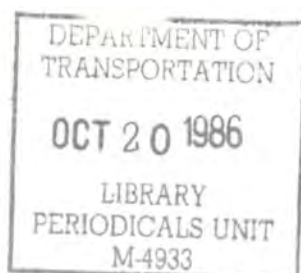


# News:

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National Highway  
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Administration

## National Employ the Handicapped Week Observed – October 7-13 1984 By: Almentha Martin

In recognition of that week, the Offices of Personnel and Civil Rights sponsored a creative and innovative program titled, "We're Moving Up."

The program was designed to sensitize NHTSA managers and employees to the attitudinal barriers that can and do exist in employing persons with disabilities.

This two-part program was moderated by Zephia Gouldson.

Linda Easley-Pitts, NHTSA's Special Placement Coordinator introduced NHTSA Deputy Administrator Howard Smolkin, whose opening remarks set the stage for the program.

He stated: "This program is to remind current employees to provide an open door for disabled individuals into the workplace. They have to have an opportunity to become gainfully employed and productive individuals, but it is also to encourage all of us to make our minds, as well as our buildings and offices, accessible to the mentally and physically handicapped. This week cannot be truly successful unless the avenues of employment opportunities for people with disabilities remain open throughout the year. National Employ the Handicapped Week serves as an occasion for each of us to review the past and plan the future."

(See **Handicapped** on Page 4)

## Retirements Luncheon and Dinner Too!!!

Two of NHTSA's long-time employees are realizing their goals. They are retiring. FIRST: Bobby A. Boaz, Chief of Public Affairs for almost 18 years. Mr. Boaz said "I know I've got a reputation around here like the little boy who cried wolf... but this time I really am going to retire."

On December 4, 1984, friends and co-workers will say farewell at a luncheon at Pier-7, starting at 11:30.

For further information, contact Vi Walsh or Tina Foley on 426-9550.

SECOND: E.H. "Bud" Miller. After 13 plus years of Federal highway safety service and four years as Nevada's Governor's Highway Safety Representative, Bud's last day and bash will be held on November 30, 1984.

The Dinner will be held at Pengers Seafood Grotto, Foot of University Avenue in Berkeley, Calif.

If you are interested in attending, please confirm with Lois Thompson (415) 974-9840 and/or wish to contribute to a gift, send money to: Lois Thompson  
NHTSA - Region IX  
211 Main Street, Suite 1000

San Francisco, CA 94105.  
CONGRATULATIONS TO BOTH OF YOU. YOU'VE EARNED THAT RIGHT! BUT WE'RE GOING TO STILL MISS BOTH OF YOU!



**Travel  
Management  
Center Established**

On October 1, 1984, the General Services Administration (GSA) announced the award of a contract to GELCO Travel Services, Rockville, Maryland, to provide travel agent services to fulfill the Department's travel requirements. The DOT participated, along with several other Federal Departments, in GSA's competitive solicitation and evaluation of offers for the purpose of establishing Travel Management Centers (TMC) to meet the specific needs of each Department. The selection of GELCO Travel Services is part of GSA's program to improve travel services within the Federal Government.

GELCO will continue to operate from each of the three headquarters buildings and will be providing the DOT with expanded services, including hotel/motel reservations, detailed traveler itineraries, advance seat assignments, advance boarding passes, 24-hour emergency toll-free telephone service and detailed travel management reporting and billing information. "We have every expectation that travelers and managers will benefit from the services and management information to be provided by GELCO," said Robert L. Fairman, Assistant Secretary for Administration. Implementation of the TMC was scheduled for November 15, 1984. The

scheduled Airline Traffic Office (SATO) ceased operations on November 14.

**Monthly Parking  
Fee for Motorcycles**

On November 1, 1984, the Department instituted a monthly parking fee for motorcycles.

On November 1, persons authorized to park motorcycles in DOT headquarters parking facilities will be required to pay a \$4.00 per month parking fee.

