


DOT Today

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 DOT Ties America Together

HONORING D★DAY VETERANS

The morning of June 6, 1994, dawned much as it had 50 years ago. With overcast skies and winds sending the surf crashing to the shore, United States ships filled with American servicemen and women anchored off the coast of Normandy, France.

But the ships were not carrying an invasion force as they had done 50 years ago. It was a force returning to conduct a sunrise wreath-laying ceremony in honor of all those who had fallen during the first hours of the D-Day landing.

"At this same spot off Omaha Beach 50 years ago, I first saw the coast of Normandy through the murky gloom of a stormy June morning, and it is remarkably the same again today, 50 years later," said Dean Rockwell, a D-Day veteran, Navy Cross recipient and former Navy officer. "We are now here to rededicate ourselves to the contributions made by the Navy, Coast Guard, Merchant Marine and Marines with the cooperation of the Army and Air Force."

"Today we have the opportunity, yes, the responsibility, to let the whole world know that one half century ago, Americans spearheaded a military invasion that had never been done before and is likely never to be equaled," Rockwell said.

Rockwell, who introduced President Clinton, commanded 36 landing craft in WWII. His boats were responsible for landing the 748th Tank Battalion on Omaha Beach and were the only wave to arrive on time.

But some never made it to the beaches. The USS Correy was ripped open by mines while blasting enemy positions on Utah Beach and began to sink. One man stayed aboard. He climbed to the stern, removed the flag and scrambled to the main mast. There he ran up the flag. And as he swam off, the flag opened into the breeze.

"In the Correy's destruction, there wasn't defeat," said the President, aboard the USS George Washington. "This new dawn reminds us of that dawn 50 years ago that brought a new era, when thousands of warships assembled to begin Europe's liberation."

"We gather in the calm after sunrise today to remember that fateful morning, the pivot point of the war, perhaps the pivot point of the 20th century. But we should never forget that at this hour June 6, 1944, victory seemed far from certain. The weather was menacing, the seas were churning, the enemy was dug in."



Left: Rescue Flotilla One Coast Guard veteran Jack Campbell, who helped organize much of the Coast Guard veterans' participation in the Poole, England events.

Photo by PA1 Bob Morehead



Right: Navy and Marine Corps helicopters fly over the USS George Washington in a joint sea service flyover off the Normandy coast (photo shot from CG helicopter).

Photo by PA1 Bob Morehead



Left: In England, Vince "Cookie" Signorelli spies his friend Susie Redwin for the first time in 50 years. Signorelli, formerly a cook on one of the flotilla boats, used to give ice cream and candy bars to the neighborhood children back then — among them, Susie Redwin.

Photo by Russel Buckingham

Right: Coast Guard Cutter Dallas' honor guard marches in the D-Day parade in Poole, England.



Photo by PA1 Bob Morehead

"As we begin this new day of remembrance, let us also ask God's blessing, for all those who died for freedom 50 years ago and for the Americans who carry on their noble cause today," Clinton said.

Enter the CG Cutter Dallas

Its primary mission for the month of June: deploy to Europe to participate in commemoration ceremonies of the 50th anniversary of the Normandy invasion. While in Europe, the cutter was to honor Coast Guard veterans who were, along with other U.S. servicemembers and allies, responsible for securing a foothold for freedom on the beachheads of Normandy.

Accompanying the Dallas en route to Europe was an aviation detachment from Air Station Brooklyn, N.Y., who flew Commandant ADM Robert E. Kramek over to the George Washington.

En route to Normandy, the cutter stopped in Dublin, Ireland, and Bangor, Northern Ireland, for commemorations. There, the ship also picked up veterans of the invasion. The next scheduled stops were Poole and Portsmouth, England. Poole was homeport for Coast Guard Rescue Flotilla One in the months that preceded the invasion, and where Kramek joined the cutter.

Portsmouth, as the largest and oldest English naval base, was the embarkation point for the largest modern-day Allied fleet ever

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amassed since World War II. It is here that the Dallas joined Allied ships and headed to the English Channel.

At midchannel, the royal yacht Britannia, with President Clinton, the Queen of England, and many other dignitaries aboard proceeded through the channel as each accompanying ship in formation tossed a wreath into the sea in memory of the people who died during the invasion. The Dallas continued across the channel and anchored off Omaha Beach.

