -- soon.)

BIG BEAR BARES COLD BAY BUILDING

Someone should tell this critter it's time to think about hibernating. The Cold Bay FSS folks were surprised by a large brown bear recently, who decided to dismantle parts of the VOR (Very High Frequency Omnidirectional Range) building. By the time Mr. Bear retreated to his woodland den, he had removed about 60 square feet along with another full-length strip of siding from our building. Our people in Cold Bay are wondering if ripping up the VOR building is becoming part of Mr. Bear's weekly exercise regimen. Less than a month later he was back again bearing his voracious appetite for two more walls of siding from the VOR building and a piece of a field detector, which resulted in a system outage. Earlier in the month Mr. Bear had been passing by the VOR building and decided the monitor antennas would make great scratching posts and pacifiers. By the time his/her itch was satisfied, our navaid equipment was out of service for the better part of the day. Our people are about ready to construct a bier for this bear if he doesn't back off.

Mother Nature has been throwing almost more than we can bear at the Cold Bay VOR structure. Earlier that same month, they had their own version of an Alaskan hurricane with winds gusting up to 96 mph. It was a real recordbreaker, and did some minor damage to the roof of our VOR building and some of the hangars.

You folks in Cold Bay might think about transferring to Cordova. At least there the bears just harass our people in their living quarters, but aren't quite as destructive.



CONGRATULATIONS TO:

Judy Hickey (AAL-FSDO-05) on her recent promotion to a GS-5.

Betsy Walatka (Civil Engineer in Airway Facilities) who recently moved up to a GS-9 status.

Dolores Coates (ATCS/S at ANC FSS) who was selected for an Education Specialist position in the Human Resource Management Division.

Jerry Stennette, formerly a Personnel Management Specialist at the Anchorage Center, has moved over into a Personnel Staffing Specialist position.

John L. Haynes, II (ANC FSS) has been selected for an Air Traffic Control Specialist position at the Anchorage Center. He is expected to move over to his new home away from home the first week in December.

Ed Clair sounds happy as a clam in his new position as Manager of the Anchorage Sector Field Office. Ed previously worked in the Staff Support Section of Airway Facilities in the Regional Office.

Mary Lou (Maggie) Grier (Supply Clerk at the radar unit, Anchorage SFO) left earlier this month for her new job as Supply Clerk at our Cold Bay Sector Field Office Unit.

Robert Price should be ready for a different kind of experience with his new climate at our King Salmon Environmental Unit. Bob transferred here last month from his previous FAA position in Daytona Beach, Florida. He now is a Maintenance Mechanic at the King Salmon Sector Field Office. We doubt Bob will be spending much time on the beach this time of year, and we can guarantee he won't find any "beach bunnies" during the first 12 months of the year.

Fred Jack (Manager, Nome Sector Field Office) has turned in his snowshoes for a pair of city boots and headed for the Regional Office. His friends and co-workers in Nome tell us that their loss is certainly our gain. Welcome to the "big city," Fred.

Welcome to **Mike Thompson**, our new Assistant Air Traffic Division Manager in Anchorage. Mike and his wife, **Connie**, traveled up the Alcan from Fort Worth, Texas. Just in time to see what real snow looks like. Welcome!

We wish all these employees the best of success in their new ventures and responsibilities. They've worked very hard to accomplish these promotions and/or positive moves, and we are happy for them.

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WELCOME WISHES

We would like to welcome aboard the following new people to FAA:

Brenda Parker -- Secretary, Airway Facilities

Kimberly Webber -- ATCS, Merrill Tower

Darlene Dubay is our new Operations Inspector at the Fairbanks FSDO-01. Darlene worked as a commercial pilot for ERA in Anchorage prior to joining us at FAA. Her talents and knowledge of air travel certainly are an asset to our team.

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SAMARITANISM STILL LIVES

We would like to applaud Air Traffic Control Specialists **Everret Boster** and **Rick Nolan** from our Cordova FSS. They recently assisted a local teacher in Cordova who had been a victim of an automobile hit and run accident on the Copper River Highway. Rick and Everret rushed the man to the Cordova Hospital from which he later was evacuated to Anchorage.

Because so many people are so eager nowadays to sue each other for such ridiculous reasons, many of us hesitate to help someone in need of medical assistance. That is why the actions of Everret and Rick are so commendable, since they took the risk of helping a neighbor in need. We are proud of your courage.

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CORNER OF COMMENDATIONS

We have a number of On-The-Spot awards to shout about this month!

Charles Glisson (FMSS, NA-AFS) received an on-the-spot award for his assistance to the technicians on the F&E consolidation project at Bettles.