Payment method and procedures will be the same as for all other parking permits, as specified in Notice DOT 1700.50, Advance Payments of Fees for Purchase of Monthly Parking Stickers, of 4-23-84.

**Health Benefit  
Open Season  
Nov.5 - Dec.7,1984**

It is open season for employees wishing to enroll or change their enrollment from one plan to another.

Under open season regulations, any eligible employee who is not currently registered may enroll, and an enrolled employee may change from one plan or option to another, or from self to self and family, or a combination of these.

Employees who do not wish to make a change in current enrollment need take no action during the open season.

This year, the Office of Personnel Management will be reprinting brochures for each plan.

Distribution of open season literature was made

by the Office of Personnel and this year, each employee has received the Booklet, Enrollment Information, Plan Comparison Chart with a list of premium rates for all plans.

Brochures for Government-Wide Plan and Comprehensive Plans will be available in the Office of Personnel, Room 5306.

Employees enrolled in Employee Organization Plans, (e.g., AFGE) will receive their brochures directly from the organization sponsoring the plan. The Office of Personnel has a small supply for reference.

The Office of Personnel has asked that you make desired changes as early as possible.

To enroll or change your enrollment, you must complete a Health Benefits Registration Form (Standard Form 2809) Revised. You may obtain these forms from Earleen Hughes in the Office of Personnel.

NOTE: Please do not use the old Standard Form 2809.

**Region VI  
Address Change**

The correct address (room number change) for NHTSA Regional Office (Region VI) is as follows  
NHTSA Regional Administrator  
819 Taylor Street, Room 8A38  
Fort Worth, TX 76102  
Please make the required change to the DOT Telephone Directory which was distributed in June 1984.

Region VI telephone numbers did not change.

**Congratulations  
Dr. Frank!**

On October 30, 1984, Jim Frank, Office of Driver and Pedestrian Research, became the first NHTSA employee to receive the Secretary's award for Volunteer Service. Dr. Frank was one of 27 employees Department-wide from all over the country to receive this award, which was presented to the recipients by Deputy Secretary Jim Burnley.

Dr. Frank's award was for volunteering a minimum of 15 hours monthly, working with the Washington Halfway Home for Women (WHHW).

WHHW is the only residential work-release center in Washington which provides service

exclusively for women offenders, helping them return to community life.

WHHW is a private, nonprofit agency governed by an independent board of directors.

Its support comes primarily from a contract with the D.C. Department of Corrections; however, as a community facility, it depends on community support as well.

The home is centrally located in the DuPont Circle area and is a temporary home for up to 22 women who have been sentenced by the D.C. Courts.

Both misdemeanor and felony offenders live in WHHW and a large number of the women have been convicted of crimes related to drug and alcohol abuse.

Most of the residents are in their thirties, although the age range is from 18 to 65.

The residential work release program combines traditional and innovative treatment approaches to meet the needs of the female offender preparing to re-enter the community.

Jim has been involved with the WHHW since he came to the Washington area, and heads a 10-member board, responsible for both the policy direction and financial integrity of the home. Because of his full-time obligation to highway safety, Jim isn't involved in the day-to-day operation of the home. There is a paid staff for that portion of the program.

Again, CONGRATULATIONS JIM for volunteering your time unselfishly to help others.

**FY '85 Trainee  
Positions  
Announced**

NHTSA has announced two trainee positions which will be filled through the FY '85 Upward Mobility Program, at the GS-4/5 level with targeted positions of GS-7.

Upon entry into the targeted positions, the selectees may be eligible for promotion within the career ladder up to GS-12, on a non-competitive basis. Following are the titles, locations, and general information about the positions offered:

Highway Safety Assistant GS-4/5  
Target: Highway Safety Specialist, GS-2125-7  
Location: Traffic Safety Programs, Office of Enforcement and Emergency Medical Services

Concerned with; 1) development and administration of highway safety regulations, standards and programs to elicit and promote governmental and public support for highway safety; 2) identification of current highway safety problems and evaluation of highway safety programs and methods; and 3) providing State and local governments with technical assistance in planning, developing, managing, and evaluating highway safety programs and systems.

