

Intercom

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FEDERAL AVIATION
ADMINISTRATION

ALASKAN REGION

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Alaskan Region, Airway Facilities Employee Involvement Program

Who makes it work?



"Agents of change," ...that's what they call themselves, the four Employee Involvement Consultants of the Airway Facilities (AF) Division. **Carl Edmiston, Pam Lynch, Dotti Breneman, and John Meszaros** (pictured above) work as a team to change the way AF does business.

"We work with people to help them develop skills for more effective communications that will result in more productive meetings and in a greater degree of participation," says Pam Lynch.

The concept behind this mission is that decisions are better when made with the involvement of those most affected by the decision, according to Meszaros.

The Professional Airway Systems Specialists (PASS) and FAA management jointly adopted the Employee Involvement process for AF in 1987, after it was tested in the Eastern Region.



The AF Employee Involvement Program is managed by **Joel Henkelman, AAL-423** (pictured left). He oversees the program as a whole, including all aspects of coordination, training for the consultants, the EI budget, the program logistics, and paperwork.

EI is a new way of doing business, Henkelman says. It is becoming a process in contrast to being just another program.

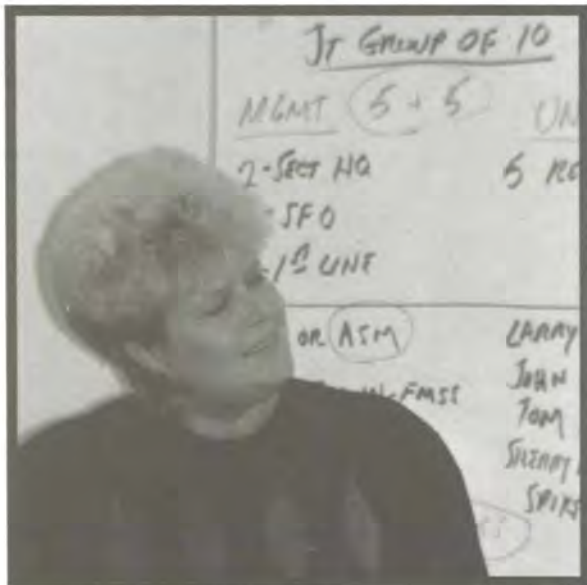
"As with any new program or process, it takes time for everyone to buy into it," Henkelman emphasizes. "As employees begin to see the benefits of getting involved, EI gains momentum. We are looking toward the day when "EI" will be no more, and the organization will be managed and run with the involvement of all employees."

(Continued on page 2)

Employee Involvement (Continued from page 1)

Why do EI?

- Improve operational effectiveness.
- Develop a stronger, more effective union.
- Improve the quality of work life for all employees.



Dotti Breneman

Intercom

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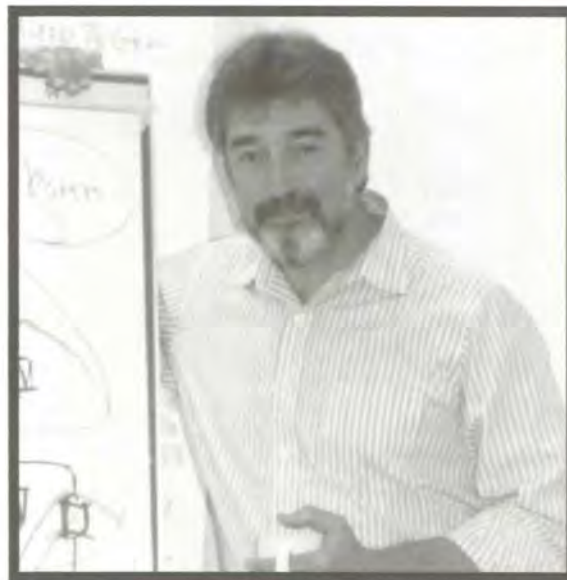
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It is a collaborative approach to problem solving based on consensus and mutual support by all levels of a working unit.

Edmiston, a former college professor in organizational development, and Meszaros, a 14-year FAA veteran who worked at the Fairbanks TRACON and sector, were the first pair of consultants in Alaska. They were joined this spring by Breneman, formerly the Airway Facilities organizational development specialist, and Lynch, an electronics technician out of Bethel.



Nick Bizony, a contracted Dolan consultant on EI

(Continued on back page)

Is Failure Always Bad?

Deputy Administrator: 'Pride Comes from Doing Our Best'

Is failure always bad? No, says FAA Deputy Administrator **Barry Harris**, who likes to quote this Chinese proverb: "Greatness requires the taking of risks; that is why so few achieve it."

At the 15th Annual Training Conference of the National Black Coalition of FAA Employees, Harris talked about taking risks, the positive aspects of failure, and other components that help make people a success.

Harris spoke in place of FAA Administrator James Busey, who was recuperating from an appendectomy.

"Too many people assume that risk leads to failure and failure is bad," Harris told the group on September 18.

"I agree that risk can lead to failure, but I disagree that failure

is always bad." Harris told the conference, which met in St. Louis, that recovering from failure "forges our character and brings us to confront our weaknesses and recognize our real strengths."

The Deputy Administrator went on to say, "To never fail is to never appreciate life as it really is. To have experienced the agony of defeat is to define the ecstasy of victory."

