U.S. Department of Transportation

Federal Aviation Administration

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Intercom

Office of Public Affairs
Alaskan Region
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Give Life — Give Blood

by Norma Bonewitz

On December 12, 1989, in Room C-133 of the Anchorage Federal Office Building, the FAA is sponsoring an additional FAA Blood Drive. We are in the process of signing up 40 donors and need your help to make this effort a success.

Did you know that when you give blood as an employee of the FAA, the blood donated is credited to the FAA Blood Bank Club and is earmarked for FAA employees and their immediate families? The FAA Blood Bank Club helps you or an immediate member of your family by providing credit to a hospital that charges a replacement fee for the blood used.

Please take this opportunity to donate blood.

Contact **Norma Bonewitz,** AAL-17, at 271-5463, and place your name on the list of donors. It's safe, it's simple, and
IT SAVES LIVES.

Additional Space For Regional Office

The Department of Transportation has approved a project document for 21,000 square feet of additional space in the Anchorage Federal Office Building for FAA. GSA will determine where in the building the space will be located. Early indications are that FAA will once again occupy the entire third floor. It is expected that the space now being used by the Bureau of Land Management (approximately 7,500 square feet) will be available within a year. The remaining space will be obtained by FAA in FY 1991. An interdisciplinary team, comprised of a space representative from each division/staff, will be formed to determine the most efficient use of the additional space.

FWP Kicks Off Membership Drive

Over 40 people attended the Federal Women's Program membership drive held on October 13 at the Anchorage Federal Office Building. Civil Rights Officer for FAA, **Ken Smith,** provided opening remarks and a brief overview of the FWP. Special recognition certificates were presented to **Marcia Bolton, Ken Smith, Robert Wedemeier, Frank Austin, Paul Steucke, Valerie Aron, Pat Sanders, Anne Lewis, Tom Santistevan, Frank Cunningham, Don Keil,** and **Linda Gentry** for all their assistance and participation with the FWP during the past year.

FAA. None of the pictures were identified, and a listing of the pinups was positioned in the corner of the display for people to use in trying to match up a name with a face. Photos varied from young adults to a pair of the cutest little bare baby buns you ever wanted to see.

The **FWP** used the display to create a contest in which the person who could correctly identify the greatest number of veterans would win a nice fruit basket.

A Salute To Our Veterans

In recognition of Veterans Day (November 11), members of the **Federal Women's Program (FWP)** constructed a large display in the elevator/lobby area near AAL-10 of the Anchorage Federal Office Building. Contained within the display are baby pictures of some of our veterans who work for

New Look For Intercom

Our printing contract with the BLM printshop has been terminated and we currently are looking for another printing facility for our newsletter. In the interim, we will be using the equipment available in our FAA printshop in order to provide you with continuous news of FAA activities.

Safety Facts

During the 1980's, the ratio of aircraft departures in scheduled airline service to fatal accidents was 2,000,000 to 1.

Over the last decade, nearly six times as many people on an average were killed in motor vehicle-related accidents during the Labor Day weekend as were killed in an entire year in scheduled airline service.

In the 28 years that separated the presidential elections of John F. Kennedy and George Bush, 1,382,163 people died in motor vehicle related accidents. That's 267 times as many as the 5,184 people who died during the same period in accidents involving U.S. airlines in scheduled service.

PROMOTIONALLY SPEAKING

Congratulations to the following FAA employees who recently have received promotions:

Tom Witcher, SA-AFS, maintenance mechanic.

Francis Schroeder, SA-AFS, maintenance mechanic.

Laurel Lampard, Bethel SFO, general supply specialist.

Ann Roberts, AAL-30, accountant in charge of commercial accounts.

Terry Saldana, AAL-30, accountant in charge of travel.

Jean Yount, AAL-30, operating accountant.

SueEllen Ferris, AAL-422, clerk-typist.

Vicky Cox, ANC SFO, secretary.

Daniel Hammond, NAS, electronics engineer.

Jon Orr, AAL-451, mechanical engineer.

Agatha Blackmer, NAS, electronics technician.

Jerry Majestic, ZAN AF, electronics technician.

Arthur Conforti, NA-SFO, electronics technician

Deborah Stephens, NA-AFS, electronics technician

Christine Morgan, ZAN-AF, staff assistant.