Contract Assistant GS-4/5  
Target: Contract Specialist  
Location: Administration Office of Contracts & Procurement

Concerned with managing, supervising, performing and developing policies and procedures for work involving the procurement of supplies, services, construction or research and development, using formal advertising or negotiation procedures; the evaluation of contract price proposals; and the administration or termination and close out of contracts.

For further information or assistance, please contact Kathleen Moses, Upward Mobility Program Coordinator, Office of Personnel, Room 5306, or phone on 426-0111, or Zelfhia Gouldson, Equal Employment Specialist, Office of Civil Rights, Room 5312, or phone 426-0972.

**Give the Gift of  
Life!  
B-L-O-O-D**



"We've accomplished much," he said "but much remains to be done. We are all disabled as long as we rest on a crutch of ignorance."

Moderator Zelphia Gouldson laid the ground rules for the panel discussion in a brief statement, after which she introduced the panelists and their topics.

Each panelist made a 15-minute presentation. They were: Cheryl Kent, Civil Rights Program Analyst in the Office of Fair Housing and Equal Opportunity with the U.S. Department of Housing and Urban Development. She is also President of Disabled in Government. She spoke on "Overcoming Attitudinal Barriers."

The next panelist was Don Galloway, Executive Director of the D.C. Center for Independent Living. He spoke on, "Outreach and Reasonable Accommodations."

The last panelist was our own NHTSA Director of Personnel Barbara Hickman. She spoke on "Special Hiring Authorities."

In Cheryl's presentation she said, "You get attitudes from all kinds of stimulants." As an example she said, "The disabled prefer the term 'disabled' when referring to some type of impairment, instead of handicapped or crippled. The term handicapped came from the old theory that handicapped people are all beggars, cap in hand, which we know is untrue."

In Don's presentation he said, "It's not important what you call me, what is

important is what I answer to. What I am going to answer to is being a part of the action and the action is to become independent and to become a part of American society. It's as simple as that." He also said, "We feel that we have to change our attitudes about ourselves. Me, as a person with a disability, being blind, is secondary to who I am as a human being."

Don said that he gets phone calls daily saying "I want a disabled person." The caller doesn't say that they want a qualified person that happens to have a disability. So, I say, "We have a woman that's blind, you can't really tell that she's disabled." They say, "No, we want somebody that really looks disabled, that we can show that that person is meeting our quota." "So they will hire someone that is 'crippled' and put them in the front office for a showpiece." "We feel that the person needs to be qualified and to be qualified that person has to be able to do the essential parts of that job."

In Barbara's presentation, she said, "Most disabled people come in through the competitive route, and there are OPM offices throughout the country where arrangements can be made to take the test; interpreters are provided for the deaf and verbal tests are given to the blind. She also said, "There aren't as many barriers as people think there are." "Furthermore," she said, "some employees already in

the work force become disabled and we as managers are prone to opt for disability retirement ...when some other option is probably available." "We can also reemploy a disabled annuitant, because often a person is disabled for one type of job but is not disabled for many others. So, really, there are not a lot of technical barriers for employment of the disabled; it's just a matter of thinking about it and reaching out. And in a way, I don't know of anyone who doesn't have a handicap of some sort. I think if I asked you to name the handicapped in our midst, you wouldn't be able to do it because once they are in our midst, we don't think of them as handicapped."

Zelphia opened the session for questions and comments.

The second portion of the program was a mini-performance of "Godspell" by the Model Secondary School for the Deaf, Performing Arts Department, produced and directed by Tim McCarthy.

These disabled students did a fantastic and inspiring performance to music, even though they could not hear the music. The dance steps which weren't simple at all, were done professionally and with the enthusiasm of a musical at the Kennedy Center.

Zelphia made the closing remarks for the program which summarized a morning of enlightenment on some of the barriers disabled persons are confronted with, what can be done about some, and how to deal with others.