"Both are required to make us whole. They are our emotional and psychological balanced diet," he said.

Harris also urged FAAers to do their best.

As he has become older and increasingly aware of his own mortality, Harris said he realizes that "those things the world bestows upon us like fame and

power and money—the conventional measures of success and achievement—do not always last."

"What does last, what can never be taken away from us, is the satisfaction of a job well done, the companionship of colleagues and friends and the sense of accomplishment and pride that comes from knowing we have done our best," Harris said.



*The first annual North Alaska AF Sector secretaries day was held October 2, 1991, at the Fairbanks sector office. Secretaries **Brenda Ladue** (left) and **Rita Pendleton** (right) were presented fall floral arrangements by the Technical Support Unit.*



Jerry M. Wylie, Air Traffic Manager of Anchorage Airport Control Tower (standing, right) accepts the 1990 Radar Terminal Facility of the Year Award from **Mike Thompson**, AAL-501.

User Chargeback for Computer Services

Get ready folks, **CORN** (Computer Resource Nucleus) is in your future. CORN is a "centralized" computer facility where all major FAA automated systems will reside, located somewhere in the US of A. Access will be via a telecommunications network. An integral part of CORN will be a system called User Chargeback. User Chargeback is a method for recovering the costs of operating a central computer site and will be implemented in response to Office of Management and Budget (OMB) Circular A-130, Management of Federal Information Resources, dated December 12, 1985. One of the charges described in the Circular is that "Agencies shall implement a system to distribute the full cost of providing services to all users."

The FAA has a form of "chargeback" in place now where all cost centers receive reports that reflect their costs for using the regional Data General mini-computers. Although there has been no effort to recoup these costs from the users, the reports are provided for informational and planning purposes to prepare each organization for what it costs to use automation services. The plans, as they stand now, call for organizations to budget for these charges

during the FY95 Budget Call (in 1993). Between now and then, it is recommended that particular attention be paid to the charges reflected in the present reports to give an idea of what your computer based systems cost to operate. After the CORN contractor is selected and the facility nears operational status, hourly charges will be adjusted on the present *User Chargeback* reporting system to more realistically reflect costs under the CORN environment.

Personnel and organizations that access the Data General or connect to computers in the Aeronautical Center may be amazed at what the potential charges are for computer time. Under the CORN concept, once a "budgeted-for" amount of computer time is used, the computer will automatically "cut-off" your processing until more funds have been made available to and for that account. In the next few months, other information will be published regarding User Chargeback to keep you up-to-date on the latest developments and the impact on your daily operations.

(reprinted from *information systems NEWSBYTES*,
September-October 1991)

"You are crucial players on the FAA team," Busey said, "and the growing importance of international issues will only increase my reliance on your good work."

The week's agenda was highlighted by presentations from FAA's operational services, a team-building exercise, training in cultural awareness, and a strategic planning session.

Craig Beard, director of the Aircraft Certification Service, sparked debate when he asked the group to discuss the appropriate role for the United States and FAA as aviation moves from nationally centered to multinational and transnational in character.



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FEHB Open Season

November 12 through December 9, 1991

Open Season, the period in which enrollees can switch their health benefits plan or change options, will run from November 12 through December 9, 1991. The effective date of Open Season changes or new enrollments will be January 12, 1992.

Premiums paid by enrollees in the Federal Employees Health Benefits (FEHB) program will rise an average of 8 percent in 1992.

Several cost-containment measures which started last year helped hold the line on premiums. These included precertification for non-emergency hospital stays and the option to select doctors who have agreed to control the cost of services. New in 1992 will be a limit on the amount hospitals may charge FEHB enrollees age 65 and older who do not have Medicare. These costs will be limited to the amounts payable under Medicare.

Following are the 1992 biweekly premiums for the plans available to Alaskan Region employees:

Blue Cross/Blue Shield	High Self	\$81.45	down \$14.35
	High Family	\$169.09	down \$30.84
	Standard Self	\$18.95	up \$2.03
	Standard Family	\$39.82	up \$4.27
Alliance	High Self	\$21.47	no change
	High Family	\$67.17	no change
American Postal Workers Union (APWU)	High Self	\$20.18	up \$1.33
	High Family	\$42.72	up \$2.79
Government Employees' Hospital Association (GEHA)	High Self	\$23.64	up \$3.50
	High Family	\$46.54	up \$5.16
Mailhandlers	High Self	\$16.12	up \$1.46
	High Family	\$35.94	up \$3.27
	Standard Self	\$12.31	up \$0.36
	Standard Family	\$26.72	up \$0.78
National Association of Letter Carriers (NALC)	High Self	\$26.70	down \$6.60
	High Family	\$52.27	down \$4.78
National Treasury Employees' Union (NTEU)	High Self	\$42.68	up \$24.20
	High Family	\$102.52	up \$60.78
Postmasters	High Self	\$86.78	up \$7.06
	High Family	\$187.18	up \$14.80
	Standard Self	\$29.49	up \$0.75
	Standard Family	\$43.33	down \$18.94

Additional Open Season information will be distributed in the Alaskan Region as soon as it arrives. For more information, forms, or brochures, please contact **Jean Pershall** at 271-5804.