Judy Whetzel, AAL-700, personnel security specialist.

On The Move

Best of success and good luck to the following employees who recently have transfered to other positions and locations:

ATCS **Katherine Madison** departed Ketchikan FSS for her new assignment in Great Falls, Montana.

ATCS K**aren Schwartz** recently joined the staff at the Ketchikan FSS. Karen and her husband made this move to Alaska from Louisville, Kentucky.

ATCS **Glen Renken** moved from the Little Rock, Arkansas FSS to the Ketchikan FSS.

ATCS **Kevin Cain** has transferred from the Fairbanks ATCT to the Anchorage ATCT.

ATCS **Cathy Frantz** recently transferred from Merrill ATCT in Anchorage to the Anchorage ATCT.

ATCS **Edwin (Bud) Lacher** from the Bethel ATCT and ATCS **Doug Thompson** from the Kodiak ATCT have both transferred to Merrill ATCT in Anchorage.

Sad To Say News

Our condolences go out to ATCS **John Musser** on the recent death of his mother in Pennsylvania.

We also extend our sympathy to **Wilfred Evans, Jr.**, due to the recent death of his father-in-law. **Wilfred** is a maintenance mechanic at the NA-SFO.

The Good News

Three cheers for the Anchorage ATCT on their recent "Radar Facility of the Year Award."

A pat on the back goes to ATCS **Tim Maynard** at the Bethel FSS. According to a letter sent to **Tim's** supervisor from a resident engineer of the Aniak apron project, **Tim** "is the most helpful specialist" this fellow has ever talked to, and **Tim** "has a good knowledge of the Alaska geography. Best of all he likes what he is doing and he does it well."

Congratulations to Acting Assistant Air Traffic Manager, **Mick Batt**, on his recent marriage. **Mick** works at the Fairbanks FSS.

Some good news for this month includes the condition of **Al Yatlin's** son following heart surgery at Mayo Clinic in Minnesota last month. **Al** works as an electronics technician out of the Bettles FSS. His four-year-old son is now home recuperating and getting stronger every day.

ATCS **Barry Meyer** has returned to the Homer FSS following surgery in Anchorage on his elbow. We hear he now has a better grip on things since the surgery.

Voucher examiner **Dorothy Blackwell** (AAL-33) is back home and doing fine after her recent heart surgery. We hear **Dorothy** is getting bored with all that sitting and is anxious to get back to work. She certainly will be greeted with open arms by her co-workers who are buried under stacks of travel vouchers.

Dave Hoogerhyde, Kenai SFO maintenance mechanic, is doing very well in his recovery from surgery last month.

Awarding Experiences For The Month

Congratulations to **Mary Grindrod, R.N.**, in the Aviation Medical Division, on the special achievement award she received for her work with the industry aviation drug abatement program.

Dennis Sheehan received a letter of commendation for his performance while detailed to the Acting ATM position at the McGrath FSS.

A pat on the back goes to **Norm Gommell** (ATM, Merrill Tower in Anchorage) on his selection by the Anchorage School District to serve on the District Educational Advisory Committee.

ATCS **Rhonda Matthews** was presented an on-the-spot award for her development and design of an educational handout dealing with Merrill Field, air traffic control, and aviation careers.

Congratulations to **Gerald Hill** , Juneau SFO electronics technician, on the recent receipt of his 25-year service pin.

Dillingham Comes Out The Winner

The staff at the Dillingham FSS is still beaming over their receipt of the 1988 Facility of the Year Award. This honor was given to the staff at the FSS for their operational efficiency, internal and external relations, and professionalism at the facility during 1988.

A number of the Dillingham FSS employees are members of the Volunteer Fire Department, Emergency Medical Squad, and the Dillingham Chapter of Ducks Unlimited. The facility has also received a certificate of recognition for supporting Dillingham High School's Vocational Program.

Our congratulations to Dillingham FSS Air Traffic Manager, **Ron Glonek** and his staff of flight service station specialists

Jeff Barnes
Dwight Kramer
Courtney Prisk
Ron Sherman
Don Graber
Steve Groeneveld
Julius Wery, Jr.
Lisa Welsh-Workman
Elliot Slagle

Benjamin Haynes, automation specialist (left) and **Robert Esposito**, computer programmer (right) were presented superior accomplishment awards by **Frank Price,** ATM, ANC ARTCC, for developing, implementing, and providing the necessary training to bring the OCS software on line.