Barry Meyer (ATCS at the Homer FSS) was presented \$100 in an on-the-spot award for his contribution in preparing the Homer FSS Operational Position Standards.



Steve Andrews (Electronics Technician, ANC Sector Field Office) was given a \$100 cash award by **Monte Larsh** (on the left) for his assistance in restoring the directional finding equipment at the Cold Bay unit and also for providing on-the-job training to one of the Electronics Technicians at Cold Bay.

Beverly Sinnott-Maynard (ATCS, Bethel) was presented a \$100 on-the-spot award for her work in developing the Bethel Facility Training Plan, which reflects the recent changes in on-the-job training requirements and administration; and also for revising the facility area rating guide.

Mary Ann Carey, who works in our Word Processing Center, received an on-the-spot award for her assistance with the documentation of a major enforcement action.

Pauline Steffy also was presented a Letter of Commendation from the Assistant Chief Counsel's office for the professionalism and dedication she exhibited during the course of her work performance.

Three cheers for **Frank Austin** (Acting Planning-Appraisal Officer, AAL-4) for the on-the-spot cash award he received in recognition of the excellent work he had done on the Minority Business Enterprise Program (MBE).

As long as we are bragging about some of the fine work our people have done, let's hear a round of applause for the following folks who received Letters of Commendation within the last month:

Derryl Blood, Chip Dodd, Robert Moore, and Stanley Porter (all ATCS's at the Homer FSS) were formally commended for their part in the drafting and completion of the Homer Operational Position Standards.

Steve Hubbert, Mark Kytonen, Dennis Sheehan, and Carl Taylor (all ATCS's at the McGrath FSS) were each given Letters of Commendation for their exceptional work effort and handling of fire-fighting traffic this summer. They directed a record amount of traffic, were working shorthanded, and with very little relief.

In recognition for their volunteered time and efforts with the FAA exhibit at the Alaska State Fair this past year, the following employees were presented Letters of Appreciation from **Jerry Swanson** (Anchorage FIFO):

Greg Pirie, South Alaska Sector Electronics Technician.

Kathy Pinette, Anchorage SFO Electronics Technician.

John Harris, Anchorage SFO, Maintenance Mechanic.

A Letter of Commendation was presented to **Derril Bergt** (Asst. Manager for Programs, ANC ATCT) for the extra efforts he committed to various projects at the tower during the past 4 months.

Laura Warrell (Secretary, ANC ATCT) received a Letter of Appreciation from Asst. Air Traffic Mgr. **Charlie Muhs** for her assistance in coordinating the Open House at the tower this fall.



Linda Lang was presented a Letter of Commendation by **Pam Udelhoven** for her outstanding efforts as Acting Air Traffic Manager in the Juneau Tower this past summer and fall.



Ronald Sherman was presented a Letter of Commendation from King Salmon Air Traffic Manager **Irene Gross**. Ron was commended for his performance of duties from May 10, 1988 to August 10, 1988, when the AKN FSS was reduced in staffing and traffic activity was near record numbers. He also had the added responsibilities of traffic from the Iliamna FSS being remoted to his station over 40% of the time. During this same time, Ron also was providing on-the-job training to three developmentals at his facility.

The FSS staff in Cold Bay should get an extra pat on the back for their ability to operate 24 hours a day. This might not seem like such a tough task, and normally it isn't. However, the staff there is now down to a grand total of four specialists. **Theresa Dubber** was recently promoted and moved to Fairbanks, and Specialist **Marsha Brown** is serving court duty 1 week a month. Even with those circumstances, the crew is able to keep the doors open and the customers satisfied. What talent!

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Congratulations to **Roland Jones** (Systems Engineer at the ZAN Airway Facilities Sector) on his recent assignment to the National Maintenance Control Center in Washington, D.C. He will be working hard to collate power outages listed under the National Airspace Performance Reporting System as well as aircraft delay reports on a national basis. It's too bad **Roland** will miss 5 weeks of our wonderful winter here in Alaska during his detail in Washington, but we'll save some cold and snow for his return.

James Woody (Air Traffic Control Specialist, ANC ATCT) was presented a Letter of Commendation for his extra efforts in training another employee while conducting his primary tower duties.

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NATIONAL SELECTION SYSTEM

Congratulations to **Nancy Lathey** (Air Traffic Manager, Kenai AFSS) and **Quentin Gates** (Special Projects Officer in the Air Traffic Division) on their selection as assessors for the 1988 Assessment Center phase of the National Selection System. They have now joined the ranks of all our special Alaskan Region employees who have participated in national program activities.