Retirement Notes

by Jean Pershall, AAL-16B

Retirement and Federal Employees Health Benefits (FEHB)

Eligibility Reminder:

To continue FEHB into retirement, you must have been continuously covered by an FEHB plan for the 5 years immediately before your retirement date. If you qualify, your current enrollment will be transferred to the Office of Personnel Management (OPM) when you retire. Should you not wish to continue FEHB when you retire, you must cancel your coverage with your agency prior to retirement.

Premiums:

After you retire, the premium for your FEHB plan coverage will be the same as cost for an active employee. The Government continues to pay part of the premium. Your cost as a retiree will increase only as the premium increases for active employees.

Premiums will be withheld automatically from your annuity. If your annuity is too low to cover the FEHB premium, section 1 of Public Law 101-303 allows all annuitants (CSRS and FERS) to make direct payment of premiums to OPM.

FEHB Open Seasons:

As an annuitant, you will have FEHB open seasons administered by OPM, during which you may change options, change plans, or cancel. You may not enroll or re-enroll if you have previously cancelled or were not eligible to continue FEHB when you retired.

The open season is from mid-November through mid-December, the same time frame as you have been accustomed to as an active employee.

You will be notified of the open season by OPM. The Human Resource Management Division will furnish current plan brochures and plan comparison brochures. However, your enrollment and/or change forms must be furnished and processed by OPM.

When you become eligible for Medicare at age 65, you will have a one time opportunity apart from open season to change plans or options. This allows you to select the best FEHB plan to supplement your new Medicare coverage. In addition, you continue to have the once-a-year open season opportunity to change FEHB plans or options.

If You Do Not Continue FEHB with OPM

If you are not eligible to continue FEHB after retirement, you may convert to a private policy without undergoing a physical examination. You will have a 31-day continuation of coverage upon separation to make the conversion to non-group coverage.

Upon separation, you will be eligible for temporary continuation of coverage for up to 18 months, during which you must pay the total premium plus a charge for administrative expenses of 2% of the total premium. There is no Government contribution. When your temporary continuation of coverage ends, you are entitled to a 31-day extension of coverage for conversion to non-group coverage.

For more information, call Jean Pershall, Employee Relations Specialist, at 271-5804.



Merrill Tower unattended during hectic summer months!

All-female tower crew on duty (left to right): Rhonda Matthews, Joyce Brown, Boots Fluharty, Judy Rosgen.

CivilAir Club Fall Bash

The CivilAir Club's steak dinner and fall bash on September 13 was a great success. There was plenty of good food,

good dancing,



good company,

and good prizes.

Carolyn Empey, AAL-423, (screaming) learned that she won the raffle for a \$1,000 travel gift certificate. Proceeds from the raffle go to the Be Wenzel Memorial Scholarship Fund.



Service Recognition



Deputy Regional Administrator **Andy Billick** (center) presents a 35-year plaque to **Ron Hoffman**, AAL-465E, (right) and a 30-year plaque to **Nelson Gnirke**, AAL-462E (left).

Dennis Wegner, Area Supervisor at Merrill Tower, recently received his 25-year service pin.



Joan Gillis, Administrative Officer at South Alaska AF Sector, receives a 25-year pin from SA AFS Sector Manager **Larry Bevil**.



ANC ATCT Air Traffic Manager **Jerry Wylie** (left) presents a 15-year service pin to ATCS **Brian Ladd**.

Rickey D. Davidson (left), ATCS/S at Cold Bay FSS, receives his 3-year pin from ATM **Ray Christensen**.



Sky-High Communications

Globe-Girdling Satellites To Spark Space Age Aircraft Navigation in 1993

The U.S. government's global satellite navigation system will be ready for civil aviation around the world, starting in 1993.

That's the word from FAA Administrator James Busey.

The U.S. satellite navigation system is called GPS - the Global Positioning System.

"Coverage will be worldwide, and there will be no charge of any kind affixed by the U.S. government to the users of this service during the initial 10-year period," Busey said.

The satellite coverage moves the world closer to a truly international air transport system, a direction that got strong support at the recent International Civil Aviation Organization (ICAO) Air Navigation Conference meeting in Montreal where Busey announced the free GPS access.

Slated to be fully operational in 1993, GPS will feature:

- ➔ A constellation of 21 satellites, plus three spares, 20,200 kilometers high, orbiting the earth every 12 hours.
- ➔ Satellites spaced so that four are always in view, 24 hours a day, everywhere in the world.
- ➔ Compatibility to be used in conjunction with other navigation systems, including the INS, Loran-C, the Microwave Landing System (MLS) and the Soviet Union's GLONASS satellite system.
- ➔ A standard positioning service with an accuracy of 100 meters.

Cost of the GPS is more than \$10 billion, funded by the Department of Defense.

The offer supports the Future Aviation Navigation Sys-

tems (FANS) Committee conclusions that satellite technology gives the best way to achieve worldwide improvements in communications, navigation and surveillance.

"We must recognize today the urgent need to move forward together, to build a system that will give us greater capacity, increased efficiency and higher



safety," Busey told the group in Montreal.