ATCS/S Dennis Sheehan (left), McGrath FSS, received a letter of commendation from **Wil Smith**, McGrath ATM, for his efforts as acting air traffic manager of the McGrath FSS during September and October.

John Ferguson (technician in depth) and **John Jakobowski** (installation technician), both from NA-SFO, each received a letter of appreciation from the NA-SFO manager, **Ed Kiss**, for their assistance in the Bettles fuel spill cleanup.

Air Traffic Division Assistant Manager **Mike Thompson** (fourth from left) presented the award to (left to right) **Don Graber, Jeff Barnes, Ron Glonek, Stuart Prisk, Ron Sherman**, and **Dwight Kramer**.

DON'T FORGET! FOR THE CURRENT, UP-TO-DATE NEWS ON A WEEKLY BASIS, YOU CAN CALL OUR EMPLOYEE NEWSLINE AT 279-6544! WE UPDATE THE RECORDING EVERY THURSDAY AFTERNOON.

New Faces In New Places

Welcome aboard to **Paul Adams**, the new electronics engineer in the Technical Support Unit at the NA-AFS. **Paul** worked for the U.S. Army in Maryland before moving to Alaska and joining FAA.

Another new face in the TSU at the NA-AFS is **Bob Geisman. Bob** is their new relief electronics technician-in-depth.

The NA-AFS Program Support Unit has welcomed **David Helms** as a trainee into the FAA family. **David** came to us from Kodiak where he worked as a civilian employee for the U.S. Coast Guard.

Julio Figueroa has joined the Juneau FSDO team as an airworthiness inspector. **Julio** traveled here from his previous job in Puerto Rico where he was a maintenance inspector with an airline.

Suzanne Love, ATCS/Developmental, arrived from the academy last month to her new job at the Anchorage FSS. **Suzanne** is expected to be assigned to King Salmon later on this month. We might add that her father, **Ernie**, is a former FAA employee at the Anchorage FSS

John Selmer is the new operations aviation safety inspector (ASI) at the Fairbanks FSDO, and **Michael Dolsen** has taken on that same position at the Anchorage FSDO. **Mike** previously worked with the Department of Interior.

Julio Figueroa has joined the Juneau FSDO staff as an airworthiness ASI. **Julio** is new to government service.

ATCS/Developmental **Kyle Lecates** is now on board at the Kenai ATCT. **Kyle** came to us from Salt Lake City.

Baby Talk

We have some particularly happy employees in Fairbanks and Cold Bay lately. Congratulations to **John** and **Allyson Maxwell** on the October 5 birth of their 7 lbs. 10 ozs daughter. **John** is our manager at the Cold Bay FSS. We might add that this is the first child for our happy couple.

Also grinning from ear to ear are ATCS **Billy Kingsley** and his wife **Audrey** on the September 29 birth of their daughter, Christen. This new little bundle of joy weighed in at 7 lbs. 14 ozs. **Billy** works at the Fairbanks FSS.

Author In Our Midst

For those of you who are wondering what ever happened to **Cliff Cernick**, former public affairs officer for FAA in Alaska, **Cliff** is busy writing books and traveling.

Cliff's latest book, "***Skystruck***," is now available at your favorite bookstore. Pilots and armchair adventurers should enjoy this publication about the life of **Herm Lerdahl**, one of Alaska's most daring and skilled pioneer aviators.

For those of you who like to have your books signed by the author, you will have a chance to get an autographed copy of "***Skystruck***" at the book signing parties scheduled for November 30 at the Anchorage Museum of Science and Art from 6-9:00 p.m., or on December 2 at Walden Bookstore in the Fifth Avenue Mall from 2-4:00 p.m.

The Halloween Spirit Was Alive in Alaska At The FAA Offices

How many FAA employees can you identify on this page?

