FAA WORLD

Service to Man in Flight

JANUARY 1973
AND THIS WAS. . .

FAA WORLD

JANUARY, 1973 . . . AND THIS WAS 1972

VOLUME 3, NUMBER 1

Secretary of Transportation, John A. Volpe
Administrator, John H. Shaffer
Associate Administrator for Manpower, Bertrand M. Harding
Director, Employee Communications Staff, Leo I. Beinhorn
Editor, Leonard Samuels
Contributing Editors, Thom Hook and Theodore Maher
Editorial Assistants, Don Braun and Steve Walters
Art Director, Osceola W. Madden

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Mark Weaver	Aeronautical Center
George Fay	Alaskan Region
Joseph Frets	Central Region
Robert Fulton	Eastern Region
Neal Callahan	Great Lakes Region
Edwin Shoop, Jr.	NAFEC
David Myers	New England Region
Clifford Cernick	Northwest Region
George Miyachi	Pacific Region
David Olds	Rocky Mountain Region
Jack Barker	Southern Region
K. K. Jones	Southwest Region
Eugene Kropf	Western Region

The cover: *Modernization was the hallmark of 1972—in the terminals, the centers, at airports and in personnel operations; but it was also a trying year with the floods and FAA's getting tough on hijacking.*

Flood photos of Wilkes-Barre, Pa., on the cover and page 17 and flood victim on page 16 through courtesy of American Red Cross.

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A Good Year To Grow On

Keeping flying safe and working to make it safer is a big job—FAA's job, our job. As a pilot and engineer, I'm particularly proud of our achievement in FAA and the dedication of FAA people.

There will always be unfinished work for us. As we near completion of our present automation program in centers and towers, we look ahead to automatic conflict prediction and resolution and to satellite communications for oceanic air traffic control. As we have worked with the airline industry to achieve high standards in pilot professionalism, we are working through our Accident Prevention Program, the Flight Instructor of the Year Award and other programs in general aviation to increase professionalism among private pilots, a goal of great importance in improving the overall aviation safety record.

New technology has quieted airplanes greatly in the past few years; we can anticipate even more improvement in the coming years. FAA and the aviation industry must work together closely to achieve this goal. We must encourage better land use around our airports while guarding against noise pollution near big cities by using quiet short-takeoff-and-landing aircraft and developing STOLports for these planes to use.

FAA is a great organization—the best in government, I believe. We've got thousands of people doing exceptional jobs. We've accomplished much in the past year, for ourselves and for the aviation community. 1973 will be another year of achievements and new beginnings for us, and with your continued dedication, an even safer year.

John H. Shaffer

JOHN H. SHAFFER
Administrator

AND THIS WAS 1972

FAAers pitched in to help with the search when two congressmen were reported missing on an Alaskan campaign flight. Examining maps prior to taking part in a search are (from left) Maurice E. Dorsey, Anchorage ET; Albert Crook, GADO operations specialist; Floyd Pattison, Airports certification and safety specialist; and Thomas Wardleigh of the flight inspection section. Ruth O'Buck, GADO operations inspector, scrapes frost from propellor prior to a search mission with the Anchorage CAP.

Keena Rothhammer, an Olympic gold and bronze medalist at the Munich Olympic games is shown with her father, Grant, an EPDS at the Oakland Center. Keena visited the center to thank personnel for their support of the Santa Clara Swim Club's efforts to travel to the Olympics.

Four new regions celebrated their first anniversary last spring, but the New England regional office held a party, replete with a birthday cake baked by the wife of Mike Kozulac (center), Logistics. Flanking him are Lee Wallace (left), Aviation Medicine, and Mary Gentile, AF.

FAAers regularly meet with groups of pilots to help promote better aviation-safety habits and practices. Demi Copadis, accident prevention specialist at the Portland, Me., GADO, lectures at a Pilot's Educational Clinic hosted by the Lebanon, N.H., Airport Development Corp. At this particular meeting, presentations ranged from sensory illusions to advisory procedures at non-tower airports.

BIRTH OF ATC CAREER LAW

Pleading for prompt action on ATC career legislation is DOT Secretary Volpe (left). With him, from the left, are Administrator Shaffer, Manpower Associate Administrator Bertrand Harding and Air Traffic Director William Flener.

It was called the Air Traffic Controller Career Act of 1972, and it was signed by the President of the United States on May 16.

It means that the uniqueness of the controllers' profession was recognized by special legislation, enacted for controllers alone.

It means that controllers who are adversely affected by the great responsibility of controlling live air traffic are eligible for second-career training.

It means that controllers will be able to retire at an earlier age and with a greater pension than other Federal employees in less demanding occupations.

It was enacted because, in President Nixon's words, "of the tremendous responsibility placed on these able men and women."

But all of this didn't just happen. It was the result of a lot of hard work by a lot of people. The heaviest load fell to FAA officials and specialists in Manpower organizations and the Office of the General Counsel. But many other FAA people, as well as DOT officials and representatives of various controller organizations, also did yeoman service.

To learn more about the controller's job, Congressmen visited the IFR Room at Dulles Tower. Listening to a controller is Thaddeus Dulski (N.Y.), chairman of the House Post Office and Civil Service Committee; behind him, William Scott (Va.) and behind Scott, Elwood Hillis (Ind.).

It began when the findings of a "blue ribbon" committee appointed by the Secretary and numerous recommendations from other sources throughout DOT resulted in the writing of legislation that was introduced to the 91st Congress in September 1970. Although this bill was tabled in the press of other business, the legislation was reintroduced in the 92nd Congress in April 1971.

In June of that year, Secretary of Transportation John Volpe and Administrator Shaffer testified before the House Post Office-Civil Service Committee in behalf of the legislation. At that time, the Secretary told the committee that "despite technological gains of the past and those which the future is sure to bring, our air-traffic-control system has, and will continue to have, as its single most important element its work force. We have a people system. . . . Nearly 20,000 controllers staff our towers and centers and they will be the direct beneficiaries of the legislation which you have before you."

From that point on, the bill moved slowly but inexorably toward passage. On September 27, 1971, the bill was favorably reported out of the House committee, and on October 4, it passed the full House of Representatives by a vote of 293 to 0.

On May 1, 1972, a full Senate committee reported favorably on the bill with slight amendments, and the legislation was passed by the Senate on May 3 by a unanimous vote. The bill was sent to the White House on May 11 and signed on May 16.

The scene at many an automation wing as cables are fed under floors. In the first such effort at Oakland, technicians from many centers teamed up to learn how for the big changeovers in 1972.

COMPUTER NET GROWS

Automation is what it's all about—automation to take the manual labor out of air-traffic control—automation to take the tedium out of flight-information handling.

