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intercom:

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

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85-20

Controllers at Merrill Tower



Cover story

Merrill Tower controllers take aviation very seriously, on and off the job. For the purpose of career advancement, job understanding, and general recreational fun, many of the controllers have taken to the air. Interesting statistics are:

- Private pilot licenses are held by seven of the personnel: Debbie Culver, Lee Plummer, Richard Sorenson (commercial), George Hosford, Helen Groeneveld, Jeff Rigg and Ron Barnes.

- Aviation training is currently in progress by five controllers: Jeff Rigg, commercial and instrument ratings; Richard Sorenson, flight instructor rating; Debbie Culver, instrument ground school; Donna Poskey, private pilot ground school; and George Hosford, instrument rating.

- Individuals owning their own aircraft are: Richard Sorenson, Lee Plummer, Debbie Culver and Ron Barnes. (Debbie inflates the statistics by owning three aircraft and her husband, Mark, is rebuilding a fourth.)

Merrill Tower is 15th in the nation among 400 plus facilities for operations (takeoffs and landings). It had 334,901 operations for FY 85.

The cover photograph was taken in the cab of Merrill Tower in 1984 by Paul Steucke, AAL-5. From left to right are air traffic controllers Lee Plummer, Helen Groeneveld and Richard Sorenson.



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EDITOR
Gloria Moody

REGIONAL DIRECTOR
Franklin L. Cunningham

PUBLIC AFFAIRS OFFICER
Paul Steucke

PUBLIC INFORMATION SPECIALIST
Ivy Moore

PRINTER
Anne Burt

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If you have questions, suggestions, or complaints, please call the Editor at 271-5293.

Recipe corner

from: Mary Grindrod
AAL-300

Pineapple-orange congealed salad

- 1 (15 1/4 oz) can crushed pineapple, undrained
- 1 (6 oz.) package orange-flavored gelatin
- 2 cups buttermilk
- 1 cup flaked coconut
- 1 cup chopped pecans
- 1 (12 oz.) carton frozen whipped topping, thawed

Place pineapple in a saucepan; bring to a boil, stirring constantly. Remove from heat. Add gelatin, stirring until dissolved. Stir in buttermilk, coconut and pecans; cool. Fold in whipped topping; pour into a 13x9x2 inch dish. Chill until firm. Yield 15 servings.

Appreciation



The Federal Women's Program Committee sponsored activities during Women's Equality Week which brought in a lot of positive comments from attendees. Libby Riddles, winner of the 1985 Iditarod Trail Sled Dog Race, spoke to more than 100 people on Monday, August 26 (Women's Equality Day). Her down home style and enthusiasm for the subject made her a smashing success with her audience.

On Thursday, August 29, a panel consisting of from left to right David Epstein (moderator), AAL-463; Kaye McLeod, Anchorage FSS; Richard Ericson, Anchorage FSS; Lois Shute, AAL-400; Vernon Sycks, AAL-463; and Tom Carter, FSDO-63, discussed the career advantages of mobility to the Alaskan Bush, along with some of the disadvantages in living there.



Wilse Morgan (left), Lt. Col., Civil Air Patrol, AAL-452, presents a Letter of Appreciation to Lee Ashworth, also of AAL-452, for his help in establishing a temporary search and rescue base at Summit for Civil Air Patrol. The CAP was involved in an intensive search for a twin-engine aircraft with nine (9) people aboard. Considerable time and money was saved by being able to conduct the search from Summit instead of Merrill Field. The letter was presented on behalf of Col. Anderson, Wing Commander, CAP.

How to disagree without being disagreeable

How often have factors of our work and people pressed us to the breaking point? With all the deadlines we experience our lives are open and vulnerable to pressure which causes disagreements and arguments with one another. Do you ever find your temper rising during these times of stress with others? Would you like to keep a disagreement from becoming an argument? Consider these 10 points:

1. Welcome the disagreement. If you can't handle this first point you might as well not read any further. You have to have the "want to." If there is some point you may not have thought about, be thankful it's brought to your attention. This disagreement could be your opportunity to be corrected before you make a BIG mistake.