Washington Reports

Find Your Pay. Most Federal workers will see their salaries boosted by 3.6% in January. Find out what you'll be making by checking the proposed pay chart below:

January 1990 General Schedule Pay Chart

	1	2	3	4	5	6	7	8	9	10
GS-1	$10,581	$10,935	$11,286	$11,637	$11,990	$12,197	$12,544	$12,893	$12,910	$13,232
2	11,897	12,180	12,574	12,910	13,053	13,437	13,821	14,205	14,589	14,973
3	12,982	13,415	13,848	14,281	14,714	15,147	15,580	16,013	16,446	16,879
4	14,573	15,059	15,545	16,031	16,517	17,003	17,489	17,975	18,461	18,947
5	16,305	16,849	17,393	17,937	18,481	19,025	19,569	20,113	20,657	21,201
6	18,174	18,780	19,386	19,992	20,598	21,204	21,810	22,416	23,022	23,628
7	20,195	20,868	21,541	22,214	22,887	23,560	24,233	24,906	25,579	26,252
8	22,367	23,113	23,859	24,605	25,351	26,097	26,843	27,589	28,335	29,081
9	24,705	25,529	26,353	27,177	28,001	28,825	29,649	30,473	31,297	32,121
10	27,206	28,113	29,020	29,927	30,834	31,741	32,648	33,555	34,462	35,369
11	29,891	30,887	31,883	32,879	33,875	34,871	35,867	36,863	37,859	38,855
12	35,825	37,019	38,213	39,407	40,601	41,795	42,989	44,183	45,377	46,571
13	42,601	44,021	45,441	46,861	48,281	49,701	51,121	52,541	53,961	55,381
14	50,342	52,020	53,698	55,376	57,054	58,732	60,410	62,088	63,766	65,444
15	59,216	61,190	63,164	65,138	67,112	69,086	71,060	73,034	75,008	76,982
16	69,451	71,766	74,081	76,396	78,190	79,438*	81,708*	83,978*	85,470*	
17	79,762*	82,420*	85,078*	85,470*	85,500*					
18	86,682*									

* The rate of basic pay payable to employees at these rates is limited to the rate for Level V of the Executive Schedule, which will be $78,200.

Helping FAAers. A special relief fund to help FAA employees and their famlies who suffered severe personal and financial loss from Hurrican Hugo had raised $21,000 by the end of October. Contributions may be sent to:

FAA Southern Region HQ
ASO-52-C
P.O. Box 20636
Atlanta, GA 30320

Please make checks payable to "Southern Region Hurricane Relief Fund."

Less Than 1%. During a two-year period, which ended September 22, there were 22,043 random drug tests conducted on DOT workers (most of them FAAers) with 134, or 0.6% positive test results.

Marijuana accounted for about two-thirds of the positives with cocaine accounting for almost all of the remaining positive results.

DOT Secretary Sam Skinner said the Department's anti-drug program is working with instances of illegal drug use among DOT workers in sensitive and security jobs "far below the national average."

About one-half, or 32,548 employees, in the DOT civilian work force have safety- or security-related jobs and are subject to random drug testing.

Of these, 65% are air traffic controllers. Another

16% hold electronics technician jobs, 4% are air traffic assistants, 3% work as aviation safety inspectors, and 12% hold other jobs.

Of the total, 95% work for the FAA.

'Bumped' On Business? Know The Rules. If an FAAer is on official business, it's against the rules to accept free airline tickets or payment for being involuntarily bumped from an overbooked flight.

That's the word from the Chief Counsel's Office, which says confusion about denied boarding compensation was a topic at a recent ethics briefing at the Center for Management Development in Palm Coast.

Here are the rules as laid down by the Comptroller General:

Involuntary 'bumping:' If an employee is involuntarily bumped from a flight while on business, any denied boarding compensation from the airline—either cash or a free ticket—belong to the government, not the employee.

The Comptroller General has ruled that the government, not the employee, is damaged by the airline's default in overbooking. This rule on involuntary bumping applies even when it doesn't result in extra cost to the government in employee expenses and the employee reports to duty the same time as originally scheduled.

Voluntary 'bumping:' Employees on official business are allowed, however, to keep payments from airlines for voluntarily giving up their seats on an overbooked flight, but there are strings attached.

If the employee incurs extra travel expenses by voluntarily giving up his or her seat, the added expenses are offset by the payment from the airline.

The Comptroller General cautions that employees should not voluntarily give up their seats if it will interfere with their official business.

The Comptroller General has also ruled that if the employee's travel is delayed during official duty hours due to voluntarily giving up an airline seat, the employee should be charged with annual leave for the additional hours.