1972 was the year that the plans and promises were sent to the field as three-dimensional hardware. It was the year that the automation wings to house the huge computer complexes at the 20 NAS enroute centers were completed; it was the year that the fourth and fifth (the last) computer transfers were made to new automation wings, at the Boston center in March and the Jacksonville center in September; it was the year that radar displays with information about flights automatically written out in easy-to-read letters and numbers began to become commonplace in IFR rooms at the nation's airports; and it was the year that new radar processing equipment was first delivered to enroute centers in the system.

Of the 61 Automated Radar Terminal Systems (ARTS III) destined for airport towers, 59 were delivered by the end of 1972 and 42 of these were fully operational. All are scheduled to become operational this year.

This box full of magic tricks allows the controller to see a plane's flight number, altitude and ground speed. This info is written out for them—plain as electronic type—on their radar displays. Whether the plane is climbing or descending is also shown graphically by an arrow pointing up or down.

But terminals were not the only places the wonders of automation were on display last year. As the year ended, all 20 NAS centers had flight-data-processing capability. This means flight data entered at any one of the centers can be automatically forwarded along the flight route to any other center in the system, and it means that flight-progress strips are automatically printed out at the controllers' consoles wherever and whenever appropriate.

But there was still another dramatic step forward in enroute center automation when the new radar data-display system, Computer Display Channel (CDC), began its testing phase last November at Los Angeles. Like ARTS III, this system writes out flight information, such as flight number and altitude, on the controller's display. But this system does things that the ARTS does not do—weather

Testing began at one center and deliveries are being made to others of CDC radar data-display systems that will write out flight information on scopes, including weather data displayed only when needed.

Air Traffic Service Director William Flener salutes as costumed U.S. Army honor guard presents colors at opening dedication ceremonies for the Minneapolis Center automation wing.

The Jacksonville Center was the last to transfer its computers to the new automation wing, completing it in September.

characteristics are also shown electronically on the display. Of course, if the screen gets too "busy," the controller can eliminate the weather picture merely by pressing a button. And he can call it back again when appropriate.

This CDC system will be installed at 15 of the enroute centers and have already been delivered to Indianapolis, Kansas City, Los Angeles and Oakland.

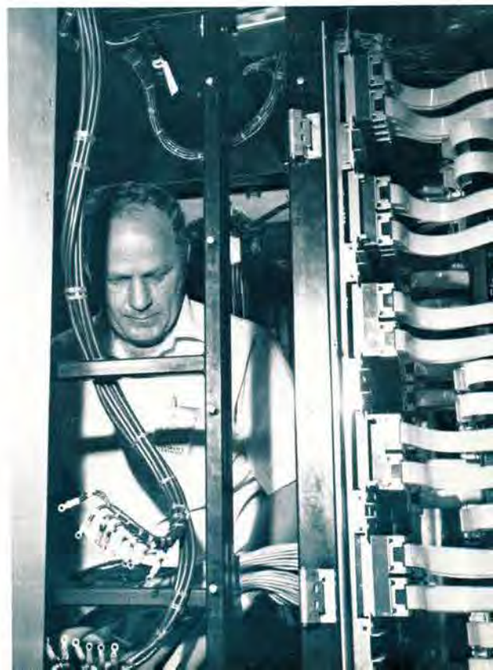
The other five centers, the nation's busiest, will use another display system for use with a faster computer—the Display Channel Complex, using the IBM 9020E computer for radar data processing. All 9020Es have been delivered, and the DCC system is on hand at New York, Washington and Cleveland. Delivery of these at Chicago and Forth Worth is scheduled for early 1973.

So these are some of the ways that FAA is improving its air-traffic-control system and the lot of the people who man it.

We are not sure what the shape of things to come will be, but not far down the pike is conflict prediction and resolution as well as some form of electronic flight-progress strips.

Accounting for the smooth installation of the ARTS III system at Stapleton International Airport in Denver were RADCOM chief Charles Coburn, technician John Amme and John Condon, automation engineer of ARM's AF Division.

Installing the computers in the centers' automation wings required many technician man-hours hooking up countless cables inside equipment cabinets.



ARTS III in action at Minneapolis International Airport. The horizontal display at left is frequently used for departure control, but there is no essential difference from the vertical displays in the rear being used for arrivals.

EXECUTIVE CHANGES

After a 2½ year tour with FAA as Deputy Administrator, Kenneth M. Smith resigned in June to accept the position of Executive Vice President of E-Systems, Inc., in Dallas, Tex. Three Region Director posts were filled in a cycle that began in May when Phillip M. Swatek was named Director of the Southern Region, replacing the retired James Rogers. Swatek had been Director of the Pacific Region. The Pacific vacancy was filled by Jack G. Webb, former Director of the Alaskan Region. Shortly thereafter, Thomas J. Creswell was appointed the new Director of the Alaskan Region, leaving his post at Headquarters as Director of the Office of Training.

Prior to joining FAA in May 1970, Smith was board vice chairman at Windecker Research. He had previously served as vice president of such firms as Consolidated Vultee, Bell and Howell and Rockwell Standard. Upon the Deputy Administrator's resignation, Administrator Shaffer said, "Mr. Smith's service to the agency has been a source of the highest personal satisfaction to me. He has given this vital element of the Department of Transportation a great spirit of purpose and dedication."

Thomas J. Creswell came to the agency as a safety engineer with the Office of Personnel and Training in 1961. During his career in FAA, he has received numerous awards and honors, including the Meritorious Service Award in 1971, the Special Act Award and Certificate of Achievement in 1963. In 1964, he was also nominated for the William A. Jump Public Service Award.

The new Pacific chief, Jack Webb, joined the Civil Aeronautics Agency (CAA) in 1942 as a district flight supervisor in Los Angeles. In 1963, he was named Special Assistant to the Associate Administrator for Programs and moved to the Southern Region as chief of the Flight Standards Division one year later. Appointed Deputy Director of the Southern Region in 1965, Webb moved shortly thereafter to Atlantic City to become Director of NAFEC, a post he held until his assignment to Alaska in 1970.

Phillip Swatek, moving from the Pacific to the Southern Region, was a naval aviator during World War II and came to FAA in 1961 as Director of Information Services. His first agency assignment followed a 13-year newspaper career. In 1964, he was named Deputy Director, Southwest Region, and one year later, he became Pacific Region Director.

Former Deputy Administrator Ken Smith (right) with Administrator Shaffer, Assistant Administrator for General Aviation John Baker (left) and William Carlton of AT.

Philip Swatek moved from head of the Pacific-Asia Region to Director of the Southern Region.

Thomas Creswell transferred from Director of the Office of Training to Director of the Alaskan Region.

New Pacific-Asia Region Director Jack Webb meets with Administrator Shaffer while Alaskan Region Director.