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**DO YOU KNOW WHAT THE AIRWAY
FACILITIES DIVISION SECTOR FIELD
OFFICE RECOGNITION PROGRAM IS?**



This program was developed in 1986 to provide an opportunity to recognize the outstanding accomplishments of personnel at the sector field office (SFO) organizational level. Twice a year a panel of judges, made up of one person from each division, selects what they consider to be the best SFO for that time period.

For the first time, the Kenai SFO has received the honor of being selected as the recipient of this award. Their success in receiving this award can be attributed to the pace they set for themselves for program accomplishment, their training activities, and their individual productivity.

Previous winners of this award were the North Alaska SFO who has won this award four times, and the South Alaska SFO who has won it twice.

Since this is not an award that is won by only one person, we would like to congratulate the following employees of the Kenai SFO:

Edgar Anderson	David Hoogerhyde
Vivien Angelton	Benjamin Lecorchick
John Beck	James Mann
Gerald Beltz	Marion Moore
Laverne Braun	Gus Rodes
Steven Bridges	James Simkins
Gerald Brookman	Alan VanHorne
Richard Edwards	Eugene Webb



Steven Bridges (right), representing the employees of the Kenai SFO, accepts the SFO award from **Dave Morse** (Airway Facilities Division Manager).

**YOU'VE GOT THE CUTEST LITTLE BABY
FACE**

We're betting that **Doyle Shaw** (Air Traffic Controller, Fairbanks) is wearing a baby face lately to the tower. It's not the usual baby face one would associate with Shirley Temple, but rather, the kind a new father might wear. It's made up of smiles from ear-to-ear, showing the pride in his newborn baby girl; and maybe some tired eyes from spending some of those late night hours with this little person who has no concept of time. Congratulations to **Doyle** and his wife, **Donna**.

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**FLIGHT SERVICE STATIONS HIT ALL-TIME
RECORDS**

Four of our flight service stations have reported some record-breaking figures of flight operations for this past year. Juneau showed a 15.5% increase over last year's figures with a total of 160,000 flight services. Yakutat had their busiest August since 1975 with over 7,355 flight services in just 1 month, and a 44.3% increase in operations over last year's total figures. Ketchikan showed a 9.2% yearly increase, and McGrath a 9% increase.

The Juneau Airport Traffic Control Tower also saw a drastic increase in services with a total of over 120,157 operations this past year. This has been the first time in the history of that tower that operations have surpassed 120,000.

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**FAA'S WINTER OPERATIONS ARE A CUT
ABOVE THE EXCELLENT LEVEL**

The first snow storm of 1988 descended on us with heavy, wet snow and fog. State airports and FAA personnel, both Air Traffic and Airway Facilities, did a commendable job of moving traffic. Flow control, which restricted all departures to 5 minutes in trail, was implemented between Anchorage and Kenai due to sector saturation. Although inbound aircraft to Eielson AFB took six delays averaging 45 minutes due to runway conditions, the Alaskan Region had no reportable delays.

BON VOYAGE

by Patricia Norsworthy
EPG Coordinator

The "crew" of the Flight Standards Division departed their offices on October 7, 1988, at 9 a.m. to board the "USS Endeavor." The ship docked at the Anchorage Federal Office Building after captain and crew engaged in their first Survey Feedback meeting, where the managers and their subordinates rated their supervisor in the first phase of the employee survey held in June 1988.

The crew was welcomed aboard by the Endeavor's captain, **Tom Westall**, (a.k.a. Division Manager) and the ship's cruise director, **Cheryl Thompson** (a.k.a. Alaskan Region Facilitator). The room had been draped like a ship with portholes and a ship's wheel used as a focus point. Sea chantey music, balloons, and streamers were added to complete the welcome.

Crew members brought their luggage packed with ideas, thoughts, and positive suggestions for the ship's course. During the day the crew unloaded their luggage of ideas and thoughts as a result of the survey report. The cruise director (Cheryl) captured these thoughts and plastered them to the walls of the main salon on the starboard and port sides as well as fore and aft.

The crew's brainstorming process was an introduction of their ideas. Each person had an opportunity to speak, but only if they held the koosh (soft rubbery ball). The koosh was the ice breaker that generated enthusiasm among the group.

The cruise director passed out travel brochures for each port-of-call. Travel brochures contained information from the results of the survey which covered such ports-of-call as participation, communications, flexibility, job content, decisiveness and performance management.

The crew worked diligently in the relaxed and non-stressful atmosphere. Near the end of the cruise the captain returned to the main deck. He was in awe to see the number of positive ideas the crew generated as possible courses of action to make their journey even more successful. The captain

and crew exchanged information which the captain wanted to establish in his Action Plan.