Throughout each port visit, the cutter was host to thousands of visitors who, for some, met citizens of the United States and members of the Coast Guard for the first time. Dallas crewmembers encountered people and experienced unique events that they should remember the rest of their lives.

Hundreds of miles away across the English Channel and one day earlier, the Coast Guard's participation in D-Day's anniversary was being celebrated in a very different way.

Amid pouring rain the sounds of Glenn Miller, as played by the Coast Guard Band, reached the ears of WWII veterans and their families on the lawn of the Southwick House in Portsmouth, England. They huddled under tents and umbrellas to relive the music of 50 years ago, as they clapped, sang and shouted for encores.

There were three encores that night. The band and the Coast Guard Honor Guard gave nine performances in four days.

"We marched (in Portsmouth) behind troops of World War II veterans, people who fought 50 years ago," said CDR Lewis Buckley, the band's conductor. "They stood proud and tall. I felt truly honored to march with them as they paid tribute to their fallen comrades. All the performances were emotional."

Homefront ceremonies

While the Commandant and the President honored veterans of D-Day on the beaches of Normandy and the band and honor guard performed in England, Vice President Al Gore honored the heroes and heroines of the home front

during D-Day ceremonies at Arlington National Cemetery June 6.

American civilians waged a different kind of war



Above: Richard McPhail (I) a former Coast Guardsman with Rescue Flotilla 1 and credited with saving 180 lives on D-Day, talks with Capt. Somers of Activities Europe, CG veteran Jack Campbell, and Capt. Hull, Dallas' commanding officer.



Right: Coast Guard veteran Charles Thorn.

Bottom: Re-enactors stage an assault on "Omaha Beach, Normandy" - in a practice run for the D-Day event at Virginia, Beach, Va.



Photo by PAI Bob Morehead

at home while the military fought overseas. Men and women left traditional jobs and entered industrial plants to produce essential war materials and equipment.

Among the dignitaries honored by Gore were the four Umboski sisters from the Coast Guard Yard, Curtis Bay, Md. Henrietta U. Meszaros, Dorothy U. Radziszewski, Mildred U. Stanton and Agnes U. Rogalski hold a unique role in American history. They were all Yard workers during WWII and were asked by the White House to represent the 3,600 civilian men and women employed by the Yard during the war. Now in their golden years, the Umboski sisters still reside in Curtis Bay, only blocks from the Coast Guard Yard.

Other D-Day remembrances throughout the United States included the CGC Cowslip's participation in a Normandy invasion reenactment off Fort Story, Virginia Beach, Va.; a similar reenactment in Chicago with the CGC Mobile Bay providing support during an "invasion" of Chicago's waterfront; and an open house at Governors Island, N.Y., held in conjunction with Fleet Week '94.

For the men and women of the Coast Guard who participated in each D-Day ceremony, a feeling of pride, respect and sadness will be etched in their hearts forever. For Coast Guard members who manned the LCIs (Landing Craft, Infantry), LSTs (Landing Ship, Tanks), and transports; the people involved with flotilla rescues and the commanding

of assault groups; the people making decisions as captain of the port at Omaha Beach or in charge of top-secret reconnaissance parties; and shipyard workers back on the homefront, along with thousands of other Coast Guard

members performing their day-to-day duties, June 6, 1944 - the day that changed the world forever - will never be forgotten.

Contributing to this story were SSGT Teresa K. Jameson, USAF, AFIS; LTJG Quinton Kent, CGC Dallas; PA3 Jamie Devitt, Band; and Dorothy Mitchell, CG Yard

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Please Recycle

Civil Rights Functions Reorganized at DOT

When Secretary Peña first came to the department, he had an opportunity to review its organizational structure. One of the issues that came to his attention was the structure of the civil rights offices within DOT.

The first assignment he gave to Antonio Califa, director of the Department Office of Civil Rights (DOCR), when he joined the department last fall was to review civil rights functions and determine how DOT could improve performance in carrying out its responsibilities. Califa and his staff conducted a thorough review with the support of the offices of Administration, Budget and Programs, General Counsel, and the Inspector General. He sought input and views from all administrators, assistant secretaries and their staff, and those unions with national consultation rights, and recently issued a report to the Secretary.