AND THIS WAS 1972

Six AF technicians were commended for saving most of the equipment and restoring this VOR/DME to operation in only six days after a 727 airliner with landing-gear failure plowed into the facility at San Francisco International Airport. The six men were William E. Cullers, Navaids/Comm/Radar Unit chief; Max Haynie, chief of the Environmental Support Unit; GFET Frederick Kaufman; and electronic technicians Leonard Hogan, Donald Hebbard and Richard Elie.

The first overseas orientation for FAA employees was conducted in the Southern Region for employees transferring to the Caribbean. The orientation included a panel of employees and their spouses recently returned from duty in San Juan and a videotape program on the culture and living and working conditions encountered in Puerto Rico.

Three young men from the same neighborhood and the same high school in Oakland separately joined FAA last year through the 150 Program. They are (from left): Calvin Fox, electronic technician; Robert Aranda, controller; and Gregory Brooks, electronic technician. All three also have duty assignments in that area.

AND THIS WAS 1972

A New Yorker drives past a Chicago player last year in the first annual ATC International Ice Hockey Tournament, held in Nashua, N.H. The tournament featured teams from Montreal, Gander and Moncton, representing Canada. The American teams were from the Boston and Chicago Centers and the New York CIFRR. Montreal took the team championship. This year it will be hosted by Moncton on March 7-9.

"Miss Mobility" popped out of a cake at a dinner last year to wish Jim Thomas (with knife) "good luck" on his new assignment to Ontario, Calif., AFS. Those on hand for the festivities were from the Fremont AFS and Oakland Center. "Miss Mobility" was Nancy Richardson, secretary at Oakland Center.

One of the least pleasant but most vital jobs of a general-aviation inspector is investigating accidents. Principal maintenance inspector Walter C. Langham of the San Diego FSDO checks the wreckage of a crop duster to find out why the accident happened.

ENROUTE WEATHER

Specialist Jim Gates (foreground) takes a position report, deputy chief Mateo Palenzuela (behind Gates) handles air/ground position and specialist Fred Kelly monitors the new EWAS position in the Los Angeles FSS. The weather charts are used to provide current weather along specific routes to airborne pilots.

Seated at a radio air/ground console is Seattle EWAS specialist Ted Hoffman, while FSS chief C. E. Abshire checks the weather teletype. EWAS communications have a range of 80 nautical miles remoted to the facility from other stations in the area.

A new service for airborne pilots was launched on the West Coast to provide up-to-date custom weather advisories enroute and at the airport of destination. The Enroute Weather Advisory Service (EWAS) was instituted at the Los Angeles; Oakland; Portland, Ore.; and Seattle flight service stations.

Not intended to supplant pre-flight briefings or other FSS information services, EWAS will provide live, individualized weather reports to pilots calling in on clear-channel frequency 122.0 mHz, while at the same time, EWAS will be able to receive weather reports from airborne pilots in areas where no other weather data is available.

Set up as a separate unit within each FSS, each EWAS is manned by six specialists selected under the Merit Promotion Program who received a special four-week training stint at the FAA Academy.

Eight FSSs in the New England, Eastern and Southern Regions are next scheduled to offer EWAS, with nationwide coverage slated to involve 44 FSSs over the next four years.

Communications coverage on the West Coast is designed to ensure reliable communications at a distance of 80 nautical miles from an EWAS outlet via remote relay. Pilots can receive weather service in southern California at Bakersfield, Daggett, Mt. Laguna or in the Los Angeles area from the Los Angeles FSS, while calls to the Oakland EWAS at Red Bluff, Sacramento, Fresno or in the Oakland area will be answered from the Oakland FSS.

Seattle specialists are experimenting with a closed-circuit TV scanning camera located 42 miles away at Stampede Pass in the Cascades to obtain remoted information on cloud conditions, obstructions to visibility and flight conditions in the pass.

Seattle FSS chief Abshire uses data-phone system, as specialist Hoffman adjusts the TV screen for the closed-circuit camera scanning Stampede Pass 42 miles away.

CRACKDOWN ON HIJACKING

The nosey end of a bomb detection team sniffs for explosives in the wheel well of a jetliner at Washington National Airport. FAA paid Fairfax County, Va., last year for training and evaluation of four dog-and-policeman teams for use at Washington National and Dulles International Airports. Canine bomb sniffers are becoming more common at airports throughout the country.

Harvey Baynes (left), chief of the Portland, Ore., Air Transportation Security Field Office, discusses on-ramp inspection with Tom Mackey of his staff, in line with the heightened security at airports serving air carriers.

Hijacking doesn't pay off and the statistics show it. Of the 28 people involved in 19 attempted hijackings of U.S. airlines in 1972, 10 are under foreign control, three were killed and 15 are in prison. Nevertheless, more violent and bizarre hijack attempts last year forced the FAA to issue several emergency rules to crack down further on air piracy.

By the end of the year, FAA had issued emergency rules ordering the airlines to screen electronically or personally search all passengers and inspect all carry-on items without exception. It also ordered the airports to station armed local law-enforcement officers at all airport gates when passengers are boarding or reboarding airplanes. Electronic screening of all passengers and inspection of their carry-on items were to be fully in effect by January 5. Armed guards were to be stationed at the final passenger screening point of each flight by February 6.

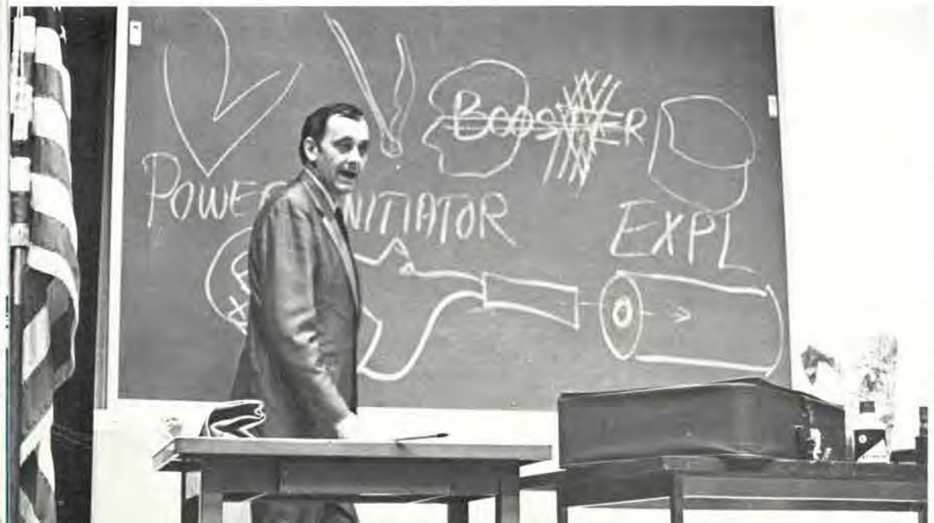
These tough rules followed a pair of Cuba-bound hijackings, in one of which an airline attendant was killed at a boarding gate, and in the other a co-pilot was wounded in flight near the end of a weekend-long hijacking that covered an erratic path over the eastern U.S. and ended up on flat tires in Cuba.