Mapping and designing the motif for this Flight Standards' Survey Feedback meeting was attributed to **Charlene Derry**. A job well done!

The crew returned to port after a rewarding day aboard the "USS Endeavor." Critiques proved this was a positive experience for all on the Flight Standards ship.

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A CROWD IN THE CLOUDS

One plane flying in the clouds can be one plane too many for any given airspace. This past July there was more than a little danger involved when a private pilot informed our people at the Kenai FSS that he needed help. The clouds had moved in, he was not IFR rated, his aircraft was not transponder equipped, he was flying on top of the clouds over the Kenai Peninsula, and he was getting low on fuel. Do you think his blood pressure was rising about now?

The Lone Ranger who came to his rescue was riding a Beechcraft Bonanza. At great risk to himself and his passengers (who just happened to be his wife and son), our hero of the hour came soaring to the rescue. He located the lost aircraft and coached him through the clouds and down to terra firma with only 12 minutes of fuel remaining in the distressed aircraft's tank.

This might sound like an easy task to some people, but it was an action full of danger to our hero. As the two planes descended through the clouds they did not have an exact location of where they were in relation to each other. Chances were very great of a mid-air collision between the two.

Our hero does have a name other than Kemo-Sabe in this story. He is **Hal Horton** from Anchorage.

For his above and beyond bout with bravery during this flight assist, **Mr. Horton** was presented the FAA Award for Distinguished Service. The award included a plaque signed by FAA Administrator **Allan McArtor**, a silver medal, and a lapel ribbon.



Atty. Hal Horton (center) receives awards from **Regional Administrator Frank Cunningham** (left) and **Tom Wardleigh**, Chairman of the Alaska Aviation Safety Foundation.



As our hero went off into the sunset with his awards, it sure was tempting to yell out, "Hi-Ho Horton Away." He's a very special person with great courage.

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SHEILA WILLIAMS SHOWS A LITTLE CHEESECAKE WHILE HER HUSBAND IS OUT OF TOWN

When **Jed Williams** (Electronics Technician at the Fairbanks Sector Field Office) was out of town on business this past fall, his wife **Sheila** decided to put some extra time into experimenting with her culinary skills. Lo and behold, she created a chocolate cheesecake that became not only the talk of the neighborhood, but it was chosen as the class champion, grand champion, and the second place winner in the annual bake-off at the Tanana Valley Fair. A special ingredient to this story was added when the General Mills people chose **Sheila's** cheesecake as the local winner in their Softasilk Cake Flour Contest. **Sheila** had now become one of 76 winners from fairs across the country who could compete for a \$1,000 grand prize.

We haven't heard any results from the national competition yet, but we are sure that **Sheila** showed her cheesecake and stopped those judges in their tracks with her epicurean creation. Congratulations to **Sheila** for her gastronomic success.

Oh, by the way. We didn't have enough space to print the chocolate cheesecake recipe, but there is a copy of it on file in our Public Affairs office. We would be happy to share it with anyone who might want to obtain a copy.

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Sniffers. The agency is testing a high tech system aimed at detecting explosives in the nation's airports.

Boston's Logan International Airport was the site of a recent 1-week test by an FAA contractor to check out a walk-through explosives detection system.

Here's how the sophisticated system works. A passenger steps into a booth while a vapor analyzer "sniffs" the air for a few seconds, determines the type and amount of explosive material and displays the information on an operator panel.

Using a variety of technologies, the machinery has the ability to determine chemical properties in the air, including the nitrogen molecule. It detects a full range of explosives.

The Logan experiment is the first test conducted at an operational airport, and FAA will evaluate how it performed under a variety of real life conditions at the airport.

Thermedics, Inc., of Woburn, MA, developed the system under an agency contract totaling about \$4 million over the past few years.

What about man's best friends -- dogs -- that presently do the explosive sniffing. Effective dogs are in short supply, and their performance falls off if they're required to work long hours.

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ON THE ROAD AGAIN

There are a number of FAA'ers who have moved to other positions recently.

Flora Robinson (ATCS/S, Northway FSS) recently left the busy life behind in Northway to make a lateral move to the Talkeetna FSS.

Linda Craig (ATCS/S, Anchorage FSS) was reassigned to the operations floor of the Flight Service Station. At the same time, **Cynthia Brenton** also was assigned the responsibilities of a Plans/Procedures Specialist at the FSS.

Two of our FSS Air Traffic Managers have accepted promotions to the Western-Pacific Region. **Wally Bedford** (Kotzebue) and **Al Bailey** (Fairbanks) are now in their new positions down in "America."

Irene Gross, our Air Traffic Manager at King Salmon FSS, was selected for the position of Air Traffic Manager in Billings, Montana. She tentatively is scheduled to leave sometime in December.