Based on the report, the Secretary has decided to consolidate civil rights compliance functions. Under this plan, the operating administrations will retain responsibility for developing and implementing affirmative action and diversity plans, conducting special emphasis programs, and attempting to resolve EEO disputes within DOT through informal means. The DOCR will investigate and decide all formal EEO complaints. The operating administrations also will be responsible for obtaining formal assurances that recipients of department funds comply with all applicable civil rights laws and will work with DOCR to help ensure that compliance with these laws is obtained through voluntary means whenever possible.

Legal support services for those civil rights compliance functions which transfer to the DOCR will be provided by the Office of the General Counsel. However, legal representation for the operating administrations in connection with EEO complaints will continue to be provided by Offices of the Chief Counsel.

Califa and his staff, along with other OST offices, are working with operating administrations and field installations on an implementation plan, which the Secretary has requested by Labor Day, with the goal of having a consolidated DOCR at least partially operational by October 1. Although a redistribution of personnel and other resources will occur, every effort will be made to minimize disruption in day to day activities and there will be no decrease in the availability of employee counselors or other employee services.

"I believe that this plan is consistent with important aspects of our strategic plan, namely to 'develop a new team effort to achieve our goals' and to 'put people first in our transportation system by making it relevant and accessible to users' through the full enforcement of civil rights laws," said Secretary Peña. "Moreover, I am convinced that it will benefit the operating administrations by creating a critical mass of civil rights staffing in each of the major regional locations, enabling us to increase efficiency and effectiveness."

Operation Able Manner

Story and photos by PA1 Alastair Worden

The small wooden sailing vessels with their bamboo masts and sewn together sails are crammed full with Haitian men, women and children, all seeking asylum. They bring with them only what they can fit into small bags. They are tired, thirsty, hungry and scared.

Since October 1991 when Haitians started fleeing their country in large numbers, the crew of

Coast Guard Cutter Tampa has been involved with saving the lives of Haitians in unseaworthy vessels.

During its last patrol off the coast of Haiti as part of Operation Support Democracy and Operation Able Manner, Tampa rescued over 1,500 migrants. "We've been extremely busy during this patrol," said Cmdr. Richard R. Kelly, Tampa's com-

manding officer. "When we get tired, we remind ourselves that our mission is to save lives at sea."

The transfer of the migrants from their crowded boats to the Coast Guard's small boats and then

onto the cutter is tricky and dangerous. It also takes patience and compassion. Many of the Haitians are so exhausted they need help putting life jackets on and getting on-board the small boats. Many must be lifted up onto the Tampa.

In one case, Tampa was patrolling off the northern coast of Haiti when Seaman Craig Bramble, the ship's lookout, spotted a 60-foot Haitian motor vessel. As it drew closer, a message over the vessel's radio said they were taking on water and sinking. The small boats and crews were lowered into the water to help transfer the migrants. "Three times during the rescue individuals slipped climbing down from the freighter and fell into the ocean," said Cmdr. Kelly. Petty Officer 3rd Class Randy Forstenhausler, Seaman Michael Murphy and Seaman Zachary Taylor jumped into the water to rescue them. The three Coast Guardsmen were awarded the Commandant's Letter of Commendation Ribbon for their bravery.

Just as the sun set that day, the transfer of the 396 Haitians on board was completed. The migrants are medically screened and given food and blankets. As the flight deck fills up with migrants, the crowded conditions make it a challenge to ensure everyone is provided with essentials. A shower and rest room facility are set up for them. Diapers and bottles of milk are given to the



Coast Guardsmen from the cutter Hamilton pull alongside a grossly overloaded Haitian sailboat to drop off lifejackets.

parents of infants. "While on board, we stress affording each person the utmost dignity and respect we can," said Cmdr. Kelly.

With the large numbers of Haitians on board cutters, a Marine Corps Safety Detachment from Camp Lejeune, N.C., has also been placed on many of the cutters to help Coast Guard personnel in the processing of migrants.

As the sails continue to fill the horizon in the gulf of Gonave, Haitians are fleeing their country in large numbers. Tampa's crew members, along with 14 other Coast Guard cutters, Navy and Marine Corps personnel are working long hours rescuing Haitians from almost certain disaster at sea.

On July 4, a total of 3,247 Haitians were rescued from 70 sailboats in a single day. In two weeks, the crews of Coast Guard cutters assigned to Able Manner worked 385 cases and rescued 15,200 Haitians.

Expanded Safety Information on New Cars and Trucks

In late June, Secretary Peña held a news conference to announce a new safety proposal: that automakers attach a sticker on all new cars and light trucks to provide consumers with point-of-sale information about a vehicle's resistance to rollover.