At the beginning of the year, FAA issued an emergency rule to make passenger screening by the airlines mandatory, whereas it had been optional until then. The agency issued the airport-security rule in March, calling for airport operators to identify and protect areas used for landing, take-off and other surface maneuvers of airplanes and to ensure that people and vehicles in these areas carry or display identification. Airports serving the air carriers were covered by the rule, and each airport's security plan was subject to FAA approval.

In July, the "sky marshals" were brought down to earth to put law-enforcement teeth into passenger screening at more airport gates. This move followed Federal policy that the best way to prevent air piracy is to keep would-be hijackers off the planes in the first place.

The agency took passenger screening a step further the following month when it ordered that anyone selected under the hijacker profile be screened electronically or searched by hand and his carry-on bags searched as well, instead of just requiring identification from such persons. In the same month, the agency permitted airlines to lock rear doors on aircraft in flight to prevent parachute jumps by hijacker-extortionists.

September saw FAA move to apply the same passenger- and baggage-screening requirements for



Knowing what you're up against is important in security. Walter Korsgaard, FAA's explosives expert, delivers a four-hour lecture to 150 law-enforcement personnel for the New England Air Transportation Security Division. He covered bombs and other explosive devices as they relate to use in aircraft and terminal areas.

Three types of walk-through magnetometers in use at airline boarding gates. Guards observe readout devices nearby.

U.S. airlines to foreign airlines operating in this country. Industry's comments on this proposal are now under consideration. To bolster passenger screening at the same time, FAA bought 1,091 walk-through and 1,200 hand-held metal detectors for the airlines to use at airport gates.

By late fall, 500 airport security programs were sent to FAA; 235 were approved by December, while the others had to be modified to meet agency minimum standards. Thirty-seven U.S. airlines submitted their screening programs; all have been approved except one, which is being modified.

The U.S. has signed three international agreements covering air piracy—the Tokyo Convention, the Hague Convention and the Montreal Convention. The first ensures that cargo and passengers will be sent on their way after a hijacking; the second requires signatory nations to punish or extradite hijackers and permits any nation to prosecute hijackers, regardless of where or in whose aircraft the crime is committed. The third complements the Hague Convention regarding sabotage of aircraft. In the wake of more violent hijackings and higher-priced extortion attempts, the Department of Transportation pushed vigorously in 1972 for an international agreement to eliminate safe-havens for hijackers. The International Civil Aviation Organization is now studying a plan to do just that.

Is there a move in your future? Are you planning a vacation away from home? Do you have a house you wish to sell-rent-buy? This column is your stepping stone to planning ahead. If your home will be up for sale, another FAAer coming your way might be a likely customer. A home advertised from your future post is the place to look into first on your free house-hunting trip. A mountain retreat may be just the ticket for vacationing flatlanders, or a beach house for the landlocked . . . and you can arrange for it before you slam the car door. Do you have an airplane to sell? An FAAer within flying distance may be looking for you.

This free service is open to principals only. Ads will appear approximately six weeks after submission. Send your ad with address and phone number, including the area code, to "Mobility Gulch," FAA WORLD, 800 Independence Ave. SW, Washington, D.C. 20591.

HAWAII

Furnished vacation apartment for rent at Lahaina, Maui, 150 feet from beach; 1 bedroom, 2 baths, living room, kitchen, lanai, color TV, air conditioning, closets; completely furnished including linens, towels, dishes, pots and pans, service for 8; available any time of year; reasonable rates. H. W. Schuermeyer, 1051 E. 26th Ave., Anchorage, Alaska 99504. Call 907-272-9705.

MARYLAND

Chesapeake Ranch Club lot at Drum Point for sale, 1 hour from Washington; 100x150 feet, wooded and level; club has adult and teenage clubhouses, golf courses, swimming pool, tennis courts, 2 beaches on Chesapeake Bay and one on a fresh-water lake, 2 marinas, 2400-foot landing strip, own water system, police and security system; asking $5,500. Call 301-577-1486.

NEW YORK

House for sale in Huntington, Long Island (north shore); wooded lot in beautiful area, short walk to beach; "move-in" condition for immediate occupancy; 3 bedrooms, 2 baths, dining room, living room with fireplace, eat-in kitchen, finished playroom, basement with shop and outside entrance, 2-car garage, aluminum combination storm windows; $45,000. Call 516-HA 7-8040.

TENNESSEE

Swiss chalet style 3-story house for sale at Renegade Ski Resort, 12 miles east of Crossville; 4 bedrooms, 3 baths, 2 living rooms, 2 kitchens, 2 fireplaces; complete furniture, furnished to sleep maximum of 15 for resort rental; lot 130 feet by 218 feet; $25,000. Call 615-484-5979.

TEXAS

Holiday Trav'ler trailer, 29 feet, 1971 model, less than 1,000 miles; twin beds, tub and shower, central heat, air conditioning, 8 cu. ft. gas-electric refrigerator, Magic Chef range and Venta-hood, remote-control TV antenna, fully carpeted; $5,750 at Fort Worth. Call 817-281-0212.

VIRGINIA

Lot for sale on Lake Caroline in Ladysmith, 1 hour from Washington on I-95; approximately ⅓-acre, wooded and level; includes charter membership and clubhouse privileges, swimming pool, sandy beaches, tennis courts, picnic areas, two fishing lakes, blacktop roads, police and security system, water and electricity available; $6,500 negotiable. Call 317-247-2261.

House for sale in Alexandria, 45 minutes from FAA; brick rambler, 3 bedrooms, 1½ baths, family room stockade-fenced backyard; close to schools and 2 large shopping centers; $42,000. Call 703-256-1206.

House for rent in Fairfax, 70 minutes from FAA; brick rambler, 3 bedrooms, 2½ baths, finished recreation room, walk-out basement, air conditioning, new washer and dryer; walking distance to schools and churches, FAA carpool next door; $275 per month, 2-year lease with 1-year option available. Call 703-273-4104.

House for sale or rent in Dale City, 45 minutes from FAA; wooded lot, 5 bedrooms, 3 baths, refrigerator, oven, range, dishwasher, disposal, large recreation room with fireplace, storm windows and doors; $295 per month to rent, full price $42,950. Call 301-451-9592 or 8719.