2. Don't trust your first instinctive impression. The first thing we do in a disagreeable situation is to get defensive. It's natural; but don't do it! Slow yourself down and think about it for a moment. You may be at your worst and not your best. Just be careful, keep calm, and watch out for your first reaction.

3. Control your temper. No one else can do that for you. Books have been written about this subject. Remember, you can measure the size of a person by what makes them angry. If you let yourself become angry over small things, how big a person are you?

4. Listen! Listen! Listen! Give the other person a chance to talk, and don't interrupt. If you become defensive and try to resist or argue, you'll only build walls which will kill two-way communications. Be a builder of bridges toward better understanding, not a builder of roadblocks that lead to misunderstanding.

5. Find ways to agree. After you've listened to the other persons position, discuss first the areas with which you agree.

6. For goodness sake be honest. If you've made a mistake, be up front and admit it. Apologize, say you're sorry, and mean it. What's the worst thing that could happen anyway? One good thing is that you probably stopped an argument before it got started. Besides, you'll probably like yourself better for doing it. Please remember that we are all just human beings trying to get along with one another, and mistakes are things we are all good at making.

7. Make a promise to look at it from the other point of view. And keep it! You may find that the other person was right after all. At this stage you can agree to think about the other side before making any final decision. It's really tough to have that person come back later and say "I told you so."

8. Thank the other person. Anyone who takes the time to disagree with you is interested in the same things you are. Try to imagine the other person as someone who really wants to help you. You'll be pleasantly surprised to find that usually that person will turn out to be your friend. People are so amazing.

9. Don't make a decision on the spot. Give yourself time. Give the other person time. You've both exchanged ideas and they need time to sink in. Set a time to meet later in the day, or better yet, another day. While you're between meetings ask yourself some tough questions. Is the other person right? Partially right? Does the other position have merit? Is it worth supporting? Will my reaction relieve the problem or will it only relieve my frustration? Will my reaction draw the person closer to me or further away? What will my good friends think about my reaction? Will

... continued ...

I win or lose? What price will I have to pay if I win? If I do nothing will it blow over? Is this difficult situation another opportunity for me? Will it permit others to grow?

10. Prepare for the next problem, for it will surely come. Handle it with care, just as the last one.

(F. Lair, APR-200 - Aviation Standards Newsletter, July 1985)

\$55 million contract

The FAA has contracted to purchase 30 new Airport Surface Detection Equipment (ASDE) units from Norden Systems of Melville, New York. The \$55 million contract covers delivery of 17 units with options for 13 more.

Designated the ASDE-3, the new solid-state equipment will replace ASDE-2s at 13 airports and, if the options are picked up, will be installed at 16 additional airports with another unit to be used for training at the FAA Academy.

The new equipment will have a greater capability to penetrate heavy precipitation and present a clearer and sharper radar picture than the ASDE-2 under all light conditions. In addition, the solid-state construction and other advanced features insure greater reliability and reduce maintenance time and costs.

Associate Administrator for Air Traffic Walter Luffsey pointed out that the equipment will enhance airport safety by giving controllers a clear, all-weather radar picture of traffic movements on runways and taxiways.

Deliveries of the new radar are scheduled to begin in March 1988.

Relocation services

The question and answer segment on relocation services which began in the last issue of Intercom will be postponed for now until the new contract has been finalized.

If you do have any questions on the service, you may call Marge Cholometes, the Relocation Services Coordinator, AAL-15C, at 271-5724.



50 Years of Air Traffic Control Excellence
— A Standard for the World —

The following was passed along to us as a Chinese proverb. We're skeptical about that, but we like it anyway:

"Man who say it
cannot be done
should not
interrupt man
doing it."

from "on the upbeat"
Vol. A/No. 8B

Commendation

The following employees recently received Letters of Commendation for their contributions to the human relations effort at the Homer Flight Service Station: air traffic control specialists Dennis C. Dodd, Derryl W. Blood, Barry Meyer and Donald Otto; and secretary Marion S. Abeldgaard.



Otto

Abeldgaard



Bobby L. Pedigo (left), former NA-SFO manager, presents John P. Scrivner, Nav Com supervisory electronics technician, with a Sustained Superior Performance Award.