NHTSA estimates that 200,000 rollover crashes occur each year involving passenger cars and light trucks, resulting in more than 9,000 fatalities and 56,000 serious injuries. Almost all rollover crashes (90 percent) involve single vehicles that run off the road.

Peña emphasized that the safety sticker is just one part of a comprehensive approach to the rollover problem. "What we are proposing is a combination of research and regulatory actions that will keep consumers better informed, and that hold the most promise of reducing fatalities and injuries," he said. "Providing consumers with additional safety information makes sense and allows them to make more informed choices about their car and light truck purchases." The initial safety sticker information could be expanded over time to include other factors, such as front-end and side crash protection.

"This is good news for consumers," the Secretary said, "as it represents the beginning of a fundamental expansion of the federal government's role in providing the American public with safety information they want and need." According to NHTSA statistics and the Consumer Federation of America, the highest public interest by far - 83 percent - was for information on new car purchases. "Consumers want more, and we intend to address this need," the Secretary told reporters. The stickers could be required as early as the 1997 model year.

The Secretary was joined at the new conference by Horace Deets, executive director of the American Association of Retired Persons, and Paul Verkuil, president of the American Automobile Association. AAA and NHTSA are developing a new pamphlet to help consumers better understand available safety features in new cars and light trucks.

In the past 18 months, NHTSA has introduced proposals to reduce head injuries in highway vehicles, proposals for mandatory anti-lock brakes, and a rule requiring labels to warn consumers not to use rear-facing infant restraints in seats equipped with air bags.

The proposed rule will be subject to public comment and review. DOT also plans to hold town meetings with consumers around the country.

Air Traffic Facilities of the Year

The following FAA Air Traffic facilities won national honors for outstanding performance in the last fiscal year:

**Flight Service Station
Crestview FSS
Crestview, Florida
(Southern Region)**

**Automated Flight Service Station
San Angelo AFSS
San Angelo, Texas
(Southwest Region)**

**Air Traffic Control Tower, Level H-III
Shreveport Tower
Shreveport, Louisiana
(Southwest Region)**

**Air Traffic Control Tower, Level IV-V
Boston Tower
Boston, Massachusetts
(New England Region)**

**Air Route Traffic Control Center
Miami ARTCC
Miami, Florida
(Southern Region)**

Alternative Work Schedules: Survey Results Are In

More than 5,000 FAA supervisors and employees from across the country were randomly surveyed by FAA's Human Resource Management staff on the effectiveness of the Alternative Work Schedule program (AWS). The FAA's Civil Aeromedical Institute (CAMI), which was instrumental in the survey design, analyzed the results.

AWS began in the agency in 1989 with a one-year experiment in national bargaining units. Today, more than 35,000 FAA employees participate in the program, providing them with flexibility to adjust the length of their work day by working fewer than the traditional 10 days each pay period, or by varying arrival and departure times during a regular 10-day pay period.

With about two-thirds of those surveyed responding, the overall results indicate that employees and supervisors alike feel that AWS has improved the quality of their work life and their productivity.

Here are some of the FAA's findings:

- As a percentage, more women than men took advantage of the program to attend school.
- Employees generally report that AWS helps them meet family obligations, including child and elder care.
- Supervisors who had employees in the program were more positive about it than their non-participating peers.
- Supervisors said morale rose as the percentage of their participating subordinates increased.
- Overall employee productivity, responsiveness, tardiness, and morale either stayed the same or improved.
- Supervisors reported an increase in their managerial tasks, particularly when scheduling meetings and obtaining information from participating employees.
- Survey results indicate a trend toward increased carpooling and use of public transportation. At FAA headquarters, use of public transportation increased from 17 to 22 percent, and single drivers dropped from 16 to 12 percent.

On July 6, Secretary Peña signed a memorandum extending Alternative Work Schedules to the Senior Executive Service (previously AWS was unavailable to those at the GS-15 level and above). In addition, all operating administrations, including Office of the Secretary, are now eligible to participate. The decision to adopt AWS is still, however, at the discretion of the administrator in each area.

Region VI Employees Sponsor EMS Week Event for Local Students

DOT employees in Region VI* teamed up for a joint event to commemorate both National Emergency Medical Services Week and National Transportation Week.