These are the most recent "bumping" interpretations.

In a nutshell, if an employee is already seated in the passenger cabin of an aircraft and voluntarily gives up the seat in response to a plea from the airline, he or she may keep the compensation awarded by the carrier.

On the other hand, if the employee is racing down the corridors of Dallas-Fort Worth or Chicago O'Hare to make a tight connection and is told upon arrival at the gate that the plane is full, that individual may not keep the compensation for denied boarding.

Yes To Drug Tests. A federal appeals court has ruled that random drug testing is "reasonable" for almost half of DOT's work force, saying the government's anti-drug efforts outweigh employees' privacy rights.

This ruling means that random drug testing can continue for some 30,000 of DOT's 62,000 civilian employees. Most of them, about 17,000, are air traffic controllers.

Other affected workers include aviation safety inspectors, aircraft mechanics, railroad safety inspectors and engineers, U.S. Coast Guard vessel traffic controllers and motor vehicle operators.

In a unanimous decision, the three-judge panel of the

Washington Reports (continued)

U.S. Court of Appeals for the District of Columbia upheld a lower court ruling and said employee privacy is "outweighed by the department's compeling interests in preventing drug use among such personnel."

The court said the random testing of workers in safety-related fields is "reasonable and consistent with the Fourth Amendment."

Weapon Detection Edges Up To 92%. Twenty-seven airlines face security fines of $1.2 million. The FAA has proposed a total of $1,244,500 in civil penalties against 27 airlines for alleged security lapses at airport screening points.

The agency's increased emphasis on enforcement of security regulations has resulted in a significant improvement in airline weapon detection rates.

The rate has steadily risen from 78.9% in 1987 to 87.9% in 1988, and 91.9% in the first six months of 1989.

Additionally, on July 26, U.S. airlines announced the adoption of the first industry standards for the hiring and training of the security people who check passengers and carry-on items.

The current action is the fifth group announcement of civil penalty actions against airlines for failing to detect test objects during security checks by FAA inspectors since October 1987 when the agency began imposing heavier penalties for these violations.

The combined actions bring the total amount of civil penalties proposed against U.S. airlines for weapons screening failures to $6,455,500. The airlines involved have been cited for 935 alleged violations.

FAA charged that the 27 airlines receiving the notices of proposed civil penalty failed in 178 cases to detect simulated weapons and explosives that were taken through airport screening systems by FAA inspectors.

Agency inspectors regularly check airline screening systems to measure the effectiveness of airline security personnel in detecting hidden test objects. The agency ran more than 6,800 such checks in 1988.

Here are the 10 highest penalties:

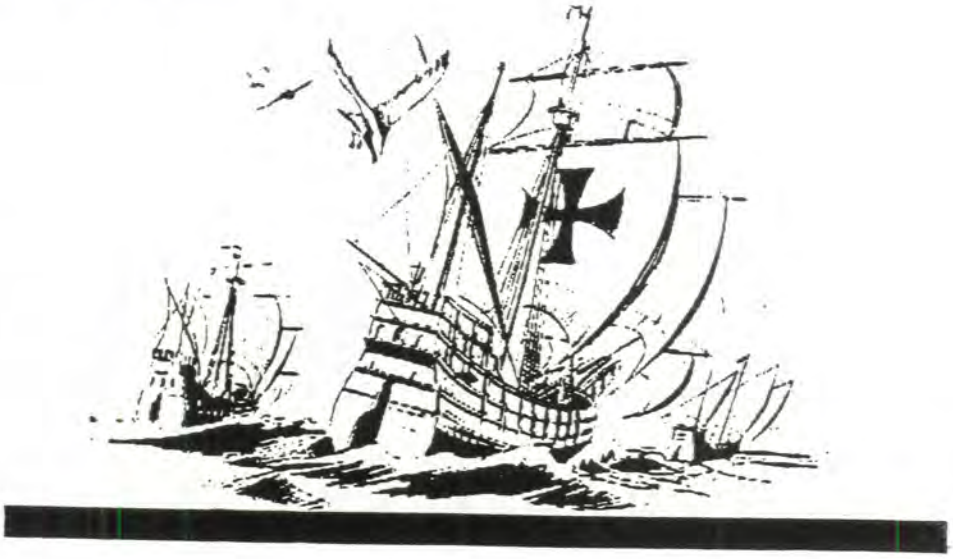
Top Ten Security Fines

Delta: $179,000
USAir: $143,000
American: $134,000
Continental: $114,000
United: $84,000
Piedmont: $82,000
Eastern: $75,500
Pan Am: $65,000
TWA: $60,000
Northwest: $58,000