John Kerekes (Air Traffic Manager, Kodiak Tower) has accepted a position that would return him to his old stomping grounds in the Tucson, Arizona Tower this month.

Wayne Goldsberry (formerly Juneau SFO South Unit SET) should now be settled into his new position as Manager of the Kenai SFO.

Katherine Arehart has left the warmth of Sitka behind and has taken over the position of Area Supervisor at the Nome FSS. The thermometer might have been reading low the day she arrived, but the welcome was a hot one. That position had been vacant for 8 months, and **Katherine** was a real welcome sight.

Pauline Steffy (previously Lead Editorial Assistant in the Word Processing Center at the Regional Office) has moved into her new job as a Maintenance Mechanic's Helper at the Air Route Traffic Control Center.

Nels Wahl, Jr. completed his training at the King Salmon FSS and is returning to his duty station at the Iliamna FSS. **Nels** is used to these "big cities". He spent 10 years at the Dillingham FSS back in the 70's.

Everyone at the Dillingham FSS is missing **Lisa Welsh-Workman** since she transferred to the Fairbanks FSS last month.

Chris Collinson and **Pat Clark**, both Air Traffic Controllers at Merrill Tower, have recently moved to the ANC ATCT.

Welcome to Alaska to **James McCoy**, who has transferred to us from FAA in Sacramento, California. **Jim** is working as an Operations Inspector at FSDO-05 in Juneau. With such a Trekky name, we wonder how many times **Jim** has had people call him "Captain McCoy" or have asked him when he wants to be "beamed up."

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MASTERS OF REHABILITATION

Seven of our Alaskan Region employees were recently honored for their outstanding efforts in rehabilitating the localizer antenna platforms at Petersburg and Ketchikan this summer. In an award approved by **Administrator McArtor** and **Regional Administrator Frank Cunningham**, the following employees were rewarded with a verbal, written, and cash award for their efforts:

Wesley Frye
Victor Brophy, Jr.
Peter Novak
Norman Ruuttila
Donald Huseby
John Gnagy
Frederick Stevens

Since the localizers provide air navigation guidance to inbound aircraft and enable them to land at airports during periods of reduced visibility and/or ceiling conditions, it is very important to have them in peak operating condition at all times. After 10 years of wear and tear in the wet climate of Southeast Alaska these wooden platforms had deteriorated to the point that they were dangerous.

The decision was made to rebuild the localizer platforms, and in record-breaking time the work crew had completed the job with only two unscheduled outages -- neither of which resulted in service interruptions.

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SEXUAL HARASSMENT: ON BEING SENSITIVE

by Ken Smith, AAL-9

Want to start "meaningful dialogue" (i.e., a BIG argument) quickly? Bring up the topic, "Sexual Harassment"! Discussing sexual harassment frequently elicits far more heat than light because it is so widely misunderstood. It is a sensitive and emotional area both for victims and for those who feel their integrity has been impeached.

We need to understand what sexual harassment is and is not. "Sexual harassment is deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which are unwelcome." This means one should be sensitive to the effects of one's teasing and jokes even if the intent is harmless. If your joke or behavior is not appreciated, save the "humor" for someone more receptive. Each of us has the right to select our friends, to be closer to some than we are to others, and to tease and be teased by certain friends. Many occasions of sexual harassment are those in which one person may have had good intentions, but did not sense the disapproval of his/her behavior by others.

The Government does have the right and responsibility to manage the work environment including appropriate behavior for the work place. If certain behavior is unwelcome, two responsibilities appear: (1) the victim's responsibility to inform the harasser that the behavior is unwelcome; (2) the harasser's responsibility to immediately cease those things which are unwelcome, even if they otherwise appear "innocent and harmless."

Managers, supervisors, contracting officers, and a few others share an added responsibility in regard to sexual harassment. Since each is an official representative of the agency and the Government, the agency is held accountable for any incidents of sexual harassment by its agents.

Harassment cases are serious because people can be emotionally damaged. Sexual harassment is serious because of the great potential for harm it could cause to the victim, the embarrassment and costs (human

general pain and humiliation there is to the entire work force. Such pain frequently lasts for many years after the incident.

Many cases are not of a direct, brutally aggressive nature, but ones in which teasing got out of hand or the harasser was insensitive to the effects of his/her remarks and behavior. Some are immediately defensive about sexual harassment because they would never intentionally hurt someone. But those same individuals may fail to recognize when their words or behavior have harmful effects. They may have good intentions, but their desire to be friendly is not perceived and received as intended.