AND THIS WAS 1972

Rep. Chalmers P. Wylie (R-Ohio) was one of the main speakers when a new air traffic control tower was dedicated at Don Scott Field at Ohio State University, Columbus, Ohio.

An Eastern Airlines L-1011 flies past the 140-foot flight-test vortex-measurement tower at NAFEC. Tests continued last year to determine the intensity, position and characteristics of the vortex shed from the wings of aircraft.

Northwest Region and Boeing officials examine type certification of the first Boeing aircraft under the new region's approval authority. The 727 meets more stringent sound requirements. Assembled by the aircraft are (from left) H. A. (Bud) Parker, chief, Engineering and Manufacturing Branch; Bob Jones, chief, Flight Standards Division; Chris Walk, Jr., Region Director; and John E. Steiner, Boeing vice-president and division general manager.

SHORT-HAUL SHOWCASE

FAA's STOL-1 airplane went on tour to all the continental regions last July and August to show agency people in the field and interested persons in industry and government how the plane operates as a short-takeoff-and-landing aircraft.

Piloted by Bryant Chestnutt of the Flight Standards Service and maintained on the tour by Robert Jermyn from NAFEC, the DeHavilland Twin Otter demonstrated steep approaches, often rolling to a stop within a very short distance. It also carried along a 57-pound microwave landing system the crew set up on the ground to show how a STOL plane can land in limited space using a low-cost landing aid.

The tour was co-sponsored by the Flight Standards Service and the Quiet Short Haul Air Transportation System Office, which is developing plans for future short-haul operations in crowded urban areas and other places where land is limited and noise has to be kept down.

Bryant Chestnutt, the pilot (left), lines up the portable, lightweight microwave landing system carried aboard the plane with the help of John W. Gaalaas of the National Flight Inspection Division, Aeronautical Center.

NATIONWIDE LABOR UNITS EVOLVE

In 1972, two more organizations—PATCO and NAATS—joined the unions having exclusive recognition for groups of FAA employees. It's become a veritable alphabet soup: AFGE, NAGE, IAMAW, NFFE, NABET, SCCU, NAATS and PATCO.

But it was PATCO and NAATS that figured prominently in *Intercom* headlines this year. PATCO stands for Professional Air Traffic Controllers Organization, and NAATS stands for the National Association of Air Traffic Specialists. Both are labor unions, and beginning this year, both officially represent large numbers of FAA people.

NAATS was the first to win exclusive representation on a nationwide basis. The association polled 66 percent of the vote last February when Flight Service Station specialists voted to be represented by a labor organization.

This is how it happened. In December 1970, NAATS petitioned the Department of Labor seeking to represent FSS specialists on an agencywide basis. Two other labor organizations also expressed an interest in representing these employees. After a Department of Labor hearing, the Assistant Secretary of Labor for Labor-Management Relations determined that such an agencywide bargaining unit was appropriate. He also directed that an election be held to see if the specialists wanted to be represented by a union, and if so, by which union.

A record-setting number of FSS men and women participated in February's election. They selected NAATS. The Department of Labor subsequently certified the selection, and last June, FAA's first agencywide collective bargaining agreement with a labor organization went into effect.

Since September's election, PATCO has been part of the FAA family. Controllers at enroute centers and at terminals voted overwhelmingly for PATCO representation in the largest election of its kind ever held in the Federal service.

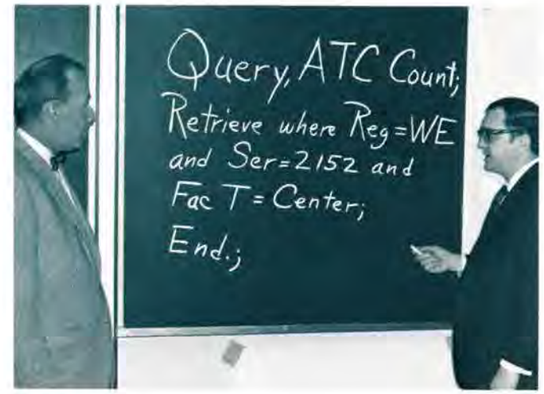
As a result of this election, PATCO was certified on October 20 as the exclusive representative of some 13,200 FAA terminal and center controllers.

And right now contract negotiations between PATCO and management officials are underway.

Getting into gear for MPIS operations this fall, Robert H. McGuigan (right), MPIS specialist, explains how to get information from the computer brain using a keyboard-TV terminal to (from left) Wilma R. Stucker, H. A. Watson and Peggy Balazik, all of the Office of Personnel.

INSTANT PERSONNEL INFO

Some of the language used to put questions to the MPIS computer is chalked up by Joseph Cucinelli (right), MPIS specialist, and described to Lou Gettman, chief, Program and Analysis Staff, Office of Personnel.



In the fall of this year, an electronic wizard will start giving FAA manpower managers instant information on almost anything they need to know about FAA's work force. It's the Manpower and Personnel Information System (MPIS), one of the largest real-time computer systems in the world.

The first two long-distance terminals, located in Washington, were plugged in last July with much excitement on the part of the MPIS people who had worked so long planning the system on paper. Now for the first time, they could type out questions in Washington and get answers immediately from a computer at the Aeronautical Center. Since then, they have been refining and "tuning" the system to make it work just the way it should when it goes into operation. For the past two years, MPIS managers in the regions and centers have been working out all the possible uses of the system and learning its language, which is far more like regular English than computer jargon.

The computer will store and update selected information about every FAA employee—job, pay scale, training courses—fed to it from typewriter-like terminals with electronic viewing screens in each region (except Europe) and center and in Washington. All agency personnel actions—such as hires, transfers, promotions, separations—will be sent to the computer, which will digest overnight all the information sent to it during the day. Any combination of data that regional or Washington Manpower managers need will be virtually as up-to-date as the day they ask for it. Each region will have terminals in its Manpower Division. Headquarters will have several, including the offices of Personnel, Civil Rights and Budget. Studies are now underway by the Office of Personnel to determine how the Merit Promotion Program may best use the capabilities of MPIS.

Early this year, current information on employees and their jobs will be loaded into the computer. It will take one more year after the system starts operating this fall for employee histories—previous jobs, training, education, etc.—to be added. Even after MPIS is plugged in and working, official personnel folders will still be maintained, although the use of the folders as the primary source of information will largely be eliminated.

Every employee will have the right to ask at any time about the information the computer has about him or her. And a printed copy will be routinely sent to each employee once every year so it can be checked for accuracy.

New England Region Director Ferris J. Howland (right) and Edward J. King, executive director of the Massachusetts Port Authority, operator of the Logan International Airport in Boston, look at the facility after it became the first airport certificated under Part 139 of the Federal Aviation Regulations.

