

FAA WORLD

Service to Man in Flight

JUNE, 1972



LOGISTICS



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FAA WORLD

JUNE, 1972 VOL. 2, NO. 6

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The cover: Four facets of logistics—quality-control specialists Al Hockstein and Rick Segura look over ASR-7 radar antenna; Segura checks new ARTS III; Linda Gonzales keeps tabs on inventory via computer at FAA Depot; warehousemen George Thompson, Howard Wheeler, Ernest Pittman and Alva Cossey from the Depot's Materiel Distribution Section retrieve supplies from the warehouse.

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Capitalize Assets Of Handicapped

FAA maintains a steadfast policy of hiring the best available talents and skills, developing them through training and utilizing them to the utmost in fulfilling our mission. No category of employee, if indeed we need speak of category, is beyond the concern of FAA when the individuals are prepared to apply themselves.

While FAA is a highly technical agency with the demanding job of maintaining air safety, we are active in using the handicapped where their skills are appropriate. As someone aptly put it, we are interested in their skills ability, not their disability.

The agency's activity in this area is not new. The Civil Service Commission's government-wide, annual program for the "Outstanding Handicapped Employee Award" was developed in 1968 with the advice and guidance of the Interagency Advisory Group on Selective Placement, but it was modeled on the successful programs instituted by the FAA and the Post Office Department. In addition to our own awards program, we have been using our initiative during recruiting periods. While most applicants are referred to us by Civil Service, Headquarters people have gone into the Washington area to interview possible candidates at a school for the deaf and at vocational rehabilitation centers. At the same time, when FAA builds new facilities or modifies existing ones, accommodations for handicapped workers are provided.

While physical and aptitude requirements must be met by handicapped applicants, and these vary according to the job, all supervisors should be receptive to the idea of making the best possible use of the skills of handicapped workers, even to the extent of re-engineering suitable jobs. All of us must be keenly aware that the handicapped constitute no real handicap to the agency. In the challenging mission FAA has, we need the full utilization of all our resources.

John H. Shaffer
 JOHN H. SHAFFER
 Administrator



ASR-7 quality-assurance specialist Al Hockstein climbs testing tower to check some connections during final inspection of the radar antenna. Built in Dallas by Texas Instruments, the antenna is inspected at a test site outside the city.

LOGISTICS

Nothing but the Best

Rick Segura lives in Dallas, Tex., but he works for and is paid through the Washington Headquarters Logistics Service. Rick is a quality-assurance specialist who works from a desk at Texas Instruments where the display and info-input components of the terminal air traffic control ARTS III system are being built.

Rick got a chance to break into this new field several years ago and he took it. He liked his work as a radar technician at the San Antonio AFS, but when he had the chance to work in logistics, he jumped at it. "To me," he said, "it's been more than a step up. It has been a whole new career in a field where I'm called upon to make critical judgments almost daily."

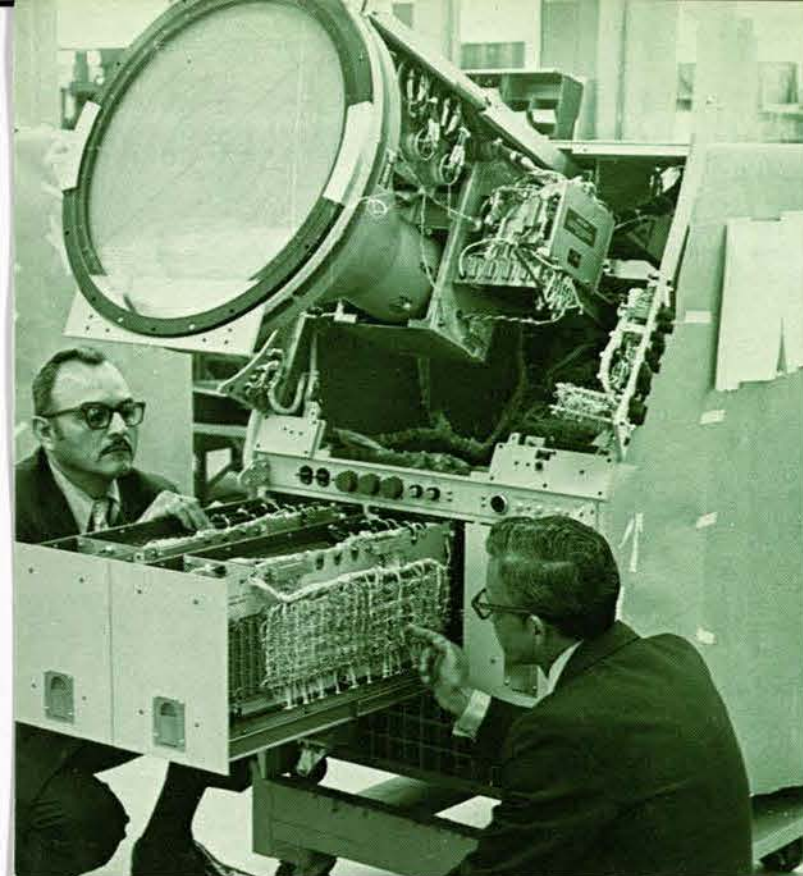
Rick is one of more than 100 FAAers spotted throughout the country making sure that equipment being built for the FAA is in compliance with procurement specifications and in accordance with the contract. His is one of the lesser-known jobs in

the many-faceted, \$500 million big business of giving logistics support to the FAA.

Acquiring supplies, spares or new, highly sophisticated equipment is a major day-to-day aspect of this business. Much of this is done at the Depot in Oklahoma City where a computer is used to catalogue the thousands of items used by FAA people.

Sometimes, of course, the logistics operation consists of merely looking up a GSA stock number and processing a freshly signed procurement request.

But sometimes arranging for the acquisition of a new system can become extremely complicated—for instance, the ARTS III system that gives controllers aircraft data—such as flight number, speed and altitude—by writing electronically on the radar screen. The National Airspace System Program Office came up with a request for 64 of these new, never-before-manufactured systems. Now, that isn't a purchase-order item that you can pick up at the corner hardware store.



Looking over the ARTS III display and data-input systems at the Dallas plant of Texas Instruments are FAA quality-assurance specialists Rick Segura (left) and Joaquin Reyna.

Contracting officer Jerry Connors sent requests for proposals to potential contractors in 1968, and five manufacturers thought they might be able to fabricate the equipment, sending technical proposals including prices. In this complex business, even the proposals were big and complicated: each consisted of several bound volumes and represented about \$100,000 worth of technical knowhow. After dozens of FAA engineers, technicians and procurement experts mulled over the proposals for about three months, this contract was awarded to UNIVAC, and the contracting officer prepared the over \$35 million contract.