Rest In Peace

Our condolences go out to the family of **Ronald Logan**, 65, following his death in California. **Ron** and his wife, **Helen**, came to Alaska in 1949. For 24 years he worked for the FAA in Alaska as an air traffic controller and pilot. For the eight years prior to his retirement in 1973, **Ron** worked in the FAA regional office evaluating air traffic systems and investigating accidents. The family has requested that in lieu of flowers, donations be made to the Bingle Church Camp, in care of University Presbyterian Church, P.O. Box 80570, College, Alaska 99708.

Longtime Alaskan **Donald Osmund Olsen,** 55, died October 27 at Providence Hospital following a lengthy illness. **Don** had spent part of his career working for the FAA as a truckdriver.



Former CAA and FAA employee **George Bryson**, 71, passed away on October 22 after a long bout with cancer. Prior to retirement in 1978, **George** worked for 25 years as a tug boat skipper on the Southeast supply run, and then the foreman mechanic on Annette Island and McGrath. He is survived by his wife **Idy**, of Juneau; and a son and daughter. In lieu of flowers, it was asked that memorials be directed to Hospice of Juneau, 3268 Hospital Drive, Juneau, Alaska 99801.

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

Safe Winter Driving

by Charles Gilmore, AAL-423, Regional Safety Manager

Although Alaska's vast size means widely varying winter weather patterns, there are driving habits that are appropriate everywhere. Here are some ideas to help you prevent winter accidents.

Speed: Give yourself plenty of time to get where you are going. Posted speed limits are for dry conditions, but on icy roadways, half the speed limit may be suicide. Vary your driving speeds according to the road conditions.

Vision: No other factor is as important for safe driving. Place frost shields in critical areas of your vehicle. Clear all windows of snow, ice, or condensation. Also, remove snow from the hood of your vehicle. That snow can quickly turn into a white out, get into the air intake, and ice the inside of your windshield. Wash windows inside and out to reduce accumulated film. Wear sunglasses if sunlight is reflecting from snow.

Lights: Even though you can see during twilight and daylight, drive with low-beam headlights (not parking lights). Periodically clean all lenses because dirty headlights can cut your visibility by 50% or more. Don't forget the directional lights, and tail lights.

Tires: Be sure your tires have adequate tread. Extra weight over the rear wheels might improve traction a little, but it's at the expense of steering control and longer stopping distances. The tradeoff isn't worth the risk.

Lower tire pressure does not increase traction, and underinflated tires can seriously affect steering. Keep in mind that for every ten degree F drop, the tire air pressure goes down about one psi. (A tire inflated to 45 psi at +30 degrees F would be 39 psi at -30.) Underinflated tires are the major cause of tire failure.

Ice: At +30 degrees F, ice is twice as slippery as at 0 degrees F. As temperatures plunge to -30, it becomes "dry", so relatively warm times can be the trickiest.

Ice forms first and lasts longer on bridges and in the shade. If you hit an unexpected patch, don't try to brake, accelerate, or downshift. Let up on your accelerator and idle your vehicle through the slippery area. If you skid, quickly take your foot off the gas and brake, and steer into the direction of the skid. Hold the steering wheel firmly and do not turn sharply. Use a light touch to correct the swerve.

Braking: For front and rear wheel drive vehicles with disc or drum brakes, the National Safety Council recommends squeezing the brakes with a slow steady pressure. When you feel them starting to lock, ease off until the wheels are rolling, then squeeze again. Pumping the brakes is no longer considered the most effective technique. Be sure the brakes are adjusted and balanced to minimize skidding.

Following Distance: Maintain at least twice the normal following distance on snow or ice. Accident review boards report that rear-end collisions account for most of the winter accidents. If you are being followed too closely, maintain greater breaking distance ahead of

you for gradual stops.

Ventilation: Crack windows for flow-through ventilation, even at very low temperatures. Be sure the fresh air intake is free of ice and snow.