AIRPORT CERTIFICATION

After years of study and proposals by government and industry, FAA last June issued a rule to regulate airports much as it has regulated pilots, aircraft and aircraft operations for many years.

The rule—Part 139 of the Federal Aviation Regulations—requires that some 515 airports meet FAA safety standards and receive an FAA operating certificate by May 21 of this year. It applies to airports serving Civil Aeronautics Board-certificated scheduled air carriers, but FAA is developing a Notice of Proposed Rule Making to extend the coverage of the rule in the future to include other types of airports as well. The Airport and Airway Development Act of 1970 gave the agency the authority to set minimum safety standards for airports.

With the short fuse set for certification of so many airports, the agency quickly geared up to get the job done. In July, a two-week training session was held in Washington for the people assigned to the regional Airports Divisions who are carrying out the certification program.

The airports people went back to the regions and held hundreds of meetings with airport operators to give them guidance in putting together their safety programs and in developing their Airport Operations Manuals required by the rule. Airport certification depends on evaluation of the manuals and, in some cases, on-site inspections prior to approval of the Airport Operating Certificates. FAA plans periodic on-site inspections to insure continued compliance with certification requirements.

Gary Ewing (center) of the Airports District Office in Fort Worth is at Meacham Field to look at new fire-fighting equipment, which can be bought for air-carrier airports with matching funds through ADAP. At general aviation airports, such as Meacham, funds are available to help build facilities to house this equipment.

Employees at Washington National Airport groove runways to provide better traction for aircraft during unfavorable weather conditions. Money for such airport improvements is available through ADAP.

Firefighting and crash/rescue equipment is one of the most important items on the safety list and the most expensive, and several big airports already have enough of this equipment on hand to meet the requirements. But hundreds of smaller airports that also serve the airlines don't have enough. These are the airports where safety will be greatly improved under the rule. Any airport covered by the rule can apply for financial aid under the agency's Airport Development Aid Program to help buy such critical equipment.

Among other safety aspects covered are: pavement; marking and lighting of runways; airport self-inspection; emergency plans for accidents, sabotage and other incidents; protection of navaids; and public protection.

EMPLOYEE APPRAISAL

The Office of Personnel is continuing to work on the employee Performance Appraisal Study to develop a more objective evaluation of employee effectiveness.

The appraisal study began early in 1972 with a survey of 5,800 FAA employees, of whom 4,200 (or 72%) replied. Upon completion of the survey, Washington and field people worked out the framework for an improved appraisal system.

The proposed system would evaluate an employee not on personality traits, but on how well the employee achieves the results he and his supervisor agreed upon at the start of the appraisal period. It also emphasizes more open employee-supervisor discussion and provides more objective data for use in Merit Promotion, awards and other considerations.

The proposed system will be field tested for one year at selected agency locations beginning early this year. The test appraisal won't be the basis for any personnel actions. The current PER will still be the official appraisal record for the test sites as well as elsewhere, and a new and better system won't be implemented by the agency until the results from the field tests are evaluated.

AND THIS WAS 1972

Curtis D. M. Chong, the first blind employee in the Pacific-Asia Region, uses a light probe and Braille legends to read console lights on one of the computers at the Honolulu Data Processing Branch. Chong, who began as a clerk-typist in July, asked for more difficult work and has progressed into data processing. He has been nominated for the Outstanding Handicapped Federal Employee of 1972.

Kenneth Kennedy and Eugene Wroot of the North Platte AFS and Frank O'Brien, North Platte NAVCOM (left to right), assemble an FAA facilities display prior to the Nebraska Field Managers Meeting late last year. The displays demonstrate ILS, ARSR and VORTAC for training and public education. The basic models were designed by Howard G. Kreger, ARTS test site, Minneapolis.

For the daily excellence of the job done by controllers and for the tri-weekly briefings and tours provided the Air Force's Instrument Flight Center classes by the San Antonio Approach Control, Col. Robert Owens of Randolph AFB presented a plaque of appreciation to Jack Jobe (left), chief of the tower and TRACON; Ernest M. Stanley (second from right), evaluation proficiency development officer; and Bennie C. White, proficiency development specialist.

The world's tallest ATC tower will be this one at Logan International Airport this spring. When completed, its overall height will be 298.6 feet, and ATCSs will plant their feet 250 feet above the ground. The radomed cab before it is Logan's current tower.

TRANSPO '72

The greatest transportation show on earth came to the clay fields around Dulles International Airport last May 27 to June 4 as TRANSPO 72, the United States International Transportation Exposition. Besides being well-represented in DOT's exhibit, FAA helped the show run smoothly with a temporary air traffic control tower and a flight service station manned by a multi-lingual staff of FAA flight service specialists.

Spectacular air shows featured precision flying by military formations, aerobatics and parachute jumps. One million people visited the exposition, which included 609 exhibits, 86 of them from foreign countries. Not a day did it rain, and by the time the show closed, it was being hailed with "universal acclaim" by media, government officials and public.

THE RIF THAT WASN'T

The story of the FAA Reduction in Force that almost happened, but didn't, began in August 1971 when President Nixon announced "The Challenge of Peace," in which he clamped a 90-day freeze on wages and prices and directed that Federal employment be reduced.

The Department of Transportation was requested to cut 8.3 percent from the employment ceiling it had planned for June 30, 1972. FAA, in turn, was instructed by DOT to bring its employment down from 53,547 as of September 30, 1971, to 51,217 by June 30, 1972. This meant a cut of 2,330 employees. FAA manpower experts immediately began poring over employment figures and estimates of attrition to see if the cut could be made without laying off anyone. Normal attrition —retirements and other separations—would account for much of the cut, but perhaps not all, by June 30.

Early in November, the agency offered eligible employees a chance to retire early ("discontinued service annuity" under Civil Service regulations), because with more retirements, fewer people would have to be RIFed to reach FAA's employment limit.

On January 21, 1972, A GENOT was sent to all employees announcing, "It now appears that we will need to conduct a reduction in force of four to five percent . . . the major impact from the RIF will affect regional headquarters, Washington, the Aeronautical Center and NAFEC employees."

More talks with DOT led to some relief in the cut FAA had to make, and by March 21 the final RIF plan was sent to the field. A GENOT the next day told all employees, "The final year-end employment (RIF) plan now calls for a one and one-half percent reduction. We are, of course, happy to announce this reduced level of RIF and the fact that we have been able to avoid reducing staffing at field installations . . . The plan states that the agency will have to RIF a maximum of 650 employees by June 30."

On April 10, almost 1,200 RIF notices were issued. That many notices were needed to be sure that as many as 650 employees could be separated from the agency after affected employees exercised their rights to remain with FAA based on their career and veteran status and seniority—their "bumping" and "retreat" rights.