It wasn't long after this that Rick Segura and his assistant Joaquin Reyna set up housekeeping in the Dallas site of Texas Instruments, the subcontractor, moving into the already established FAA office, replete with an FAA label on the door.

"After taking a quick look at the plant," Carl G. Foulz, chief of the Southwest Product Control Section, explained, "we got down to studying the contract. Then our overall job was to establish a model. If we got the system set up right, then all we'd have to do is monitor this system to make sure it stayed that way and make sure the contractor continues to deliver a system that is up to snuff."

As we walked down the production line, past shelves of printed-circuit cards, Segura and Reyna explained that when the production line was first set up, a thorough inspection was done on the first unit of every item. "We really got down to the nitty

gritty; every part, every component, the fabrication techniques and even the nuts and bolts were checked," Segura explained. "If the part wasn't exactly as the drawings indicated, we took an extra hard look at it to see if perhaps the drawings should be modified. Sometimes that's just what happened—the drawings and not the part were changed. But whatever happened, by the time the first item was accepted, the drawings and the parts were identical."

Now, the quality-assurance FAAers spend much of their time monitoring the contractor's quality-control system and the material being produced under the system. But a thorough final inspection, including a dress-rehearsal electrical test of each display is still conducted. And since about 25 of these highly sophisticated units are produced each month, a final inspection is made almost daily.

"These are routine now," Segura said, "but that's because we keep monitoring the system and the equipment as the production moves along. The more we check along the way, the less trouble crops up during the final inspection."

As he continued to steer me along the production line, Segura pointed out details. He noted that in each display there are well over a thousand lengths of wire, each color coded. If the wrong color wire is used—if a red, white and brown is substituted for a red, white and orange—maintenance technicians will have all kinds of difficulty trouble-shooting the system. "Just a small thing," Segura said, "But it could make a big difference."

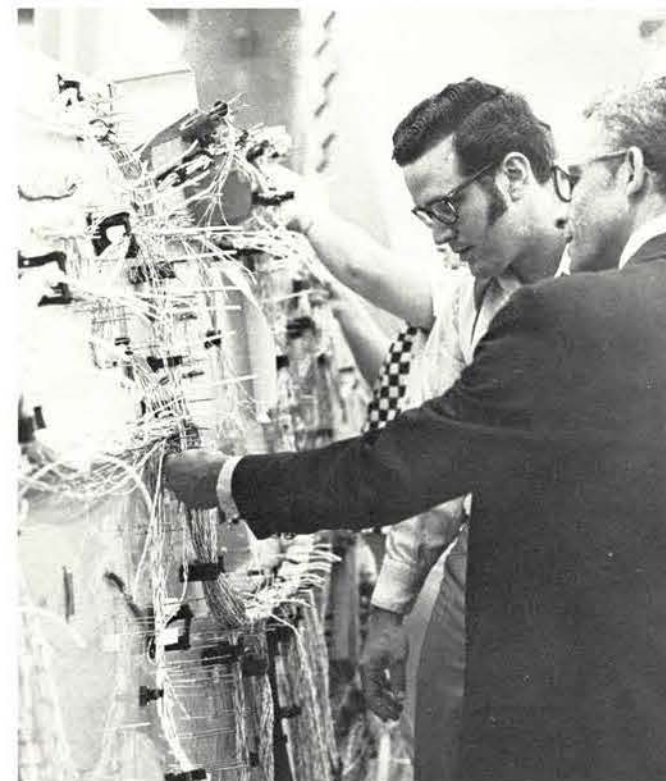
"And you're here to check . . . to make sure this kind of thing doesn't happen?" I asked.

"That's right," he said. "But we don't check directly. We monitor the contractor's quality control. We do the final inspection ourselves, but we're here to make sure the contractor makes all of the necessary tests."

"Sort of like looking over his shoulder," I suggested.

"That's right, but more than that. We're also here to help the company produce a quality product for the FAA on time. It all makes sense if you look at it that way."

I nodded and took a look into what I thought



Over fifteen hundred lengths of wire go into each ARTS III display and info-input systems. Here a Texas Instruments technician and FAA's quality-assurance specialist Joaquin Reyna take a look at wires which are assembled ahead of time on a specially designed "peg board."

was an empty ARTS III metal case. I was surprised to find there was a woman inside wrestling methodically with a serpentine bundle of wires.

I could see the job was getting done and changed the subject. "What's your connection with Headquarters?" I asked Segura.

"We are the eyes and ears of the Logistics Service contracting officer and, in many instances, the tech-

nical offices," he said. "We keep the show moving and at the same time refer back to him anything that has to do with money, delivery or a technical/engineering nature. Besides that, our boss is ultimately the Director of the Logistics Service."

As we stood by the finished product at the end of the production line, I asked Segura how many displays the contract called for and how long the contract would last, to which he answered that 435 displays in all would be built by December.

When I asked if that meant the end of this job, he said that it would be just the beginning for Logistics, pointing out that spares and replacement parts were already being produced for the systems. Some of these would be sent out with each system, while others would be shipped to the Depot at the Aeronautical Center in Oklahoma City. There they would be catalogued and stored by logistics people until needed in the field. When the current order was filled, the job would be over for him. Then, he wasn't sure where he would go: "Who knows, but I like the work." —By Theodore Maher



Spare parts are checked by a Texas Instruments technician while FAA quality-assurance specialist Headlee Burdett looks on.

The Sun Never Sets on IFSSs

International pilots get FAA flight services
in Plain English from New York to Pago Pago

Pilots flying from one country to another need more than a Rand McNally map to help them. They need people on the ground gathering and relaying information to them about the weather and the condition of navigation aids. They need people to receive and relay their flight plans and position reports. And they need a world-wide communications network that can flash this information to and from almost anywhere on or above the earth.

Well, they've got 'em.

On U.S. soil on the fringes of North America and on remote specks of our nation in the Pacific Ocean, a spirited corps of FAA men and women staff seven international flight service stations and beam vital messages to and from the pilots of many countries, including our own. Besides radio and teletype operators, each IFSS has an international NOTAM (Notices to Airmen) officer who sends special messages about "down" ground aids to airline offices, foreign aeronautical facilities and any other places or people in aviation who need to know.