With the enormous increase in air traffic throughout the world, it's time to use the sophisticated aviation technology available to assure continuation of our high level of aviation safety - "to apply this new technology to civil aviation...."

"Satellites will give us one basic system that can safely handle all facets of flight -- en route, terminal area, and on the ground -- anywhere in the world," the Administrator said.

Busey called the move "a practical starting point for creating a global navigation system."

He assured the international group that it would not be suddenly withdrawn or subject to other undesirable actions.

That is clearly not what we're planning," he said.

Soviet officials at the conference also offered free use of their GLONASS, Global Orbiting Navigation Satellite System.

"We're working closely with the Soviet Union to develop civil avionics specifications and minimum operational standards and to develop an integrated receiver that can use signals from both systems," FAA's Administrator told the participants.

"In addition, we're running cooperative satellite navigation flight tests, using both systems, over the North Pacific airspace right now."

Conference exhibits demonstrated how the two systems can work together.

Expanded use of these satellite systems is only the first step in creating a global navigation satellite system that is so important to aviation's future.

"It is the international community that must decide in the coming years how to construct and operate a global system based on satellite technology.

"The blueprint for the future aviation system has been developed," Busey said.

"The technology and expertise are available. Now the entire international community must demonstrate the desire and the determination to get the job done," he said.

Teamplay in Fairbanks

by Craig Loudon, MM, NA SFO

KA-THUMP !

The gauntlet had been thrown, and who was there to pick it up? Who would rise to the challenge hurled to any and all comers by the Technical Support Unit from Sector Headquarters? Although some talk was heard from various quarters, our decision to meet their team head-on at the Annual Pumphouse Triathlon was clinched only a few days before the Saturday event this June.

As we gathered for the grueling race, we inventoried our assets: **Craig Walker**, ET, and I would take the 4-mile canoe course; **Gene Armstrong**, MMF, the 13-mile bike portion; and **Charlie Williams**, MM, would run the 6-mile cross country course. We were registered as the "North Alaska SFO Cruise Brothers."

Our opponents turned out to be canoers **David Epstein**, Sector Manager, and **Mitch Clark**, AMTS; biker **Paul Adams**, Electronics Engineer; and runner **Jim Lomen**, Civil Engineer.

There we stood, trying to stare each other down across a sea of spandex-clad bodies making last minute preparations on their racing canoes, kayaks, racing bikes, and so forth. Suddenly, the foreground came into focus, and it dawned on me that there were some serious competitors present. I was struck by the tone of the competitors (intense), their shape (streamlined), their age (early 20's), and decided I had stumbled into foreign territory.

Intimidating? Yes. But there could be no turning back! I consciously narrowed the field down to us and them, and knew we'd do the very best we could to put the Sector Team in their place.



*North Alaska Sector Field Office "Cruise Brothers" (left to right) **Charlie Williams**, runner; **Gene Armstrong**, biker; **Craig Walker**, canoer; and **Craig Loudon**, canoer.*

In the canoe portion, The Cruise Brothers blew out TSU by at least 7 minutes. At the end of the bike portion, we still held a lead of nearly 4 minutes! I was getting tremendous satisfaction out of watching the looks of resignation on our opponents' faces, as their runner took off, hoping beyond hope to catch our fleetfooted Charlie.

After impatiently waiting, pacing, and craning our necks to see the returning runners, we finally glimpsed in the distance what appeared to be....the enemy! What's more, Charlie wasn't even in sight yet! It was 2-1/2 minutes

later that our gasping runner crossed the finish line with a tale of serious cramps during the uphill part of the race.

As we turned to congratulate the winners, I sure was glad I hadn't openly gloated earlier at what appeared to be a sure win. Limping away from the ordeal, we were smiling on the outside but inwardly planning for revenge next year.

The teams finished in eighth and ninth place overall.

Christine Novosad **Alternate DOT Fellow**

Seven FAAers and two alternates from the agency have been named to the new DOT Fellows Program.

In making the announcement, DOT Secretary Sam Skinner said the program's "ultimate goal is to create a cadre of talented managers from throughout the Department who share an enhanced understanding of the overall mission of the Department."

Skinner called those selected an "outstanding group of talented employees."

DOT fellows for 1991 include the following

FAAers:

Anthony Fazio

Washington Headquarters

AAE-20

Joyce Fischlin

Northwest Mountain Region

ANM-205

Dennis Hupp

Washington Headquarters

AXD-3

Rene' Matos

FAA Technical Center

ACN-342

Marcia Payne

Washington Headquarters

AFS-520

Charles Sullivan

Aeronautical Center

AAC-54

Glenda Whiting

Washington Headquarters

AHR- 100

Alternates from the FAA are:

Christine Novosad

Alaskan Region

AAL41

Reva Potter

Eastern Region

AEA- 1 O

Last April Skinner announced the program, which allows mid-level managers to swap information and share work experiences with successful private and government leaders.

The year-long program gives fellows several opportunities, including attending monthly seminars and making at least three visits to large corporations, to get first-hand exposure to how they operate.

DOT-wide, 25 fellows and six alternates were selected.

IN MEMORIAM

Frederick W. Dingley, Sr., age 74, died from Parkinson's Disease September 27, 1991, in Brookfield, Ohio. He was an air traffic controller at Anchorage International Airport for 34 years before retiring in 1978.