Dodd

Blood



Performance



Henry P. Lynch (left), Murphy Dome radar technician, receives a Special Achievement Award for Superior Performance from Bob McMolin, radar supervisory electronics technician.



Meyer



Vickie Dukes-Mane, NA-SFO secretary, receives a Sustained Superior Performance Award from former manager Bobby L. Pedigo.

Ruling reversed

The Federal Labor Relations Authority (FLRA) issued a decision on September 20 upholding the agency's position that only a nationwide unit of air traffic control specialists is appropriate for collective bargaining. This decision reverses an earlier ruling issued by an FLRA regional director.

As a result of the full Authority's decision, the petition filed by the American Federation of Government Employees to represent controllers in the New England Region has been dismissed.

In addition, the Authority's decision precludes any additional petitions to represent controllers below the national level.

In making his decision to allow regional units the FLRA regional director found that controllers shared a community of interest on the regional level. But, in reversing that decision, the Authority pointed out that this community of interest is national in scope and that the air traffic control system operates as a single, nationwide unit.

Washington Report

90% compliance

The second phase of the agency's General Aviation Safety Audit (GASA), which covered 29 older transport aircraft currently being flown by corporate operators under temporary exemptions from FAA noise rules, has found a better than 90 percent rate of compliance with safety standards.

The aircraft involved include the BAC-111, B-707, and DC-8, many of which may be phased out or replaced in the near future because of the time

limitations on their exemptions. This has raised concerns that operators might cut back on maintenance to hold down costs, thus creating possible safety problems. The GASA findings should ease these concerns.

The first phase of GASA dealt with Part 125 non-airline operators of large aircraft, such as travel clubs, corporations, and contract cargo outfits. It also found a high rate of compliance with FAA regulations.

In another phase of the study, FAA is looking into flight schools, instructors, repair stations, and mechanics. A separate phase will cover on-demand air taxis.

Washington Report

Good and bad news

Sometimes, timing is everything. Passage of the Supplemental Appropriations Act of 1985 was generally good news for all concerned. It was particularly good for 132 FAA air traffic controller reemployed annuitants who retired after August 3, 1981, and before April 1, 1985.

This group will no longer have their full annuity subtracted from their salary, although their salary and annuity will be capped at \$2,633.60 per pay period, computed at an hourly rate of \$32.92.

However, for the group who retired before August 3, 1981, whose annuity was not being subtracted, the news was not all good. Now their basic salary and annuity also will be capped at the \$2,633.60 level. Previously, it had been excepted from this cap.

Salary adjustments will show up in October paychecks.

Washington Report



News and notes

by: Steve Lloyd
ARTCC

This is the latest effort to further publicize the regional Human Relations effort. An article will appear in the Intercom at least bi-monthly to include notes on issues under discussion by the Alaskan Region Human Relations Council and news on any new issues and information of importance to all.

The Anchorage ARTCC hosted the last Regional Council meeting held September 17-19. The attendees included Sylvia Caldwell, Western Area; Judy Hickey and her replacement Linda Ambrose, Southeastern Area; Starr Dhabolt, Southcentral Area; Steve Lloyd, ARTCC; Terry Alexander, Headquarters; Bob Shepherd and his replacement Bob McMolin, Northern Area; and Norma Bonewitz and Dr. Bob Mitchell, AAL-1H.

Special guest speakers were Paul Wegrzyn, AAL-52, who spoke on the Employee Support Services; and Don Holloway, AAL-34, who answered questions dealing with rental vehicle statements on travel orders and travel vouchers. At the end of our meeting a briefing was presented to Don Keil, Deputy Director, Alaskan Region.

NEWS:

- The HR Regional Council is drafting an operations order outlining procedures in conducting council business to include the election process.

- The council made plans to further develop, publicize and make available to all personnel the professional books and video tapes now existing in AAL-1H.

- The council is concerned that some employees are experiencing large deductions from pay checks without previous notification. It was discovered that supervisors have tried to improve this situation and to find out what the appropriate procedure is. It has been suggested that supervisors approach Don Holloway, AAL-34, if employee(s) are still experiencing such deductions so further action can be taken.