The source of much of their weather information comes from near Kansas City, where an FAA computer tied to a multitude of communications lines routes teletype messages back and forth among hundreds of aeronautical facilities throughout the world. Abbreviations and codes standardized by the International Civil Aviation Organization (ICAO) prevent these teletype messages from turning into a babel of different tongues.

At the agency's busiest station, the Miami FSS/IFSS, flight service specialists must know two sets of communication rules, because the station offers both domestic and international flight services. Specialists at the station give private and business pilots pre-flight weather briefings for trips to islands in a wide area of the Caribbean Sea and as far away as Mexico and the north coast of South America. The station is first to receive hurricane reports from the National Hurricane Center in Miami and also picks up satellite weather photos by facsimile machine.

In the course of their business, the Americans in Miami talk on the phone every day with Cubans in Havana. "When we need quicker communications

with Havana than our teletype link, we get on the interphone to advise them of certain flights or unusual weather," said station chief Ernest Silva. "Some time ago there was a life-or-death emergency on Jamaica when a man was injured. We called Havana to advise them of a mercy flight from the U.S. over their territory, and we got approval in about 10 minutes. It usually takes a couple of days for overflight clearance." In turn, Havana usually calls Miami when a hijacked plane lands safely.

"It was a little strange the first time I spoke to them," said journeywoman Janet Southerland. "They call me 'lady' instead of 'ma'am' or 'miss.' But they're very cooperative and their English is pretty good."

"The Cuban missile crisis was about the most interesting time I've ever had on the job with the agency," said 24-year veteran John Huff, who worked at the Anchorage IFSS and other Alaskan FSSs before migrating to Miami. "Every flight, whether it was a crop duster or an airliner, had to file a flight plan during the crisis, so our volume of services went way up. It was nerve-wracking

Mary Gaffaney, aerobatic champion (left) calls at the Miami FSS/IFSS for a pre-flight briefing from specialists Dorothy Opfer and John McDonnell. Luminescent display boards behind them show the latest weather and other information.



Serene Pago Pago harbor, American Samoa, the site of FAA's most southerly IFSS, located around to the right of the headland.

because we were so busy and thought Miami would be the first target if things got hot."

The Caribbean area is of course thick with Spanish, Portuguese and French conversation, but ICAO requires international pilots to be able to speak English. That solves the language problem for American IFSS specialists.

But as chief Tom Cianfrani of the Anchorage IFSS says, "It takes about 90 to 120 days for new specialists to tune their ears to the high-frequency, long-distance voice circuits we use and to the ac-

cents of Scandinavian, German, Japanese, Russian and French airline pilots who fly through on the polar routes between Europe and Asia."

The Anchorage IFSS has the longest beat of any station: about 5,000 miles from near the north pole down to Anchorage and then across the north Pacific to Japan. Sometimes the station's radio signals reach aircraft over India and Southeast Asia.

"I remember when prop planes like DC-7s and Constellations used to grind their way through our area," said assistant chief Warren Twiggs. "They seemed to take forever, and we'd work them for hours until they finally passed out of range or got to where they were going."

The New York IFSS specializes in one-way, 20-minute live weather broadcasts, twice every hour. Opening with "All stations, this is New York radio," the specialist reads weather conditions and forecasts for 24 major airports in the eastern half of the U.S. and for places like Bermuda and the Bahamas. Airline pilots jetting in from Europe listen to the broadcasts religiously for the latest weather at their arrival points. Radio newscasters would recognize the specialists' technique as "rip and read," because the weather reports come in over FAA's teletype system and are torn off the machines, edited and announced by specialists at the station.

New York IFSS chief Al Aarnio reports that letters pour into the station from short-wave-radio hobbyists, meteorology students, weather services and other people all over North America, Europe and as far away as Australia and New Zealand. One letter was received recently from a group of inmates

Specialist Harold Abbott of the New York IFSS takes flight plans over the telephone for relay to overseas en route centers and the New York center oceanic sector, while Earl Jensen in the rear rips off teletype weather he will edit.





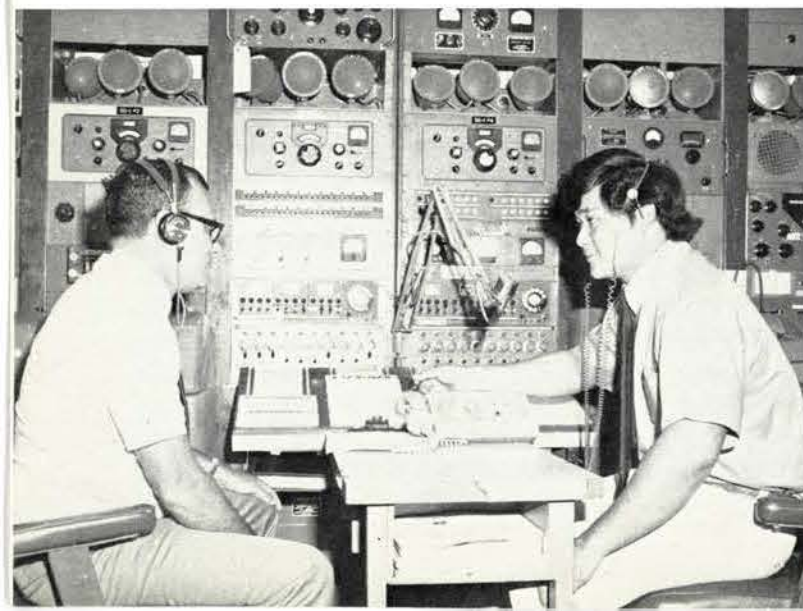
Calling all tribesmen . . . a High Talking Chief of American Samoa stopped in at the Pago Pago IFSS to learn about teletypewriters and other communications equipment from ATCS Emil Lohrke, then with the station.

at a prison in England. Listeners describe the quality of the radio signal and the clarity of the broadcaster's speech, and some even send in tape recordings—all good checks for quality control.

Pilots over the Pacific hear weather broadcasts for airports in the western part of the U.S. from the agency's Oakland facility, which is not an IFSS. The Anchorage station makes five-minute broadcasts twice an hour, and another non-IFSS facility in Honolulu also radiates weather reports.

Further west in the Pacific Ocean, the Guam IFSS keeps a vigil over a huge communications area—nearly four million square miles of ocean and islands, slightly larger than the 50 states.

Here today, Guam tomorrow . . . Specialist Hugo Jessurun (left) tests Guamanian Mariano Aquino, teletypist trainee, on the in-flight air/ground position at the Guam IFSS.