1000 Points of Light

Don Keil, former Deputy Regional Administrator of the Alaskan Region, was among the Alaskans honored by **President George Bush** on September 30, 1991, at the first national meeting of his Daily Points of Light in Lake Buena Vista, Florida.

Anchorage Neighborhood Housing Services Inc. (ANHS) and two individual Alaskans were honored. Attending from Alaska were Don Keil, chairman of the ANHS board; Cynthia Parker, executive director of ANHS; Anchorage community volunteer Dennis Downs; and Palmer health care volunteer **Linda Smith**.

President and Mrs. Bush participated in an awards presentation for the 575 citizens and groups selected in the program so far. The Points of Light Foundation is a private non-profit, non-partisan foundation promoting local initiatives and voluntarism to solve social problems. The Daily Points of Light program is administered by the White House Office of National Service.

The President recognizes a Daily Point of Light six days a week. Anchorage Neighborhood Housing Services was one of the first selections in the White House program, named Number 25 on December 22, 1989.

Anchorage Neighborhood Housing was honored for its efforts to improve Anchorage neighborhoods and increase the availability of affordable housing. The White House also cited the ANHS' "Paint the Town" program in which volunteers help paint and make minor repairs to the homes of Anchorage residents unable to do the work themselves or to hire contractors.

Medical Notes

Functional or Disfunctional Families

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

The above may be a strange title for a medical article. At first, most of us would probably say that we don't know any disfunctional families. The truth is that no one escapes from some disfunction within a family organization.

As we approach the winter months as well as the major holiday seasons of the year I felt it would be a good time to touch on family relationships.

If there is a chemical dependency in one of the family members it is not just the problem of that person, but a problem for all the family members. Chemical dependency is a family disease. The working of the family has a pathology about it directly related to the sickness of the chemically dependent person. The dynamics of the whole family must be looked at. The family as a unit is affected by other disfunctional behavior as well as chemical dependency. Some examples may be an overeater, a gambler who has lost control over the gambling behavior or any other addiction that is a repetitive compulsion.

Some treatment goals for a disfunctional family would be for the dependent to detoxify (if necessary), break through the wall of delusion, acceptance of the disease, recognition of feelings and recovery of a whole person. The other family members would have to break through the wall of delusion, acceptance of the disease, recognition of feelings and recovery of the whole person. It is imperative that the family work as a unit to share feelings, accept and forgive and work together to rebuild the family system.

To bring all of this together for you, I would like for you to share the following with your family:

- ✓ The healthy family communicates and listens.
- ✓ Healthy family members affirm and support one another.
- ✓ The healthy family teaches respect for others.
- ✓ A healthy family develops a sense of trust.
- ✓ The healthy family has a sense of play and humor.
- ✓ A healthy family shares responsibility.
- ✓ A healthy family teaches a sense of right and wrong.
- ✓ Rituals and traditions abound in a healthy family.
- ✓ A healthy family has a balance of interaction.
- ✓ Members respect each others privacy.
- ✓ The healthy family shares leisure time.
- ✓ The healthy family will admit to and seek help with problems.

Don Keil and his daughters admire a plaque which was presented to him at the recognition dinner given by the FAA Alaskan Region in honor of his many years of service. Keil is now a loaned executive working with the Municipality of Anchorage.



Awards

Submitted by Carol Marvel, Incentive Awards Officer, AAL-16M

On-the-Spot

Cheryl M. Jones	
AsstChfCounsel	
Patricia D. Walenga	
AsstChfCounsel	
Charles B. Fish	RM
Alpha F. Valdrow	RM
Jane Ryan	RM
Michael Schmidt	RM
Frances H. Elliston	AF
Lutitia (Jan) Ward	CAS
Sherry L. Libby	AF
Wanda L. Kirk	AT
Jeanne T. Schofield	AF
Craig C. Withee	AF
Robert L. Legg	AT
James T. Boyd	AF
Barto M. Bledsaw	AF
James S. Strickland	AF
Lee W. Muller	AF
Benjamin W. Haynes	AT
Kelly L. Riley	FS
Clifford J. Hoff	AF
Dennis T. Lavicky	AF
Christopher A. Sample	AF
David R. Peterson	AF
Philip B. Evans	FS
Terri L. Crowley	AF
Lorinda M. Duff	AF
Ynocencio B. Monnserrat	AF
Georgia N. Brady	CAS
Richard O. Gordon	FS
Ernest A. Keener	FS
Michael S. Koppy	AF
Connie J. Kuan	AF
Alexander Oscar	AF
Robert D. Flitter	AF
John T. Dent	AT
Dorothea McIntosh	AF
Mary E. Campbell	RM
Michael E. Godsil	AF
Violet M. Harbuck	RM
John O. Elgee	FS
Patricia A. Mason	FS
Steve E. Andrews	AF
Violet M. Harbuck	RM
Phylis K. Villwock	LOG
Concetta L. Cron	LOG
Deborah A. Hoelscher	RM
Doris E. Brown	FS
Susan L. Sturmer	FS
Spencer Kenneth Hill	FS
Mary L. Shockley	FS
Mary E. Spiess	AT
Susan Towne	FS
Diana L. Hinshaw	FS
Marion Moore	AF