Meanwhile, everyone was closely watching the cost-of-living index, which was at a high level. By staying up, it could trigger an automatic pension increase for retired Federal employees. In mid-May it happened: The Civil Service Commission announced a 4.8 annuity raise for all Federal employees who would be retired by June 30. Retirements and commitments to retire by June 30 soon began pouring in from all over the agency. The double incentives of the early-retirement opportunity and the annuity hike pushed retirements so high that on May 31 Administrator Shaffer was able to say in a FACT message to all employees, "I am happy to announce that, based primarily upon over a threefold increase in retirements, we are able to withdraw all RIF notices issued to meet year-end personnel ceilings."

DIRECT LINE

Q. Just about this time 30 years ago, the first class of trainees in the old Fourth Region was graduated. A few days later a new friendship was renewed by two of these employees via a Weather Bureau teletype circuit. They just wanted to say "hello." Both were fired. Now, monitor any B circuit during the night and you will see transmissions that wouldn't be suitable on any late talk shows. This trash is given All-Circuit routing. Despite management warnings, it continues to flow freely. It ranges from low-key filthy humor to insulting the office of the President. The personnel at our facility are 100% above such practices and are highly resentful that these persons are retained on the payroll. As chief of the facility, I am unable to answer their questions: "Why does management allow this to continue, and has any action been taken to remove these undesirables?"

A. Your point is one that has been of growing concern. Generally, the personnel using FAA communications circuitry have exercised good judgment in using these facilities, and management has relied a great deal on that fact. Identification is difficult, although there have been some recent cases where positive identification was made and disciplinary action taken. Now, a low-cost device has been developed that will positively identify transmissions made on teletypewriter circuits. It is tentatively planned for installation on Area B circuits, and specifications for the device should be available in the near future.

Q. Could you give the reason why, of the four ARTCCs in the Southern Region, all with the exception of the Miami Center have changed their Plant & Structures personnel (Wage Grade) to GS-9/11, Engineering Technicians?

A. The abolishment of some of the wage-grade positions in Plants & Structures at ARTCCs and the establishment of GS-802 Engineering Technicians is geared to the progress of the building expansion at each center. In the Southern Region, three of the four centers have reached the appropriate stage of completion to warrant the establishment of the Engineering Technician positions. The Miami Center is expected to reach the required level of completion in the very near future.

Q. Why does the FAA continue to discriminate against the EPDS grade structure within the FSS option? These dedicated individuals are currently classified at the same level as journeymen, but not so in the terminal and enroute environment. What become of equal pay for equal responsibility?

A. FAA certainly does not intend to discriminate against the Evaluation and Proficiency Development Specialists in stations. They are generally classified at a level equal to that of the full-performance specialist at the highest level of station. This principle of classification at the highest full-performance level in the option is generally also true in centers and terminals. These levels are shown in the FAA Organization and Classification Guidelines for Air Traffic Control. Because the regions are required to classify each job based on its specific content, there may be exceptions where a specific job in any option has a greater or lesser scope than that visualized in the guidelines. In such a case, the region would request the Washington office to approve a deviation from the guidelines.

Q. At a Senior Secretarial Training Course, one of the instructors made the statement that FAA has a new policy that no woman over 50 will be promoted. Is this discrimination true?

A. In accordance with Merit Promotion Handbook 3330.1A, it is FAA's policy that "no discrimination shall be exercised because of race, color, religion, national origin, sex, physical handicap, age, marital status, political affiliation or employee organization affiliation. Promotions shall be made on the basis of merit, fitness and qualifications." Communication is being initiated with your region to assure that any possible misinformation relating to restrictions based on age will be eliminated from training courses.

Q. I moved to the Southwest Region from the Alaskan Region in 1971 and submitted my original travel voucher to the accounting office at the beginning of the fall. Since then I've modified it, redone it and become thoroughly disgusted. I'm an electronic technician, which requires my full attention, and I don't have time to become an expert on travel. I expect mistakes on my voucher, but also some help from the experts. My voucher is still in the mill where it's been for 11 months.

A. Claims for expenses in conjunction with changes in headquarters assignments are infrequent for most employees, which results in a lack of familiarity with many of the specific supporting-document requirements that the paying office is bound by regulation to obtain before payment. Written communications do not always provide an adequate understanding of these specifics, which can result in a number of letter exchanges. In such a case, the employee should seek the advice of a supervisor, who can, in turn, get clarification from the paying office. You are right to expect help from the experts, and such help is available. Learning how to get that help seems to be the major problem. The time it takes to settle travel claims in a permanent change of station, however, varies with the circumstances. Frequently, an employee does not incur all relocation expenses until 10 or 11 months after reporting to the new duty station. Generally, if relocation claims are properly documented and supported, claims should be paid within 30 days after its receipt in the accounting office.

Q. Para. 307(a) of Order 1500.13A states, "Employees may be scheduled to travel one day early or stay overnight upon completion of an assignment in order to avoid travel during non-duty hours. However, employees may not stay over a weekend or holiday merely to avoid non-duty travel." If an employee completes his TDY after 1630 Friday, is he expected to observe the first statement and take the first available flight on Saturday morning, or would this be considered "staying over a weekend"? Also, if the employee should elect to go off per diem and stay in the TDY city, returning on Sunday afternoon, which flight should be used in figuring comparative costs for per diem computation?

A. Normally, if an employee finishes his TDY late on a Friday and his return trip is such that he would arrive home late in the evening, he should not be expected to leave until the first available flight on Saturday. A Saturday departure would not be considered as staying over a weekend. If the employee elects to stay at his TDY point over a weekend, the flight to be used in figuring comparative per diem costs should be the flight which he would normally have taken had he not stayed—that is, the first flight on Saturday.

Q. I retired from military service in 1970 with 20 years service. At the time of retirement, I received a 10% VA disability retirement. Upon joining FAA, I was given a service computation date of Aug. 26, 1967, based on that portion of my military service that was creditable. I would like to know the earliest time that I will be able to retire from the FAA. If I elect the FAA retirement in lieu of my service retirement, how much of my previous military service will be creditable for retirement? If I elect my service retirement, will I be able to withdraw that portion of my pay that was deducted for retirement?

A. Due to the limited amount of information submitted, the earliest date you can retire cannot be given. However, if you elect to waive your military retirement pay and have your military service added to your civilian service, you may retire from the FAA when you reach age 55 and have a combined total of 30 years military and civilian service, five years of which must be civilian. Any previous active military service terminated by honorable discharge can be credited. You may receive a refund of your retirement contributions only if you resign, are separated or transferred to a position not under the Civil Service Retirement System. Receipt of a refund would void your annuity rights for CSC retirement but would have no effect on your military retirement. If you were eligible to retire in January 1973 and you waived your military retirement pay to be effective upon your retirement date, all of your military service can be credited towards Civil Service retirement.