South of the equator lies the agency's newest IFSS at Pago Pago on American Samoa, commissioned in 1964. Besides providing flight services and air/ground communication relays, the Pago Pago station serves as Apollo recovery headquarters for space agency people during missions that splash down near Samoa. Later this year, Pago Pago will become the first station, domestic or international, to offer approach control service—for aircraft arriving at Pago Pago International Airport and at airports in the independent nation of Western Samoa. When that happens, the station will be renamed CAPIS, Combined Approach Control/International Station. The Pago Pago specialists are being trained right now by air traffic controllers from Honolulu and Guam.

The other two IFSSs are at Balboa, C.Z., and San Juan, P.R. The Wake Island IFSS is being closed.

And what of the future of international flight service stations? Bill Boatright, chief of the Flight Service Station Branch in Headquarters, says, "These days, long-distance communications have improved so much, we don't have a real need for additional IFSSs. But without a doubt," he adds, "the ones we've got now are doing a great job."

—By Don Braun

Examining the viscera of a teletype printer needing repair at the Anchorage, Alas., IFSS are Robert G. Newman, supervisor, and Morris D. Miller, technician.



Myra B. Precourt



Marla Y. Hooks



Paul D. Gutierrez



Suzanne M. Royer



Sheila H. Little

SUPPORT YOUR LOCAL SCHOLARS

A real boon to FAAers is the David D. Thomas Scholarship Program, now in its second year. Open to FAAers and their dependents, the scholarship is based strictly on the academic excellence of the applicants.

This year, the grants went to one FAA employee and four dependent children of FAA employees. The top \$1,000 award went to Paul D. Gutierrez of the Long Beach, Calif., tower, who is studying aviation law. Marla Y. Hooks, winner of the second high grant of \$500, is the daughter of Connie Hooks, Great Lakes Labor Relations Branch. Marla wants to go into pediatrics.

Suzanne M. Royer is the daughter of Norman Royer, an electronic technician in the Central Region Airports Division, and Marie Royer, a technical-records clerk in Airway Facilities. Suzanne won \$200 and wants to be a biological research scientist.

The second winner of \$200 is Myra E. Precourt, a would-be sportswriter, who is the daughter of William F. Precourt, AT representative at Dover AFB, Del. Myra hopes to major in journalism.

Sheila Hope Little intends to use her \$200 award

in pursuit of her goal of becoming a research biologist. She is the daughter of Billy Little, chief of the Compensation Branch in the Southern Region.

The D. D. Thomas fund was set up as a tribute to the former Deputy Administrator upon his retirement from FAA from donations made by his co-workers and other friends. The purpose of the scholarship is to recognize outstanding academic achievements of FAA employees and their dependents to encourage further excellence.

Last year, eight awards were made for a total of \$3,000; this year, five for a total of \$2,100. While moral support for the program continues to run high, according to Mary Healy, manager of Headquarters Operations and treasurer for the fund, fiscal support has not kept apace. The scholarships can continue and grow for the years to come only if contributions add to the fund. Next year's grants cannot match this year's without further funds, Miss Healy said. She pointed out that contributions are a form of investment in the future of FAAers' children. It also helps FAA employees to groom themselves for better jobs, as Paul Gutierrez is doing.

OPERATION RAIN CHECK

Pilots Bone Up on ATC



The guiding light of the Rain Check course in New England is ATCS Don Moberger, here handing out sample charts for discussion with a class at regional headquarters.

If anyone harbors any doubts about the value of Operation Rain Check sessions being held by the FAA around the country, the New England Region's experience should lay them to rest.

Several years old in other FAA regions, Operation Rain Check was born last fall in New England, bypassing the crawling and walking stages, and is now running like a sprinter.

Air Traffic people figured on two or three weeks of sessions if enough general-aviation flyers were interested. But requests for attendance kept coming in. Despite time out for Thanksgiving and Christmas, by year end the regional office had hosted 11 classes of civilians and a Saturday presentation to 50 Navy Reserve pilots. Word-of-mouth, posters and letters and notices to airport managers and flying-school instructors kept interest unflagging.

By the beginning of May, 624 pilots had been graduated from the four-day, 12-hour course, and requests from at least a dozen more locations were pending. Of the 624, 404 were instrument-rated general-aviation pilots and 43 were VFR-close-to-IFR-rated. The surprise was that the classes included 67 air-carrier and 110 military pilots, as well.

"The name of the game in Air Traffic has historically been service," comments Dick Livingston, NE's Air Traffic chief. "The purpose of this program is to provide the pilot with an additional opportunity to familiarize himself with the air-traffic-control function—its responsibilities and services. The program will also give us an opportunity to obtain comments at the grassroots level."

The course consists of three nights of three-hour

sessions followed by an evening at the Boston ARTCC where the pilots observe and plug into control positions.

"Now I know what the system is. I know what the controllers can do for me and what I can do for them," said Sherman Goldman as he completed his Rain Check course. Nick D'Amico, a customer relations specialist who has been flying since 1947, said "he learned a lot during Rain Check. I fly strictly for pleasure. You know, you just can't go out and fly 'fat, dumb and happy.' You've got to know what the score is; that's a must now—and that's why I took this course."

The man who works full time at conducting Rain Check is Boston Center's ATCS Don Moberger, who has driven thousands of miles since last fall to guide new classes. No one has more enthusiasm than Moberger about these classes. "I love doing it,"

he said. "It's very gratifying to know you are personally contributing to pilots and to be aware of the public-relations good this program is doing."

Moberger said that while he was delighted about the response from the general-aviation community, he was also pleasantly surprised at the response of air-carrier pilots (three two-afternoon sessions at Logan Airport) and military pilots (seven sessions in various locations).

"The air-carrier and military pilots are more knowledgeable, of course. But being face-to-face with them has tremendous benefits for them and the FAA," Moberger continued. "Sure, they air their gripes and might seem harsh, but often explanations of the reasons why for certain procedures or rules turn them from griping to understanding."

He was quick to add that it wasn't unusual for them to come up with a legitimate point that the agency should look at or is investigating.

Three men who have put in a lot of classroom time with Moberger are Bill Boegel, accident prevention specialist, Norwood, Mass., GADO, and ACTSs Dan Tucker and Bob Barry from the Boston tower.