Superior Accomplishment Award

Daniel P. Goodstein	RM
Debra L. Austin	AF
Judith A. Field	AF
Gail L. Crouse	AF
Danny G. Syverson	AT
Charles L. Werner	AT
Layne T. Shaw	AF
Geary E. Andrews	AF
Robert R. Simpson	AF
Dennis T. Lavicky	AF
Clifford J. Hoff	AF
William L. Younkin	AF
Martin M. Mansell	AF
James F. Turnbull	AF
William D. Plunk	AF
Robert J. Zywna	AF
Otis D. Ange	AF
Earl J. Hiett	AF
Marilyn J. Bjurstrom	AT
Douglas C. Thompson	AT
Christopher A. Rolan	AT
Joseph J. Fiala	AT
Mary J. Soha	AT
Dennis J. Nice	AT
Charles A. Hallett, Jr.	AT
Tommy L. Dome	CAS
Thomas H. Risdal	AT
Dotty G. Muhs	Plans & Apprais
Janet L. Girt	LOG
Ronald N. Reynolds	CAS
Glen A. Starr	CAS
John D. Twiggs	CA
Paul Minelga	AT
Allen E. Stream	AT
Linda E. Teetsell	AF

Robert L. Bevan	AT
Patrick M. Westphall	AT
Gregory H. Kardong	AT
Robert M. Taylor	AT
Gregory L. Lueke	AT

Umberto Belluomini	LOG
Ronald T. Moen	LOG
Randy F. Shields	LOG
Mary Lou Lexvold	LOG
David E. Holmes	LOG

Dennis J. Fiorucci	CAS
Edward R. Patterson	CAS
Judith A. Whetzel	CAS

Avelino C. Ancheta	RM
Mary E. Campbell	RM
Kathleen A. Simmons	RM
Florence D. Bryant	RM
Norma J. Yount	RM
Terry L. Saldana	RM
Ann M. Roberts	RM
Patricia A. Stone	RM
Shelva J. Withey	RM
Edda R. Hahn	RM
Patricia A. Lucero	RM
Mary A. Godbee	RM
Ronald E. LaCoss	RM

John O. Young	LOG
Mary Lou D. Wojtalik	PAO
George H. Williams	AT
John E. Middleton	AT
Mary C. Grindrod	MED
Solveig W. Fluharty	AT
Valerie A. P. Aron	FS

Suggestion

Michael D. Bethel	AF
Bernard M. Engebretson	AF

Superior Accomplishment Group Award

Gary A. Habe	AT
Donald L. Koutchak, Sr.	AT
Patrick D. Magnuson	AT
Cynthia (Randy) R. Meyers	AT
Darrell W. Stults	AT
Michael D. Tepp	AT
Anthony P. Zilka	AT

Rosendo Vasquez	AT
Herbert W. Hinman	AT

Robert C. Durand	AT
Richard W. Girard	FS
John J. Shine	FS
Brian J. Ladd	AT
Derril D. Bergt	AT
Gary D. Badger	AT



*Left to right: **Bob Zwyna, E. J. Hiatt, Jim Turnbull, Bill Plunk, Otis Angel***



*Left to right: **William Younkin, Marty Mansell***

The above pictured employees in the Construction Section (AAL-453) received a Special Achievement Award for the relocation of the NARACS antenna at the Anchorage ARTCC in 13 hours rather than the 3 days estimated for the move.



***Dottye Muhs, AAL-4, (left)** received a Special Achievement award from Acting Regional Administrator **Tom Stuckey**.*



***Jessie Barksdale, AAL-9, (right)** is presented a Certificate of Appreciation from the FEA Federal Women's Program by Acting Regional Administrator **Tom Stuckey**.*

On-the-Spot Awards:



Craig Withee, ZAN AF



Dave Peterson, ZAN AF



ATCS Jim Krause, ANC ATCT

PEOPLE:



Welcome to the Alaskan Region...

Bergman, William J.
from Oakland, CA, Center AFS
to Anchorage Center AFS
GS-9 electronics technician

Buchanan, Keith W.
from Portland, OR, AFS
to North Alaska AFS
WG-11 maintenance mechanic

Hammond, David B.
from Dallas/Fort Worth AFS
to Anchorage Center AFS
WG-11 utilities systems repairer-
operator

Hammond, Donna R.
from Fort Worth Center AFS
to Anchorage Center AFS
GS-12 electronics technician

Healy, Gregory M.
from Longmont, CO, Center AFS
to Anchorage Center AFS
GS-12 electronics technician

Heath, Barry L.
from Longmont, CO, Center AFS
To Anchorage Center AFS
GS-12 electronics technician

Jacobo, Eric N.
from Honolulu FSDO
to Anchorage FSDO
GS-12 aviation safety inspector (A/W)

Lawless, Chester E.
from AAC-442D
to Anchorage Center AFS
GS-7 electronics technician

Lingenfelter, Darrell E.
from Billings, MT, AFS
to Anchorage Center AFS
GS-11 electronics technician

Marshall, Jerald P.
from ANE-451
to AAL-451
GS-13 general engineer

Mason, Richard L.
from Salt Lake City FSDO
to Anchorage FSDO
GS-13 aviation safety inspector (A/W)

Melum, Michael S.
from ANC-130 (Washington)
to AAL-421
GS-14 general engineer

Olson, Gary L.
from AAC-943B
to Anchorage Center AFS
GS-12 electronics technician

Pellessier, Richard H.
from ANM-454
to AAL-452
GS-13 electronics engineer

Stanton, Richard E., Sr.
from New Orleans AFS
to North Alaska AFS
GS-12 electronics technician

New Appointments...