What can you do to be of help? Be more aware of the danger in teasing and joking about sexual topics. Some may feel much more discomfort than they let on, so the safest course is to follow proper work place etiquette, even if others fail to do so.

Even though you may never be a victim yourself, others may be and may need your support. Be an understanding listener! The Civil Rights Office has been a resource to many men whose wives, daughters, and friends needed help in this area. There are numerous avenues of help available--Civil Rights, HRMD, the union, first or second level supervisors, EAP, EEOC, etc. Bringing the issue out in a professional manner is a "problem solving technique" which may help someone who does not realize the full implications of his/her behavior.

Please give this subject careful thought. The Civil Rights Office has a 2-hour, "low threat" orientation on the prevention of sexual harassment. Please give us a call at 271-5289 so we may schedule a presentation in your office or facility.

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LEAVE TRANSFER PROGRAM

The Leave Transfer Program which was originally scheduled to end September 30, 1988, has been extended by law through the end of fiscal year 1989.

If you have questions, contact Ginger Llewellyn or Ray Reeves at 271-5725.



WASHINGTON REPORTS



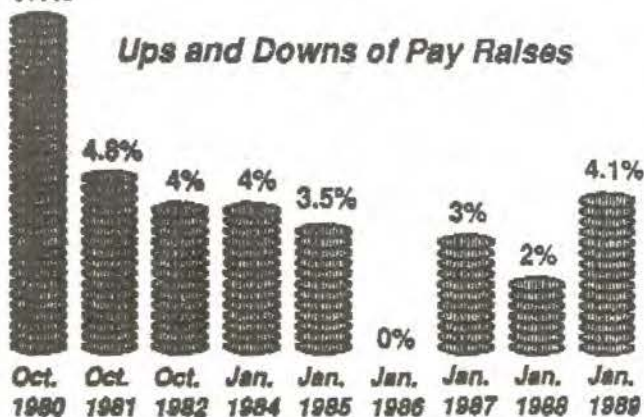
Looking Ahead. Planning on retiring from the FAA in the next year or so? Here's a financial fact. Employees currently are eligible to continue Federal Employees Group Life Insurance basic coverage after retirement without cost. That's going to change. Employees retiring after December 1979 -- about 15 months from now -- will be required to pay 40.1 cents monthly for every \$1,000 of coverage to keep the insurance after retirement.

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It's Official. President Reagan has signed the 4.1% pay raise for most Federal employees into law. This will be the biggest employee salary boost since 1981. It will take effect next January.

9.1%

Ups and Downs of Pay Raises



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Thrift Savings Plan. The Thrift Savings Plan begins its open season on November 15, 1988, and runs through January 31, 1989. Money in the government securities (G) account of the Federal Employees Retirement System (FERS) thrift fund is being invested at an annualized rate of return of 8.875% in October. This was down from the 9.25% it hit in September, thus reflecting a general decline in interest rates. Investments of employees under the Civil Service Retirement System (CSRS) must go into this part of the program, while those under the FERS may also invest in a stock fund and a bond fund.

Riveted on Rivets. A three-pronged effort is now in progress to improve the reliability of older 737 aircraft -- including a proposal to make significant structural changes to the oldest models of the jet. A series of 737 inspections and modifications by FAA is aimed at averting future accidents similar to the Aloha Airlines incident in April when an 18-foot section of the aircraft's fuselage roof ripped off during a flight in the Hawaiian Islands.

A proposed airworthiness directive would require the removal and replacement of 7,200 rivets in the upper row of older B-737's fuselage lap splices. In addition, replacement rivets would be required in the two rows of rivets at stringer 17, which is a main longitudinal member below the window line.

The earlier type of rivets are suspected of having initiated small cracks in the fuselage skin that could grow and eventually join in one large crack.

The FAA action requires the rivet replacement be completed over a 6 to 36-month period with a recurrent 15-month visual inspection of all lap joints.

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Over The Top. The 1988 fiscal year ended with a controller work force of 16,436 -- well above the congressional target of 15,900. Full performance level controllers numbered 9,858. Another 798 controllers have the full performance level grade but are not fully checked out in their current facilities.

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Higher Travel Rates. The General Services Administration has boosted expense allowances for traveling on official business to \$66 a day in the lowest cost cities to a high of \$141 a day for New York City. The new rates, which were effective October 9, include a \$1 increase for daily meal expenses.



This chart shows the new maximum per diem rates -- including travel and meals -- for 11 FAA locations.

The Anchorage flat rate of \$125 a day was unchanged. The GSA said the increase stems from a survey that showed that government expense rates failed to keep pace with the cost of moderate, business-class accommodations.