In each location where Rain Check is held, it's important for personnel from the nearest tower and approach-control facility to be involved. Among those who have worked in the program are Ken Brown, Providence, R.I., tower; Raleigh Beach, Quonset, R.I., RATCC; Ron Ellis and Ed Stanton, Windsor Locks, Conn., FSS; Ken Galbraith, Dick Pealer, Irv Lenentine, Joel Fournier, Bob Pilvenis



FAA didn't have to go to the army; army pilots from Fort Devens, Mass., came to them via their own helicopters, landing on the Boston Center's adjacent ball field.

and Norm Hallas of the Bradley, Conn., tower and TRACON; chief Jim Carroll and Joe Keeley, Portland, Me., tower; Tom Bridges, ATREP, Pease AFB, N.H.; Carl Goodrich, Brunswick, Me., NAS.

Regional Director Ferris J. Howland is eminently pleased with the Rain Check program. "Everything I see or hear about Rain Check in our region reinforces my feeling of riding a winner. For my part, there's a great deal of pride in seeing FAA people engaged in this public service. Much of their own time is devoted to making it easier for our users to get around in the system."

A winner, yes. And the way non-instrument-rated pilots are knocking at FAA's door, don't be surprised to see a VFR-only Rain Check program churning in New England later this year, predicted AT chief Livingston.—Text and Photos by Mike Ciccarelli



Lawyer-pilot Sherman Goldman is fascinated with what he could hear through a controller's headset at the Boston Center. On the last night of their course, Rain Check students could plug into the board at the ARTCC.



A class of Rain Checkers listens to ATCS Joe Gallagher explain a map of a sector's local approach-control area in the control room of the Boston ARTCC.

ON THE BEAM—Instrumentation that predicts the best approach to adapting a beacon antenna to a site is explained by NAFEC's John Warren to (left to right) Louis Paresa, PC; Sheldon Gross, EA; Arnold Beller, EA; and Claude Ackerman, GL. The exhibit was part of a four-day seminar on beacon problems sponsored by NAFEC and SRDS.



A COUPLE OF FIRSTS—Willa Brown Chappell, Chicago, believed to be the first black woman to receive a pilot's license in the U.S., is the first black woman appointed to the 31-member FAA Women's Advisory Committee on Aviation.

POWER BASE—Richard Fuller, general facilities equipment technician, inspects one of the two diesel-powered electric generators that keeps the Salem, Ore., radar on Laurel Mountain scanning from northern Washington to the California border around the clock.



FACES AND PLACES

MADAME PRESIDENT—The first woman president of the Purchasing Management Assn. of Oklahoma City is Bess Simpson, a contract specialist in the Contract Management Branch, Procurement Div., Aeronautical Center. In addition to raising a family and undertaking continuing education in her field, Mrs. Simpson has authored a number of articles on purchasing for trade magazines.



THE THIRD DIMENSION—Looking over a three-dimensional model of air-traffic flow patterns in the Los Angeles Basin area are Jim Lehman (left), Air Traffic Division planning officer, who conceived the idea, and George Dane, Regional Appraisal Staff, who designed and built it. The model is used at meetings and briefings to depict the altitude component that charts and diagrams cannot.



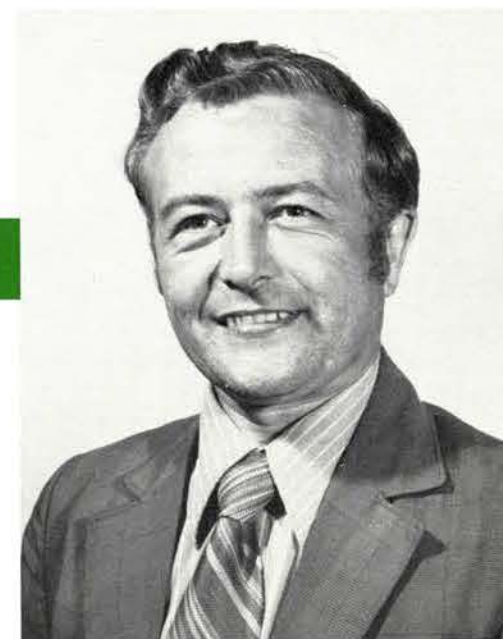
SERVICE AWARDS—Tom Archibald, chief of the Sector Field Unit, Millinocket, Me., presents 15-year service pins to ETs Regional Kimball (center) and Wesley Beane.



ALERT IDEA—Indianapolis Weir-Cook controller George Maxey earned a \$200 suggestion award for an alerting device on Flight Data and Print Out equipment. Jack Wubbolding (left), GL air traffic chief, made the presentation at an air-traffic chiefs' conference.



BOOTSTRAPPER—The first recipient of an Associate in Arts Degree in Government Administration from the Borough of Manhattan Community College is Frank Gardner, GA maintenance inspector at the North Philadelphia Airport GADO. The program was begun in 1968.



A-1 SIMULATORS—A special Achievement Award plus a check went to the 30-person team (two missing from photo) that worked on the successful Logan Airport, Boston, simulation of the terminal-control-corridor concept last year. Recipients were: W. Corbo, C. Dion, E. Kinney, J. Mann, C. O'Hara, J. Ryan, A. Serino, D. Tucker, J. Murphy, E. Chiulli, C. Fernsten, H. Sanford, K. Walker, R. Williams, A. Ruggerio, J. Pousant, J. McElaney, W. Vancraigh, W. Clemens, R. DiMartino, J. Gallagher, R. Gray, D. Kinney, Miss G. Mathews, J. McGee, L. Nangle, G. Olsen, A. Quellett, R. Ries and J. Holmes.



DIRECT LINE



Q. Does the FAA plan to implement a Trial Retirement or Partial Retirement program in the immediate future? If not, what is the status of the Trial Retirement program?

A. Trial Retirement and Partial Retirement plans already existent in other agencies were reviewed by FAA several years ago. The favorable and not-so-favorable aspects were carefully weighed by the agency's top executives, and they recommended against installing such retirement programs. The current economic posture of the agency does not suggest that now or the foreseeable future is a good time to consider committing positions for persons who want to try retirement (trial retirement) or to implement a program of part-time employment (which also would commit positions) for persons who want to work less than full time (partial retirement).

Q. Why does the FAA hire people off the street, in many cases with little or no aviation background and give them choice jobs at towers and centers, rather than put these openings on bids and let proven employees bid on them?

A. Air-traffic-control specialists are hired at the GS-4 to GS-9 grades and assigned to a facility in a trainee or developmental position. Trainee or developmental positions are not normally announced open for bid. However, if an employee desires to be considered for such a position, he may submit a voluntary transfer request that will be reviewed whenever a vacancy occurs. The employee should discuss the possibility with his supervisor and review Order 3330.9, Internal Placement Handbook, especially Chapter 3; and Order 3330.1A, Merit Promotion Handbook, especially Chapter 3, Paragraph 39F.