Towing: All drivers should be out of both vehicles when hooking or unhooking chains or cables. Fingers have been crushed and amputated when unaware drivers moved the vehicles before everything was ready.

Dead Batteries: When jumping batteries, connect one cable to the (+) terminal of each battery. Then connect one end of the second cable to the (-) terminal of the booster battery and the other end to a nut or bolt on the dead vehicle's engine. Do NOT connect it to the (-) of the discharged battery; since possible hydrogen gas production can increase the chances of an explosion. Start the engine on the helper vehicle and let it run a few minutes, then start the disabled vehicle's engine. Remove cables in the exact REVERSE order as you connected them.

Always wear eye protection, preferably chemical goggles, when jumping batteries, and avoid placing your head directly over either battery. Explosions do happen!

Safety Belts: Wear them.

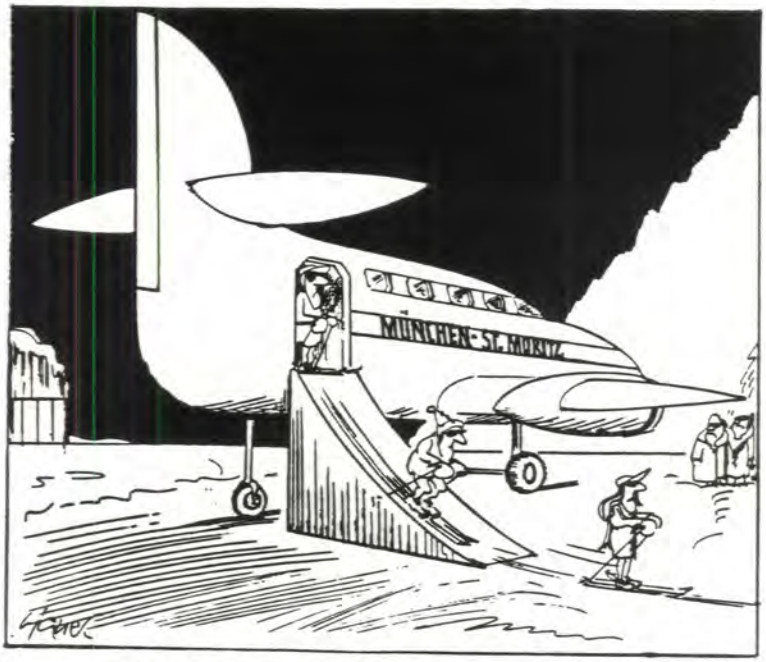
Experience is a hard teacher, and that's where these ideas came from. You can never become too "road wise" when it comes to driving on our roads. Have a safe winter!

This information was adapted from the Northwest Technology Transfer Center Bulletin, Winter 1989.

In Case Of Nuclear Attack, Be Sure To Take Your Billfold

IRS regulations state that in case of a nuclear attack the IRS employees who are working in the affected area are to ignore the collection of delinquent accounts, but instead should concentrate upon collecting current taxes.

To quote a famous saying, "In life, only two things are certain — death and taxes." We never quite thought of them as simultaneous activities, however.



(Our thanks to Lufthansa German Airlines for sharing this cartoon with us.)

Your Insurance Corner

Federal Employees' Health Benefits (FEHB)

by Jean Pershall, Employee Relations Specialist

The FEHB open season begins November 13, 1989, and runs through December 8, 1989. SF 2809, FEHB program enrollment forms, for changes and new enrollments must arrive in AAL-16B no later than close of business on December 8, 1989, to be processed for this open season.

The effective date for all changes and new enrollments is January 13, 1990.

AETNA has withdrawn from the FEHB program effective January 1, 1990. All employees enrolled in AETNA codes 201, 202, 204, and 205, must elect a new FEHB carrier. Failure to enroll in another plan during the open season will be considered a voluntary cancellation of your participation in the FEHB program.

NFFE has terminated its high option and will become a single option plan in 1990. If you currently are enrolled in the NFFE high option (YR1 or YR2), you cannot continue your enrollment in that option in 1990; you must file a new enrollment with AAL-16B, using SF 2809. If you fail to enroll in either NFFE (new plan code YB) or another FEHB plan, regulations require AAL-16B to change your enrollment to the NFFE plan.