- The new FAA Order 1110.103, Employee Participation In Planning and Decisionmaking Processes was discussed, and some are unclear as to managements' role in EPGs (employee participation groups). Should managers be elected to represent employees in EPGs?

- The council learned that there is a morale problem at one tower involving the tower's assumption of weather observation duties and what are the ramifications of Order 7232.12 on this issue? The council will suggest that someone from Air Traffic brief the employees on the questions raised.

NOTES:

- Concerning the COLA backpay issues, Deputy Director Don Keil reported that the FAA and GAO have fulfilled their respective requirements to provide the necessary data to get the monies back. The Justice Department has the package. Hopefully, checks will be out soon.

- Concerning the issue of leased housing at remote communities and the Housing and Relocation Plans in the Alaskan Region, Keil provided information and insight to problems unique to the region. The agency is making every effort to accommodate those individuals stationed in

... continued ...

Alaska's outlying areas and advised that as communities change/grow, housing and the criteria for its need will change.

The Alaskan Region Human Relations Council is very excited about this avenue of providing information on issues of concern within and outside the Alaskan Region. A dedicated effort will be made to publicize, via the Intercom and through local HRC's, regional activities of special interest.

This council wishes to express its appreciation for the fine work that Rosetta Francis-Robinson performed as facilitator at our meeting. We have found that the use of a facilitator, especially the talents of someone like Rosetta, helped the council expedite business and stay on our agenda.

It is our intention to post this "News and Notes" on bulletin boards, share them with managers, and place them in the Intercom. We would very much welcome your comments and suggestions to make this a worthwhile endeavor. Forward any suggestions to Steve Lloyd, ZAN ARTCC, 269-1108.



Wind shear factor on video tape

A video tape called "Wind Shear Factor" was recently released by the Office of Flight Operations. Developed by FAA and the National Center for Atmospheric Research, the tape gives the latest information on severe wind shear and its effect on aircraft flight performance.

Copies are available on a loan basis from FAA regional public affairs offices (Ivy Moore, AAL-5, 271-5169). It may also be purchased in several languages from the International Civil Aviation Organization's Director of Personnel Training in Montreal, Canada.

Washington Report

Air India wreckage to be raised

The FAA has joined forces with the National Transportation Safety Board (NTSB) and the U.S. Navy to raise the wreckage of the Air India Boeing 747 that crashed off the Irish coast in June.

The recovery ship assigned to bring up the wreckage was scheduled to arrive on station near the Irish port of Cork by October 7. The wreckage itself, which is over 6,000 feet below the surface, already has been located, video taped, and mapped on sonar. Also, the essential "black boxes" have been recovered. However, in this case they did not reveal anything abnormal, leading the recovery team to believe clues to the cause of the tragedy may be found in the wreckage itself.

Washington Report

Around the region

Congratulations to Michael Landon, manager, AAL-55, and his wife, Angela, on the birth of their 8 pound, 4 ounce son, Stephen Michael, on September 25.

* * * * *

On September 19 Director Frank Cunningham, AAL-1, Hank Elias, assistant manager, AAL-501, and several other FAA personnel arrived for an overnight visit at Kodiak. A meeting with FAA employees was held at the tower Thursday afternoon to discuss housing problems. Thursday evening a "mini-listening session" for the public was held in the borough assembly building. Although the turnout was small due to other public activities going on, there were several pilots present as well as a number of FAA employees. There was a good discussion and several favorable comments concerning Kodiak Tower from the pilots, especially the relaying of pilot reports and weather information. The Director also met with several local officials while in Kodiak.

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Lee McCaw, air traffic control specialist, Gulkana Flight Service Station, recently served as course official and lap counter for the St. Jude's Children's bike-a-thon for cancer. The event was staged in the Glennallen High School parking lot.

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Fairbanks ushered in autumn on September 21 with its first measurable snowfall of the season. The National Weather Service records indicated that 2.1 inches of snow fell during the day. However, most of the snow melted as it fell and almost all traces of the "Termination Dust" had disappeared by early evening according to the air traffic manager at the FSS.