Bader, Charles C.
AAL-452, GS-7 electronics engineer

Brock, Belinda
AAL-250, GS-6 secretary (typing)

Brooks, Rodra
South Alaska AFS, GS-11 electronics
technician

Chau, David
Anchorage Center AFS,
GS-5 electronics engineer

Chong, Glenn C.
AAL-452, GS-5 electronics engineer

Cobb, Sheryll J.
South Alaska AFS,
GS-5 supply clerk (typing)

Courtney, Marian C.
AAL-422, GS-7 program assistant

De Hoyos, John A.
North Alaska AFS,
GS-11 computer specialist

Doster, Jim B.
AAL-720B, GS-11 civil aviation
security inspector

Felton, Andre
AAL-9, student aid

Gallegos, Louis A.
Anchorage Center AFS,
GS-4 electronics technician

Goodrich, Stephen B.
AAL-454, GS-9 electronics technician

Halstead, Mariann
AAL-210, GS-5 secretary (typing)

Hinds, Michael W.
Anchorage FSDO, GS-12 aviation
safety inspector (Ops)

Hodges, Barbara L.
Anchorage FSDO, GS-4 clerk-typist

Keith, Wilbur D.
Anchorage FSDO, GS-12 aviation
safety inspector (Ops)

Kincheloe, Robert W.
North Alaska AFS, GS-4 electronics technician

Le, Henrick
AAL-452, GS-5 electronics engineer

Lee, Allan R.
Anchorage FSDO, GS-11 aviation safety inspector

Markey, Dennis J.
North Alaska AFS, GS-12 civil engineer

Martin, Thomas R.
Anchorage FSDO, GS-12 aviation safety inspector (Ops)

Meaders, Gary D.
AAL-720B, GS-11 civil aviation security inspector

Newhouse, Charles A.
North Alaska AFS, GS-7 electronics technician

Neubauer, Gustav R.
Anchorage FSDO, GS-12 aviation safety inspector (Ops)

Norris, Dionne R.
AAL-40, GS-1 resource clerk

Ondra, Thomas P.
AAL-451, GS-5 electrical engineer

Richards, Thomas
North Alaska AFS, GS-9 electronics technician

Riff, James J.
Anchorage FSDO, GS-12 aviation safety inspector (A/W)

Ross, Michael S.
North Alaska AFS, WG-11 maintenance mechanic

Sanders, Charles A.
AAL-454, GS-9 electronics technician

Schatz, Madeline F.
AAL-720B, GS-11 civil aviation security inspector

Shepherd, Patrick T.
AAL-452, GS-9 electronics engineer

Smith, Harold
AAL-452, GS-13 general engineer

Smith, Thomas R.
AAL-451, GS-13 general engineer

Stensrud, Bart W.
North Alaska AFS, WG-9 carpenter

Stoneham, Lula J.
South Alaska AFS, GS-5 secretary

Styers, Michael A.
AAL-482, GS-13 electronics engineer

Ta, Peter V.
AAL-452, GS-7 electronics engineer

Taylor, Gary W.
North Alaska AFS, GS-9 electronics technician

Thomas, Richard W.
AAL-454, GS-11 electronics technician

Tozier, Tok A.
North Alaska AFS, GS-7 electronics technician

Van Nurden, Wesley K.
AAL-454, GS-11 electronics engineer

White, Michael
Anchorage FSDO, GS-12 aviation safety inspector (A/W)

Musical Chairs...

Bowen, Eloise L.
from Anchorage FSDO
to AAL-290, GS-5 secretary (typing)

Burns, Marilyn L.
from AAL-210
to Anchorage FSDO, GS-6 aviation safety assistant (typing)

Crumbaker, Ronald L.
from AAL-250
to Juneau FSDO, GM-14 supervisory aviation safety inspector

Hessler, Christina M.
from AAL-43
to AAL-510, GS-12 computer program analyst

Jolly, Marilyn L.
from AAL-16
to AAL-720A, GS-7 security assistant

Kelly, Charles F.
from Juneau FSDO
to Anchorage FSDO, GS-13 aviation safety inspector (Ops)

Michael, Sylvia Villa
from AAL-210
to Anchorage FSDO, GS-4 aviation safety technician (A/W)

Parker, Randall W.
North Alaska AFS, from WG-3 laborer
to WG-5 maintenance mechanic

Thurman, Barbara D.
from AAL-2a
to AAL-720A, GS-7 administrative assistant

Tideswell, Tracey L.
from FSS training pool
to King Salmon FSS, GS-7 ATCS/S

Ward, Charles B.
from AAL-510
to AAL-43, GS-12 computer specialist

Alaskan Region's Loss...