You can receive more information or forms from Jean Pershall, AAL-16B, at phone number 271-5804.

Non-Employees Eligible for Federal Employees Health Benefits

Beginning in 1990, PL 100-654 created several new categories of individuals who will become eligible for temporarily continuing their FEHB coverage on an enrollee-pay-all basis. Individuals who will become eligible are:

1. Former spouses who first become eligible for FEHB coverage in 1990 based on a court-ordered right to a future annuity benefit stemming from the service of a Federal employee;

2. Beginning in 1990, other spouses who lose FEHB coverage due to termination of the marriage (but who do not have a court-ordered right to a future annuity benefit or whose court-ordered benefit was nullified) and who wish to temporarily continue FEHB coverage;

3. Beginning in 1990, children who lose FEHB coverage and who wish to temporarily continue FEHB coverage; and

4. Beginning in 1990, employees who separate from Federal service and wish to temporarily continue their FEHB coverage.

Former spouses with a right to a future annuity benefit may continue their FEHB enrollment indefinitely; employees separated from

Your Insurance Corner (continued)

service may continue their coverage for 18 months, and other former spouses and children may continue for 36 months. All categories of individuals pay the full premium and do not receive a government contribution. In addition, the last three categories of individuals pay a surcharge of 2% of the premium to cover the administrative expenses of maintaining their enrollments.

NOTE: The agency will have no way of knowing if a former spouse or child has lost FEHB coverage. There is a 60-day time limit for electing temporary continuation of coverage. It is important that the agency be notified if continued coverage is desired for a child or former spouse.

For more information, contact **Jean Pershall,** AAL-16B, at 271-5804.

FERS Basic Employee Death Benefit

Survivor benefits are not generally a concern until someone in the work force dies. Whether the employee dies on the job, at home, in the hospital after a lingering illness, or in an accident on the highway, calls are immediately received by AAL-16B from other employees asking about survivor benefits. The following information is an outline of the basic survivor benefits under the Federal Employees Retirement System (FERS).

Surviving Spouse: FERS employees who die in service after completing 18 months of civilian service and who were married for at least nine months entitle their surviving spouse to a basic employee death benefit of $16,255 plus 50% of the employee's final annual rate of pay (or average salary, if higher). The surviving spouse must elect whether to receive the basic employee death benefit in a lump sum or in 36 monthly installments.

The basic employee death benefit is also payable to a former spouse if a qualifying court order is on file at OPM, and the former spouse was married to the employee for at least nine months and has not remarried.

In addition to the basic employee death benefit, an annuity may also be payable to the surviving spouse and surviving children.

Surviving Spouse Annuity: FERS employees who die in service after completing ten or more years of civilian service, and who were married for at least nine months immediately preceding the death, leave an annuity for their spouses equal to 50% of 1% times high three average salary times total service. This basic survivor benefit will be reduced by the amount of any social security administration benefit.

Eligible Children: To be eligible for survivor annuity, the child must be:

** under age 18 (unless he or she is a full-time student, then he or she must be under age 22)

**unmarried

**an acknowledged illegitimate child (need not live with the employee)

**able to prove dependency

**a stepchild living in a parent/child relationship with the employee.

A child over 18 may qualify for a survivor annuity if incapable of self-support because of a disability which began before he or she reached age 18.

Each qualified child who has a surviving parent, who was the spouse or former spouse of the employee, will be paid a survivor annuity equal to whichever of the following amounts is the least:

**60% of employee "high-3" average pay divided by the number of qualified children.

**$8,532 divided by the number of qualified children.

**$2,844 (these last two amounts are dependent upon Consumer Price Index adjustments of 12/01/86).

Each qualified child, except an illegitimate child, who has no surviving parent will be paid the least of:

**75% of employee's "high-3" average pay divided by the number of qualified children.

**$10, 242 divided by the number of qualified children.

**$3,414.

The survivor annuity to each qualified child begins the day after the employee death occurs and ends on the last day of the month before the child dies, marries, reaches age 18 or (if over 18) becomes capable of self-support. The annuity of a child who is a student will end on the last day of the month before he or she marries, dies, ceases to be a student, or attains age 22.

FERS survivor benefits are reduced by the amount of social security survivor benefits payable from the social security administration.

If you wish more information on this subject, call **Jean Pershall** at 271-5804.

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