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Tom Carter, accident prevention specialist, Anchorage FSDO, conducted three safety meetings on September 23, 24 and 25 at Anchorage Community College in connection with its aviation technical courses. The main subjects were vertigo and fatal Alaskan aviation accidents.

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C. J. Tamplin, manager, Juneau FSDO, coordinated a safety meeting at Skagway, Alaska on September 25. Jerry Cockrell, president of the Alaska Aviation Safety Foundation, conducted the presentation. Motivation, stress and go-no-go decision making were the main subjects.

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The Alaskan Region EGATS (electronically generated and transmitted SF-52) team, Chuck Moody, manager, AAL-13, and Stan Hill, a contract programmer analyst, traveled to the Western Pacific Region the week of September 15 to install the subject system. The Western Pacific Region had been selected as the first beta test site for EGATS. Moody will be making other trips in the near future to other regions to install the system.

* * * * *

The Cordova Fish and Game had to destroy a two-year old grizzly that took to visiting the Coast Guard Hangar, the State shop and the FAA housing area on a daily basis. A black bear was also recently spotted perusing the neighborhood. In the words of the air traffic manager at Cordova FSS, "maybe a polar bear will take a liking to us next."

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The FAA participated in a Career Day at Anchorage Community College on Wednesday, September 25. Information and assistance on FAA employment were provided by FAA employees.

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Service



Charlie Popp, NA-SFO maintenance mechanic (left), receives his 35-year service pin from Paul W. Gallagher, sector manager.



Kent Peterson (right), air traffic control specialist, Anchorage ATCT, was recently presented his three-year service pin by area supervisor Jim Moeller.



Wes Frye (left), construction maintenance leader, AAL-463.P1, receives his 15-year service pin and certificate from Ed Jones, Central Maintenance Facility.



Air traffic control specialist Jack Thompson (right) is awarded his 15-year service pin by area supervisor Irene Gross.



Herb Heck (left), electronics technician, AAL-422, receives his 30-year service pin from Director Frank Cunningham.

Thanks



Lennier Woodard, administrative resources pool, filed more than 10,000 slides for AAL-5 this summer, separating them by category and filing them in binders according to each category. Thank you, Lennier.

12 **Withholding taxes**

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Recent misunderstandings about the amount of taxes withheld from paychecks, which have led to several lawsuits against FAA payroll employees, has prompted a reminder from the Office of Accounting (AAA) that tax withholding is an IRS concern.

The Office of Accounting also reminds employees that they themselves determine the amount of withholding when they claim exemptions on the Employee's Withholding Allowance Certificate (IRS Form W-4).

The FAA payroll office is then required by IRS to submit copies of all certificates on which employees claimed more than 14 dependents or on which employees claim to be exempt from withholding. IRS then contacts the employee if there is a problem and works directly with him or her. In this case, if IRS finds the certificate to be improper, the payroll office will be directed to withhold on the basis of the IRS statement.

Employees who feel there is something wrong with the IRS directed withholdings should contact IRS directly.

Washington Report

Decline in premiums

Federal Employees Health Benefits "Open Season" runs from November 4 through December 6, 1985. This year there is a decline in the premiums of most of the health benefit plans. This means the employees' portion of the premium has decreased.

The health benefit enrollment forms have been revised again this year and the Alaskan Region is waiting on its supply from the FAA Depot. Upon receipt, immediate distribution will be made.

If you have any questions please contact Jean Pershall at 271-4574.

News in brief

FAA has launched a special two-month drive to recruit applicants for air traffic control positions in an opening response to Secretary Elizabeth Hanford Dole's directive to boost the size of the controller workforce from the current level of 14,000 to almost 15,000. The agency normally recruits controllers twice a year - during the months of April and October - to maintain a pool of qualified applicants to fill vacancies created by retirements, attrition, transfers, and other personnel actions. The current drive has been extended through November 30.

* * *

The Council of the International Civil Aviation Organization, composed of 33 national representatives from the U.N. group's 156 member nations, has recommended a series of tightened airport security measures in response to recent incidents of international airline terrorism. They are: a resolution that each nation include a security clause in its bilateral air service agreements with other nations; expanded pre-flight checks; procedures for screening baggage not belonging to boarding passengers; screening cargo consigned to passenger flights; and enhanced safeguards at international airports and ground facilities.