Q. I would like to get an official interpretation of the rule covering SF-160 FAM flights. A controller who has Saturday and Sunday as his regular days off wishes to take a FAM flight starting at 8:00 a.m. on Friday,

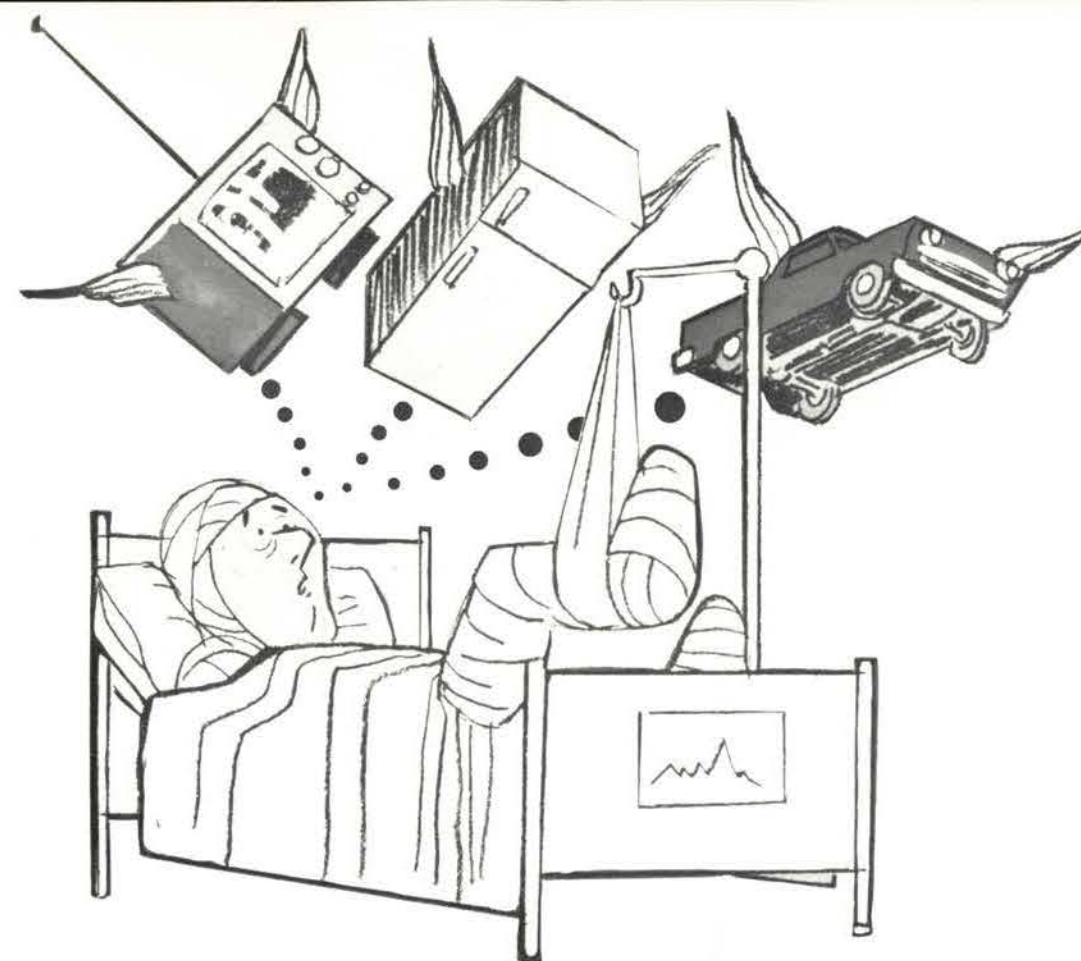
his last duty day, arriving at the outbound destination at 5:00 p.m. the same day. He spends his regular days off—Saturday and Sunday—at the outbound destination. The controller has annual leave approved for Monday and Tuesday, and he plans to start his return trip at 4:30 p.m. Tuesday, which is 95½ hours from the arrival time at the outbound destination. Is this legal? The rule on SF-160 FAM flights says that the return trip for all travel must be started within 48 hours from the arrival time at the outbound destination and that this may be extended to 96 hours by taking one's regular days off or by taking up to two days of annual leave.

From Friday at 5:00 p.m. to Sunday at 5:00 p.m. is the original 48-hour trip. From Sunday at 5:00 p.m. to Tuesday at 4:30 p.m. is the extension to 95½ hours. Is this the intent of the rule, or is it that you cannot take both annual leave and regular days off?

A. Facility Management Handbook, 7210.3A, paragraph 523, Return Trips, specifies that the return trips for all travel shall be started within 48 hours from the scheduled arrival time at the outbound destination, except as extended by subparagraph b, which states: "At the specialist's request, he takes his regular two days off at the outbound destination; or," as subparagraph c states, "The specialist is authorized a maximum of two days annual leave at the outbound destination." Notice should be taken of the word *or* that appears as the last word in subparagraph b. The intent, therefore, is that the specialist may take his regular days off or be authorized a maximum of two days annual leave. A combination of the two is not to be authorized. There have been other instances of confusion on this subject, and agency Order 7210.22, Liaison and Familiarization Travel, which clarifies the intent of the matter as explained above, is presently being printed and should be distributed in the very near future.

Q. Our facility chief changed four controllers from a swing shift to a day shift to keep from paying premium pay. This resulted in having two journeymen on an evening shift and three journeymen and four trainees on a day shift. We have had as many as eight people scheduled for the day shift, with two on the evening shift. Is it legal to change the schedule almost from day to day to avoid paying premium pay?

A. Your facility chief has the responsibility and authority to establish and/or modify tours of duty to assure that operating requirements are met efficiently and at minimum cost. Therefore, if your chief has determined that the work schedule you described meets this criteria, it is entirely legal for him to operate this way. With respect to your reference to day-to-day change of schedule, periodic rotation on an impartial and reasonable basis is encouraged by the FAA so that all employees concerned will share in assignment between the less- and the more-desirable tours of duty. (See paragraph 8d, PT P 3600.3, Workweek and Hours of Duty Handbook.)



Everything You Need to Know About

INJURY COMPENSATION

To make his work area cooler as the hot June sun warmed the FAA facility office, an employee picked up a large, standing oscillating-type fan and moved it closer to his desk. Setting it down, he suddenly grimaced in pain from the strain to his arm, shoulder and back. Since he was on duty, the injured man filed a CA-1, "Notice of Injury," even though he required no medical treatment then. The pain went away—until two years later, when serious complications arose. That filed CA-1 was the difference between receiving substantial injury-compensation benefits and not being eligible for them.