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Flap Update. A total of 1,190 Boeing 727 aircraft have undergone inspections of their takeoff warning systems. Last month, the agency asked airlines to make the inspections and report the results. The survey shows that 35 aircraft had some component of the warning system that did not meet specifications in all respects. However, none of the problems are considered serious enough to warrant an Airworthiness Directive. The inspected systems alert flightcrews by sounding an alarm when wing flaps are not set in the proper position to provide the increased lift needed for takeoff.

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Extra Money for 10 FAA Hard-to-Staff Locations. Some 2,000 air traffic controllers, inspectors and airway facilities technicians at difficult-to-staff facilities will receive additional pay under a demonstration project announced by Secretary of Transportation Jim Burnley and Director Constance Horner of the Office of Personnel Management.

Under the 5-year demonstration, FAA employees at 10 facilities in the New York, Chicago, and Los Angeles metropolitan areas will receive an additional allowance of up to 20% of their basic pay.

The project will test whether such pay incentives make it possible to recruit and retain employees in facilities that have been difficult to staff.

A majority of the 2,000 employees will be controllers and the remainder will be airway facilities technicians and aviation safety inspectors.

The affected FAA facilities include:

*Chicago (Aurora, IL) Air Route Traffic Control Center (ARTCC)

*O'Hare International Airport Traffic Control Tower & Terminal Radar Approach Control (TRACON)

*Coast (Santa Ana, CA) TRACON

*Farmingdale, NY, Flight Standards District Office (FSDO)

*New York (Ronkonkoma) ARTCC

*Los Angeles FSDO

*Los Angeles International Airport Traffic Control Tower and TRACON

*New York (Westbury, NY) TRACON

*New York (Valley Stream, NY) FSDO

*Teterboro, NJ, FSDO

The payment of allowances is expected to begin next summer. Before that time, DOT and OPM will discuss the project with employee labor organizations and hold public hearings to get the views of employees.

The law that permits OPM to approve such demonstration projects requires a 6-month waiting period so Congress can be notified and these activities can be completed.

If the program proves successful at the 10 locations, it could be expanded to other FAA facilities.

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10 Years Later: Charting the Airlines. Ten years ago, the U.S. airline industry lifted off into the uncharted skies of economic deregulation. Back on October 24, 1978, when the Airline Deregulation Act was inked into law by then President Jimmy Carter, predictions of success and failure were commonplace. Today, the debate continues.

And although safety was never deregulated and hundreds of new safety requirements have been put on the books by FAA in the past decade, there have been dramatic changes in the economics of the industry nationwide.

Here are some financial and operational trends compiled and analyzed by DOT's Office of Economics.

*Industry operating revenues have been more than doubled -- from \$22.9 billion to \$60.2 billion.



*Between 1978 and June 30, 1988, scheduled revenue passenger miles rose from 227 billion to 411 billion, an 81% gain.

*Passenger enplanements increased 63% -- from 275 million to 448 million.

*In 1987, 53 million adults made at least one airplane trip compared to 38 million in 1977.

*Between 1978 and 1988, scheduled available seat-miles increased 80%, from 369 billion to 663 billion.

*The industry's jet aircraft inventory has grown from 2,296 aircraft in 1978 to 3,671 aircraft in 1987, an increase of 60%.

*From 1978 to June 1988, average available seats per mile increased 11%, from 152.2 to 168.3. Scheduled aircraft departures rose from 5 million in 1978 to 6.6 million in June 1988, a 32% increase, while the average stage length increased from 502 miles to 615 miles.

*Average yield for the major and national air carriers (domestic scheduled service) increased 44% between 1978 and the first half of 1988. After adjusting for inflation (the GNP deflator increased 66% during this period) yield declined by 13%. These

figures indicate that under deregulation, air travel has become cheaper relative to other goods and services in the economy.

*Today, more than 90% of all coach passengers are traveling on discount fares, up from 48% before deregulation.

*In 1978 a total of 4,093 city-pair markets received single-plane service from only one carrier. In 1988, a total of 3,481 markets received such service, a decline of 612 markets or 15%.

*The number of markets receiving single-plane service from two or more carriers rose from 1,266 to 1,833 or 44.8%. Travelers have more fare and service options available today than ever before.

*Of the 57 large and medium hubs, 45 cities were served by more carriers in August 1988 than in 1978, while eight hubs experienced a decline in the number of carriers operating at these hubs.

*In December 1978, the industry work force totaled 344,633 full-time and part-time employees. By June 1988, employment excluding Federal Express, had increased to 439,357, a gain of 27%.

*Part-time employment has more than doubled since 1978, increasing from 14,000 to more than 37,000 in June 1988.