Berns, Bernard C.
from Fairbanks FSDO
to San Jose, CA, FSDO

Hayes, William H., Jr.
from Anchorage Center AFS
to Covington, KY, AFS

Mathews, Richard D.
from AAL-510
to ATR-132 (Washington)

Walkowicz-Haines, Lori S.
from North Alaska AFS
to Seattle AFS



Promotions

Ancheta, Avelino C. (Bill)
AAL-42C, GS-7 operating accountant

Baxter, David A.
South Alaska AFS, GS-9 electronics technician

Bonner, Betty J.
from South Alaska AFS
to Kenai AFSS, GS-7 administrative assistant

Browning, Cynthia S.
AAL-17, GS-5 human resource assistant (typing)

Covic Beu, Deborah K.
Anchorage FSDO, GS-13 aviation safety inspector

Cunningham, Kevin S.
South Alaska AFS, GS-9 electronics technician

Doody, Edwin L.
AAL-710, GS-13 criminal investigator

Dunn, Gordon D.
Anchorage Center AFS, GM-13 supervisory electronics technician

Fish, C. Ben
AAL-44
GS-13 management analyst

Gallagher, Jennifer A.
North Alaska AFS
GS-9 electronics technician

Heatherington, Barbara
AAL-55A, GS-11 contract specialist

Hill, G. Laurine (Sis)
AAL-56, GM-14 realty officer

Kelly, Jeffrey H.
South Alaska AFS, GS-11 electronics technician

Kretsinger, Alice E.
AAL-42B, GS-7 accounting technician

Locken, Timothy R.
South Alaska AFS, GS-9 electronics technician

Lovett, Vered K.
AAL-452, GS-12 electronics engineer

Madsen, Kevin J.
Anchorage ARTCC, GS-11 air traffic control specialist/C

Marquez, Suzanne
from King Salmon FSS
to Kenai AFSS, GS-11 air traffic control specialist/S

Oliver, James L., Sr.
AAL-56A, GM-13 supervisory realty specialist

Pollock, Wesley R.
South Alaska AFS, GM-13 supervisory electronics technician

Schmidt, Michael
AAL-42B, GM-13 supervisory accountant

Simmons, Kathleen Ann
AAL-42C, GS-8 lead accounting technician

Sites, Jackie S.
from AAL-423
to AAL-44, GS-7 management analyst

Spott, Marvin H.
South Alaska AFS, GS-9 electronics technician

Strickland, James S.
South Alaska AFS, GS-9 electronics technician

Suboski, Victoria K.
AAL-56B1, GS-12 space management specialist

Special Achievement Awards



Linda Teetsell, ZAN AF



Concetta Cron, AAL-56B



Keith Landers, AAL-481A

ARTCC United in CFC Efforts

"The United Way, it works for all of us."

This concept of being united was well exemplified at the Anchorage ARTCC where NATCA Union representatives and Air Traffic Facility Management worked together to encourage the support of the United Way and Combined Federal Campaign.

This united effort has resulted in contributions to the Combined Federal Campaign agencies totaling \$11,025. NATCA Regional Director **Sam Rich** and FAA Area Supervisor **Clark Fontaine** and his controller crew also co-sponsored and provided a facility barbecue, the proceeds of which (\$500) were donated to the CFC total. The other funds were contributed through cash donations and payroll deduction pledges by facility personnel.

Total contributions from the Air Traffic workforce at the ARTCC are up 36% over last year. Our congratulations and commendations go to the ARTCC for this "united" effort.



*Pictured at the CFC barbecue lunch, standing left to right: **Alexander Steshenko, Clark Fontaine, Sam Rich**; seated left to right: **Nadezhda Phillips, Hank Elias, Urey Ivlev, Dimitry Trukhatcnon**. The Soviet visitors were in Anchorage to discuss the results and future of the air traffic controller exchange program.*



*Regional Administrator **Ted Beckloff** (left) and Deputy Regional Administrator **Andy Billick** (2nd from left) were the first in the Region to contribute to the Combined Federal Campaign. CFC keyworker **Barbara Thurman** accepted their pledge while CFC chairman **Ken Burdette** smiled his appreciation.*



Employee Involvement (Continued from page 2)

The four consultants agree that they are out to make a "cultural" change in AF by modeling the process for employees and managers. They conduct training, act as facilitators, and monitor meetings to assess the progress a work unit is making, then suggest adjustments.



Pam Lynch

A union member herself, Lynch bid on the EI consultant position because she believed in the process. Meszaros, an active PASS rep, was frustrated by FAA decision making and sought to make some change through collaboration. The two of them represent the PASS union side of the team, while Breneman and Edmiston represent management.

To date, the team has worked with units in the North Sector, ZAN AF Sector, and have steering committees established for the South Sector and the Regional Office.

They have seen the process put to work on such issues as the playground in Nome, the engine generator in Bethel, and the implementation of the Bethel rotation schedule. The ZAN alternate work schedule resulted from the EI process as well.

The success of decisions such as these are evidence, says Lynch, that "people really can make a difference. Their opinions and ideas are valued and needed."



PASS participants (left to right): Al Dubord, Larry Vandegrift, Tom Sherhart, Spike Arnold, and John Carll.