Accidents to FAAers on the job which result in personal injury play no favorites. Male or female, young or old, blue- or white-collar—all are as close to potential injury as the nearest file cabinet, storage bin, chair, ladder or other seemingly innocuous work equipment.

For every blood-chilling tale of FAA eyes injured by grease, chemicals, solder, drill shavings and even misdirected controllers' headset mouthpieces, the record shows injuries galore from simply falling out of castered chairs, tripping over and into objects,

tumbling on stairs and straining from improper lifting technique.

Every in-flight injury one might anticipate in FAA—turbulent air, engine malfunction in flight or

Miami Center—Teletypist sitting in chair tips back and wrenches back attempting to keep from falling. Twenty days lost from work.

making an emergency landing—and each in-the-hangar slip or fall on grease or ice has countless counterpart reports of injuries from objects one doesn't think of as potentially harmful.

Filing a CA-1 "Notice of Injury or Occupational Disease" is the injured FAAer's answer to accidents. The CA-1 is the key that can open the door to benefits of the Federal Employees' Compensation Act (FECA), administered now by the Office of Federal Employees' Compensation (OFEC), but known until recently as BEC (Bureau of Employee Compensation).

The CA-1 and 2 is a simple front-and-back-of-



page form, the employee filling out the front and the supervisor the back.

"OFEC advises us, and we pass on the word, that employees should report *every* injury incurred while

Oshkosh, Wis., Tower—Seated alone at his console, the controller feels a sharp sting on his left leg. He can't see what the insect is, with only "moonglow" lights on. 36 hours later, the ankle swells up. Temporary total disability.

on duty, regardless of its type," said Edward M. Burstein of the Headquarters Office of Personnel.

Unlike other benefits, such as sick leave, annual leave, group insurance and others, injury compensation has not been as universally understood by those who can benefit from it. The erroneous thought seems to be that when we get hurt, there will be ample time to find out all about it.

To learn more now, I called on Burstein, who heads the Employee Benefits Branch. With him was FAA's safety engineer, George M. McCord. They explained to me that the compensation program's policy and advisory aspects originate at Headquarters. In FAA regions and centers, a safety officer or injury compensation officer works with supervisors and employees in administering the program.

"This program of benefits has been in existence 55 years," Burstein continued. "It's like no-fault insurance—OFEC isn't immediately concerned about who caused the injury, as long as it does not occur through willful negligence or intoxication."

Besides pulling out three widely available pamphlets: "What Every Employee Should Do When Injured on the Job," (CA-10); "When Injured at

Work" (BEC-11); and "Work Injury Benefits for Federal Employees," (BEC-550), Burstein also showed us the manuscript for a forthcoming employee Fact Sheet No. 5, "100 Questions and Answers Concerning FECA Benefits."

"This Fact Sheet will be distributed to every FAAer," Burstein said; "it contains information by OFEC experts in the U.S. Department of Labor. Everyone should study it in order to know the full story of this free accident indemnity benefit."

Employees' spouses ought to know about compensation benefits, because this compensation coverage at absolutely no cost to the employee is part of every FAAer's total insurance coverage. If an FAAer dies

Anchorage, Alas.—Air-carrier operations specialist is giving proficiency check. While practicing stalls, plane goes into spiral to left and fails to recover. Fatality. Survivors eligible to apply for benefits under FECA.

as the result of an employment-related injury or disease and there are no children, the survivor will receive monthly compensation at 45 percent of the employee's salary (if they were living together at the time of the fatality).

If there are children in the family, the survivor gets 40 percent of the deceased's salary until remarried, plus an additional 15 percent for each child, up to a total of 75 percent of salary.

All employees should become more familiar with the multitude of benefits available under FECA, Burstein said, ticking them off on his fingers: "medical treatment, monthly allowances while disabled, rehabilitation allowances, payments for loss of vision or any part of a limb, disfigurement and death



benefits—including monthly survivors' allowances."

The employee needs to know before injury comes, so he or she can choose between several courses of action, I learned. The injured employee must decide whether to: (1) Go on sick leave; or (2) Apply to receive compensation during leave without pay; or (3) If totally disabled for useful and efficient service, apply for disability retirement.

If the disability doesn't exceed 21 calendar days, the benefits are payable after a three-day waiting period in non-pay status after the injury. Foreknowledge can aid the injured employee in deciding whether to go on sick leave or leave without pay—the latter necessary to be eligible for compensation, although sick leave in some cases can be "bought back" so payments can be received.

Other forms used if an injury turns into a disabling one are: CA-4, Claim for Monetary Benefits; CA-8, For a Continuing Disability from Injuries Not Permanent in Nature; CA-2, Recurrence of Disability; and CA-16, Supervisor's Contract for Services of a Physician.

Medical care for on-duty-incurred injuries should

Indianapolis motel—Electrical engineer staying at motel while traveling on duty steps off shower mat and slips on wet tile. X-ray needed for left foot, but no time lost from duty as a result.

be obtained from a government medical facility, if practical, or a private physician. Visits to chiropractors, naturopaths, podiatrists, optometrists or homeopaths are "no-noes," unless directed by a physician.

"Maximum compensation can be as much as \$454.66 per week," Burstein said, "or three-fourths of the highest step GS-15 salary."

For loss of parts of the body, "scheduled awards" are set. All compensation is based on the injury's effect on wage-earning ability, he explained. A claim cannot be turned down by the FAA, since OFEC is the only adjudicator. And if OFEC turns down a claim, there is an Employees' Compensation Appeals Board—a completely separate agency from OFEC in the Department of Labor.

I asked safety engineer George McCord what types of injury FAAers are most prone to suffer.

"In a three-year average, about half the accidents came from four categories: striking or being struck by objects; slipping or overexertion; falling; and vehicle accidents," McCord said. "The biggest injury cause is from objects (18.6%), followed by slipping and overexertion (15%). Then come falls (9.3%) and finally vehicles (6.6%). The other half of the total picture covers a wide spectrum and smaller percentages."