Q. I have several questions concerning the upgrading of full-performance-level controllers when a facility is upgraded. Is a Whitten Amendment waiver required for full-performance-level controllers having less than one year in grade? Who must request the waiver? Is it FAA and/or DOT policy to approve or disapprove such requests? Does the Civil Service Commission have final authority regarding the waiver?

A. Whitten Amendment waivers may be approved by the Civil Service Commission. They must be requested by the head of the agency, which in this case is the Secretary of Transportation. There are no plans to request waivers when a facility is upgraded. Employees who have less than a year in grade when their facility is upgraded will continue status quo at their present grade until they complete the year and are eligible for promotion.

Q. I would like to ask why the agency doesn't take secretaries on a tour of the facilities, towers and airports to give these girls a better understanding of the routines and systems of the FAA? You might say a tour of the airport would be the prerogative of the individual supervisor, but this somehow does not work out. Many times our supervisors have promised to bring us along while he is attending a meeting at one of the sites, but he never gets around to it.

A. We are aware of this problem. In your regional headquarters, we conduct a one-day course, "Orientation for New Employees," which solves it for those in the regional office and its commuting area. However, for employees in the field offices and facilities, we have to depend on the respective supervisors to provide this indoctrination, and we appreciate the difficulties of the supervisors in doing this. As a result of your query, we are now considering the possibility of video-tape and/or directed study to provide this needed indoctrination at the field-facility level.

Is there something bugging you? Something you don't understand? Tell it to "Direct Line." We don't want your name unless you want to give it, but we do need to know your region. We want your query, your comment, your idea. All will be answered in this column, in the bulletin-board supplement and/or by mail if you provide a mailing address.

Better two-way communication in FAA WORLD's "Direct Line" is what it's all about.

THE FLOODS OF SUMMER

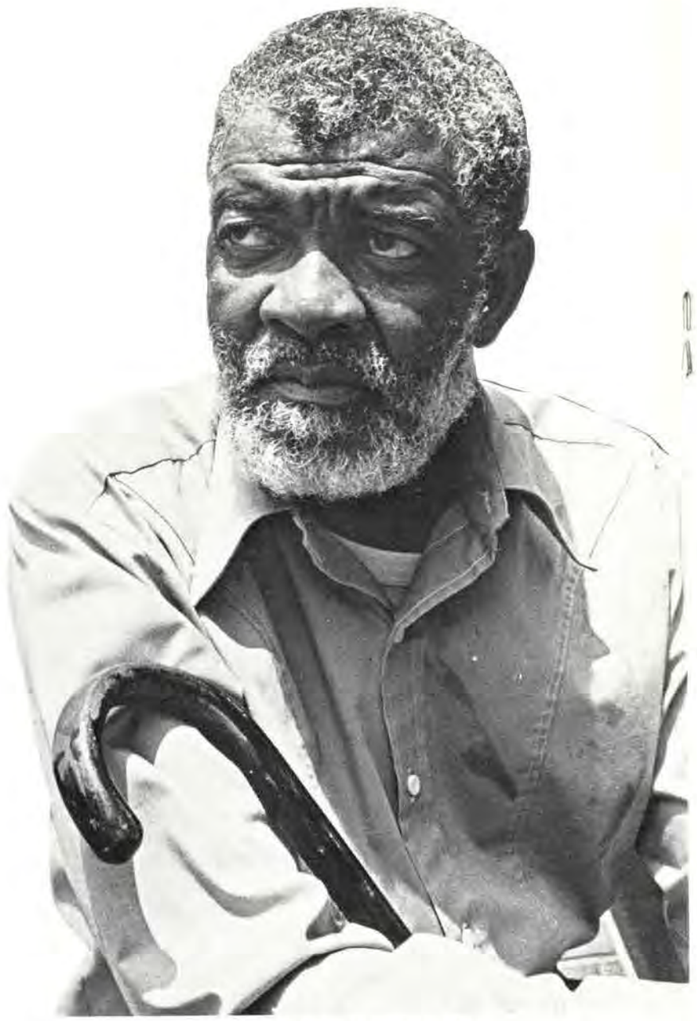
Raging floods in June left an ugly water-spot on the FAA calendar in 1972. What was supposed to be only a tropical storm weakening into a mere rainy day turned into a monstrous deluge of the Northeast U.S. It was Hurricane Agnes.

In three days, it sent rivers in Virginia, Maryland, Pennsylvania and New York high over their banks, causing billions of dollars in damage and destruction to homes, cars and businesses. FAA people in the Eastern Region reeled under the storm, but other FAAers all over the agency soon came to their aid with donations to the Agnes Disaster Fund, which was set up in the Eastern Region.

At the New York Common IFR Room and the New York ARTCC, controllers, their wives and other FAA people organized a massive airlift, in some cases using FAA and their own private planes, to bring desperately needed supplies to stricken FAA families in Wilkes-Barre and Harrisburg, Pa., and Elmira, N.Y.—two of the hardest hit areas—and to other locations. The Civil Air Patrol, the military and the airlines also pitched in with aircraft and supplies.

JFK and MacArthur airports on Long Island, sites of the CIFRR and the ARTCC, were the launch points for the airlift. The effort grew from a mercy mission to only FAA people into an assist to thousands of other families in the flooded areas. During the worst of the floods, FAA people spent hundreds of extra working hours keeping FAA facilities manned and on the line. FAA people who escaped the disaster gave hundreds of hours of their time, including vacations, to helping flood-stricken fellow employees salvage property and clean up; to collecting and donating food, clothing and other supplies; and to offering services like transportation, laundering and places to sleep. By the end of the summer, the Agnes Disaster Fund totaled $24,310, which was distributed to the most needy FAA families.

Earlier the same month, a flash flood hit Rapid City, S. Dak., like a cannon blast, flattening or sweeping away practically everything in its path and killing more than a hundred people. Only three FAA people suffered property losses and no FAA facilities were damaged. As in the Eastern Region, FAAers helped their fellow employees recover from the flood, and a Rocky Mountain Region flood fund was setup for contributions from agency people. It totaled more than $2,000.



A flood victim in Harrisburg, Pa.

A helicopter lifts supplies across Wilkes-Barre, Pa., to a Red Cross shelter on high ground on the outskirts of the town. FAAers also airlifted supplies into the town.

Missing siding and damaged personal belongings at the home of FSS specialist James A. Perry in Lawrenceville, Pa., give mute testimony to the destruction of the floods.

Emergency shipments of clothing, food and medical supplies are loaded into a plane by FAAers and their families.

Swept up in the tides of the Rapid City, S. Dak, floods were this car, freezer, boat and debris from homes.

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