*The number of consumer complaints per 100,000 passengers over the last 4 years was less than half of what it was before 1977. In 1987 there were 9.9 complaints per 100,000 passengers versus 12.6 in 1979.

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Use or Lose Deadline. It's time for employees to start scheduling any "use or lose" annual leave to avoid forfeiting it at the end of the 1988 leave year. Generally, employees can carry a maximum of 240 hours of annual leave into a new year. But remember that "use or lose" annual leave must be scheduled in writing before November 20, 1988, so that it can later be considered for restoration if for some reason it cannot be used as planned. If you have any questions, contact the Human Resource Management Division.

COMMUNICATION -- CAN WE TALK?

When is a cotton gin a "cut engine" order? Never. But verbal mixups, confused by poor enunciation or accents, can and do happen.

For many years the aviation community has been increasingly concerned with the issue of effective communications between air traffic controllers and pilots. In an effort to improve this situation FAA, DOD and leading organizations from the aviation community have worked together to develop an integrated communications program that is designed to improve safety and professionalism throughout the air traffic control system.

On November 1 **Administrator Allan McArtor** announced the beginning of this nation-wide, 3-month FAA/industry partnership to improve pilot/controller communications. A 44-page booklet, coauthored by FAA and industry, with down-to-earth, common sense, communications tips was sent from Washington, D.C. to 700 FAA field offices throughout the nation and to every air traffic controller. (If you don't have it yet, it is coming.)

Aviation industry and trade associations sent the booklets, "A Call to Action," to their members and tens of thousands of pilots. Their main objective was to improve national airspace system safety and performance.

Basically, this initiative addresses 12 specific areas of concern identified by the Air Traffic Advisory Committee who developed the concept. These areas are:

- *Similar Sounding Alphanumerics
- *Blocked or Simultaneous Transmissions
- *Headsets versus Speakers
- *Enunciation
- *Radio Discipline
- *Controller Hearback Problems
- *Readback Problems
- *Controller Intercoordination Communication
- *Stuck Microphones
- *Intra-cockpit Communications
- *Phraseology
- *Initial Radio Contact

Now back to the cotton gin mixup. English is the official language of aviation, but everyone doesn't speak it with the same clarity and understanding.

Here's an example from the annals of the military. An instructor pilot was teaching a foreign student visual ground references for the traffic pattern by verbally referring to each landmark as it was overflown. But the instructor noticed that each time they overflew one of the most prominent reference points, a cotton gin, the student became confused and unresponsive. When questioned after the flight, the student said he couldn't understand why the instructor kept advising him to "cut engine" when they weren't near the runway.

This program is a cooperative effort of the Air Line Pilots Assoc., Air Traffic Control Assoc., Aircraft Owners & Pilots Assoc., AOPA Air Safety Foundation, Air Transport Assoc., Denro (a telecommunications firm), General Aviation Manufacturers Assoc., National Assoc. of Air Traffic Specialists, National Air Traffic Controllers Assoc., National Business Aircraft Assoc., U.S. Air Force and NASA.





THANKSGIVING DAY

The custom of celebrating a day of thanks in this country was originated by Governor Bradford after the first harvest by the Pilgrims in 1621. During the Revolutionary War the Continental Congress set days of thanksgiving, including a special one in 1784 to mark the return of peace. President George Washington proclaimed the first United States Thanksgiving Day on November 26, 1789, to celebrate the adoption of the Constitution. In 1815, President Madison set a day aside to mark the return of peace after the War of 1812. By 1830, New York had adopted the day as an annual custom and other states had followed. President Lincoln in 1863, at the urging of Mrs. Sarah J. Hale, Editor of Godey's Lady Book, began the practice of proclaiming Thanksgiving Day and fixed the fourth Thursday in November as the date. It later became the last Thursday in November. In 1939, President Franklin D. Roosevelt proclaimed November 23 as the date. Many states refused to accept this and used November 30, and in a few states both dates were celebrated. Congress in 1941 decreed that Thanksgiving should be the fourth Thursday in November, and thus it has remained to this day.

WOULD YOU BE THANKFUL?

Would you be thankful if you had
Only a cabin of logs for a home,
A crude fireplace for draughty warmth,
And a candle to light the dreary room?

Would you kneel tonight on a bearskin rug
Before crawling into your pine-needle bed,
And thank your God with fervent grace
For the crude bark roof above your head?

Would Thanksgiving be the same to you
If there weren't a store in a thousand miles,
And all you loved and held so dear
Were far away in the British Isles?

Would you like to trade with the Pilgrim band?
They were thankful for liberty.
Look up at the Stars and Stripes tonight,
And breathe your thanks that you are free.

Author Unknown