For calendar 1971, McCord went on to point out, the disabling injury rate was two employee dis-

Atlantic City—Technician cleaning electronic parts with naptha notices stain on trousers and proceeds to remove it with naptha. While he is rubbing, flash ignition occurs. He jumps back, overturning uncovered naptha. While putting out the fire, he suffers 35 percent second-degree burns. Disabled four weeks.

abilities per million manhours worked (overall, 223 disabled FAAers). Per million miles driven on duty, the vehicle accident rate was 6.4 (overall, 346 crinkled FAA cars, etc.). "The agency's safety record is considerably better than the national average for all Federal agencies—their disabled rate is about seven to our two per million manhours."

An injured employee cannot receive both Disability Retirement and Civil Service Retirement. The FAAer may apply for both simultaneously, and then select one if both are approved. "The largest single advantage of OFEC over CSC retirement is that OFEC is tantamount to sick pay," said Burstein. "As long as you're receiving it, you get a tax break."

FAA's rate of disabling injuries to non-disabling is about one out of five. The 80 percent who don't qualify as disabling still have the comfort of knowing they are covered should something crop up later from the injury.

Seeing how easily the most innocent endeavor or equipment can strain, maim, lacerate, pierce or burn under certain conditions, it's plain that the safest thing anyone injured can do is file a CA-1 within 48 hours. If complications arise, the CA-1 on file is a ticket to valuable monetary benefits provided by law—the Federal Employees' Compensation Act.

—By Thom Hook



Not Handicapped, Merely Inconvenienced

This year's award winner, Mary Baron, Washington Headquarters nominee, reviews the day's mail requests with the aid of a magnifying glass. She refers to her visual handicap as "inconvenient."

"Not handicapped . . . merely inconvenienced . . ." connotes the spirit of many gainfully-employed, handicapped people, and it was with these very words that Mary Y. Baron accepted the 1971 Outstanding Handicapped Employee Award from Administrator Shaffer recently.

Industrially blind due to congenital cataracts, Mary serves the Office of General Aviation Affairs as an aviation education clerk. In this position, she is required to read a large volume of requests for publications and other aviation education materials. Of course, she must also read and become familiar with the publications so that she can fill general requests with appropriate materials. How does she get this job done in spite of her extremely poor vision? A magnifying glass, thick glasses, lots of determination, sincere interest, and a keen sense of accuracy and promptness—these are some of the tools Mary employs.

"I like meeting people," Mary said, "and in this job I get to talk with and meet so many interesting people both in and outside the agency. Contributing to aviation education and the people who care about it is rewarding to me." She took the FAA title over five other nominees.

The Department nominated Mary for the Outstanding Handicapped Federal Employee for 1971.

Each year, the regions, Aeronautical Center, NAFEC and Headquarters Operations in Washington are asked to nominate an employee who has

performed his or her duties in an outstanding manner despite a handicap. The nominations and supporting documents are sent to Washington Headquarters where a screening panel reviews and evaluates each case competitively, choosing the winner and two runners-up. The winner is then slated to receive the agency honors in Washington and is nominated by the agency for the Department of Transportation title in competition with the nominees from other modal agencies. The winner of the Department title is then nominated for the Outstanding Federal Handicapped Employee of the Year.

This year's first runner-up for the FAA title was Edward B. McVey, general aviation maintenance leader in the Fort Worth Airways Facilities Field Office, Southwest Region. McVey, who lost his right leg as the result of an on-the-job injury in 1968, was offered disability retirement at the time of the accident, but refused it. He now wears an artificial limb, but his is not a "sit down" job, and his determination to overcome this handicap has earned him the respect and admiration of his co-workers.

Second runner-up was Eastern Region's nominee, Joseph M. Dulski, an engineering draftsman in the Airway Facilities Division. Dulski is a deaf mute. Lip reading and notes help him to cope with the obvious difficulties of on-the-job communicating, particularly with supervisors. Dulski has advanced three GS grades in less than four years. He com-

bines thorough knowledge and understanding of his duties with skill and hard work to achieve success.

The Northwest Region nominated Carmela Napoli, secretary-steno in the Air Traffic Division at NW headquarters. Miss Napoli is partially disabled in both legs, a result of polio at the age of three. The Alaskan Region's nominee was Jane L. Sympson, clerk-typist and drafting trainee at the regional headquarters. Miss Sympson was born with a spinal defect resulting in neurological problems and partial paralysis in both legs. Isaac L. Brown, purchasing agent in the Procurement Division, was the Aeronautical Center's nominee. Brown was a victim of polio at an early age and lost a leg as a result. He wears an artificial limb and uses a cane for balance.

Each of the nominees was credited with performing his or her duties in an "outstanding manner." So, being chosen for the agency title in light of the competition was indeed a rewarding experience for Mary Baron.



The Aeronautical Center nominated Isaac L. (Ike) Brown, Jr., a purchasing agent in the Procurement Division. Ike has taken a number of FAA resident courses in procurement and correspondence courses in radio/electronics. He counts horticulture, woodworking and lapidary work among his leisure-time activities.



Clerk-typist and now drafting trainee Jane L. Sympson (seated) was AL's nominee. Hired as a temporary, she proved she could do the job. Partially paralyzed in both legs, she finds drafting less strenuous.

Mary was born in Pittsburgh, Pa. She attended the University of Pittsburgh and received a degree in music from the Pittsburgh Music Institute. She taught piano, remedial reading and writing, beginners Braille and Braille shorthand at Western Pennsylvania School for the Blind in Pittsburgh. She also worked as a secretary for the Pennsylvania Association for the Blind. Mary is currently treasurer for the D. C. Blind Bowlers League and bowls with the group regularly. She enjoys swimming, hiking, reading, and listening to radio and TV coverage of professional sports. She is also a member of the D. C. Association of Workers for the Blind.

Her sense of humor, an inspiration to all who come to know her, was exemplified at the awards ceremony: "Thanks to this award, I've finally found your office," she joked with the Administrator, "and I've been looking for it for months."

—By Carol Lencki



Although his communications are restricted to lip-reading and written notes, Joseph Dulski, engineering draftsman in the Eastern Region, who is a deaf mute, continues to achieve success in his chosen field.



First runner-up for this year's award was Edward B. McVey, general maintenance mechanic leader, Fort Worth AF Field Office, Southwest Region. McVey turned down disability retirement because he was determined to overcome his handicap and continue in his line of work.

Carmela Napoli, Northwest Region's nominee, a polio victim, doesn't consider herself to be handicapped. She always carries a full share of the stenographic workload for the Northwest Air Traffic Division.



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Counseling many of the world's international flights is the job of a network of seven FAA international flight service stations, stretching from Anchorage in the north (top left) to Miami (top right) to Pago Pago in American Samoa below the equator (right). For the story on this far-flung operation, see page 6.



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