* * *

The agency has scheduled a meeting October 28-30 in Arlington, Virginia, to discuss "fly-by-wire" and other advanced aircraft control systems. The meeting could help FAA determine the criteria to be used in certificating aircraft with control systems dependent on electronic technology.

* * *

Washington Report

Medical notes -

osteoporosis

by: Mary Grindrod, R.N.
AAL-300

What in the world is osteoporosis?

Osteoporosis is a condition of too little bone mass. The chemical composition of the bone that exists is normal, but because there is less bone mass, the bones become brittle, weak and more susceptible to fracture. Some bone loss occurs universally with aging, especially in females.

The impact on one's health status, lifestyle and emotional well-being can be devastating. Some health professionals feel that osteoporosis has reached epidemic proportions. It is the major form of bone loss in post-menopausal women. Approximately one in four of these individuals will suffer at least one fracture by the age of 65.

What causes osteoporosis? The development of osteoporosis is a complex process with nutritional, physical, hormonal, genetic and racial factors involved. Three of the major contributors to osteoporosis include: calcium deficiency, lack of regular exercise and sex differences.

You may have seen some of the recent advertisements in some of the monthly magazines about calcium and its benefit to your body. Studies indicate that low calcium intake accelerates bone loss, while an increased intake retards that process. Immobilized individuals lose bone at a high rate.

Individuals who exercise regularly seem to be better protected against bone loss. Exercises which pull and stress the long bones, such as walking and jogging, seem to be the most beneficial.

Sex hormones play a role in maintaining strong bones. As the female hormone, estrogen, decreases after menopause, the bones contribute a larger share of calcium to meet the body's need. This is the main reason that women are eight times more likely to develop osteoporosis than men. Men have a greater bone and muscle mass and they tend to exercise more than women. Men also typically consume more calcium-rich foods than women. Other factors to consider are the generic factor, dietary excesses and smoking.

How can osteoporosis be prevented?

Prevention is the most effective "treatment" for osteoporosis. A diet rich in calcium, phosphorous, and vitamin D during the adolescent and early adult years helps to ensure proper bone formation and peak bone mass entering adulthood. Consume adequate calcium (800-1000 mg) and vitamin D (400 I.U.) daily; postmenopausal women may need more calcium (1200-1500 mg) each day. Get plenty of exercise daily. Brisk walking and running are especially beneficial. Avoid excesses of vitamin A and vitamin D, caffeine, protein, fiber and alcohol. Replace estrogen (upon physician's recommendation) and avoid smoking.

Here are a few dietary sources of calcium:

lowfat milk, 1 cup	291 mg calcium
skim milk, 1 cup	297 mg calcium
lowfat yogurt, 1 cup	415 mg calcium
swiss cheese, 1 oz.	272 mg calcium
pink salmon, 3 oz.	167 mg calcium
broccoli, 1 cup	136 mg calcium

As more becomes known about the prevention and treatment of osteoporosis, individuals may be spared the pain and suffering in later years. But for now the best advice is to start early on a lifelong course of a good health lifestyle to contribute to healthy bones throughout your life.

Achievement

Four specialists at Cold Bay FSS were recently awarded a Group Special Achievement Award by manager Jim Yakal for a job well done from June 4, 1984, to June 4, 1985. The specialists were Marsha J. Brown, Theresa L. Dubber, Mary K. Jokela (no picture), and Jeffrey F. Wheeler.



Brown



Dubber



Wheeler

Commendation



Mike Tarr (left), manager, Sitka FSS, presents area supervisor Ron Glonek a Letter of Commendation.



Mike Tarr (left), manager, Sitka FSS, presents a Letter of Commendation to Wally Bedford, air traffic control specialist.



Ken Odsather (right), program analyst, AAL-421, receives a Letter of Commendation from Tom Hunt, manager, AAL-400. This was prior to his promotion to AAL-460.

Retirement



Ace Edwards (right), AAL-465, receives congratulations from George Woodbury, former manager, AAL-10, upon his retirement from FAA. Ace is now living in his hometown in Arkansas.