NHTSA, FHWA and FRA, in cooperation with Fort Worth Public Schools, John Peter Smith Hospital, TXDOT-Traffic Safety Section, Fort Worth Police and Fire, and Medstar Ambulance Service, organized an emergency response system program with students from Diamond Hill-Jarvis High School. Students saw firsthand emergency personnel respond to life-threatening situations, from a mock traffic crash to on-scene response and through the hospital's emergency care system.

The school is part of the Adopt-A-School program in the Fort Worth area, linking the business community to local

inner city schools as mentors to ninth grade students.

The awareness program began with a mock traffic crash staged on the grounds of the high school, featuring the students as "victims". More than 350 students watched as Fort Worth Police and Fire Department and Medstar personnel responded. Victims were treated for a variety of injuries and transported to the Fort Worth hospital for continued emergency medical care.

At the hospital, students and their mentors monitored the emergency treatment of one of the victims by an actual trauma physician, who narrated the procedures and answered the students' questions.

Following the demonstration, students participated in an open discussion with NHTSA representatives and the hospital's director of emergency nursing -

where they learned not only about health care and injury prevention, but how they could become personally involved in prevention activities.

Plans are underway to expand the successful awareness program next year, as traffic accidents remain the number one cause of injury and death among young people.

*Arkansas, Louisiana, New Mexico, Oklahoma, Texas, Indian Nations



Above: Emergency rescue personnel work to extract a mock crash victim from a wrecked car as high school students watch.

Officer Kathy Middleton, Ft. Worth Police Department, addresses students regarding the real-life consequences of impaired driving.

A hospital trauma team works to save the life of a teenage victim of the mock crash.



Photo by PAI David Santos

Special Olympics '94

With the traditional lighting of the torch, the Connecticut Special Olympics began June 10 at the Coast Guard Academy in New London. The Academy was one of six primary sites hosting the state games that attracted more than 2,000 athletes like Stephanie Talbot (left) of Darien, Ct., who won four medals during the three-day event.

SWO Billy Heath, Coast Guard coordinator for the games, said about 200 CG volunteers played a significant role in the planning and setup of the games, and also provided track-side support for the sports clinics, track and field events, and emergency medical services. Volunteers also helped prepare 12,000 lunches and dinners before helping clean up following the events.

\$22.5 Million Allocated to Flood-Ravaged Areas

After inspecting the flooded areas of Georgia last month, President Clinton released emergency funds to start repairs to damaged federal-aid highways. On July 13, \$10 million for Georgia and \$2.5 million for Alabama was released; on July 15, an additional \$5 million for Georgia, \$2.5 million for Alabama and \$2.5 million in initial funding relief for Florida was announced.

Secretary Peña, accompanied by FHWA Administrator Rodney Slater and other officials, joined with Georgia Gov. Zell Miller July 15 for a first-hand look at the area and some of the repairs already underway to highways and railroads. Georgia's worst flooding in a century left 31 people dead, and an estimated 50,000 homeless.

"In crises like this, transportation recovery is often the key to allowing other services to be provided," said the Secretary. "We quickly delivered aid to Los Angeles after the earthquake and to the Midwest after the floods. We got the job done in these other emergencies, and now we're going to deliver quickly for The Southeast."

Seaway Employees Sing on CBS-TV

To commemorate the 35th anniversary of the opening of the St. Lawrence Seaway, some employees of the Saint Lawrence Seaway Development Corporation had their moment on national television. Twenty-two employees in Massena, N.Y., were featured on the CBS-TV Morning News June 27, singing "Oh What a Beautiful Morning." (each day, the show features a group celebrating a special event, singing the song from the musical "Oklahoma.")

On June 27, 1959, the Seaway celebrated its opening ceremony in Massena with then-Vice President Richard Nixon and Queen Elizabeth II attending. Actually, the first opening ceremony had taken place the day before, at the Canadian locks in Montreal, Quebec.

"The Seaway has accomplished a lot in the past 35 years," said Seaway Development Corporation

Administrator Stan Parris. "More than 1.4 billion tons of cargo has been brought through the locks in ships from 40 countries - and more than 45,000 jobs are related to Seaway shipping activity."



Roadcheck '94 Focuses on Safety

This year's 72-hour roadside truck and bus safety inspection held across the United States and Canada once again focused the attention of the Federal Highway Administration, the states, provinces and the traveling public on the safety of commercial vehicles and drivers.

About 3,000 state and local officers at some 300 sites checked a total of 46,373 trucks in the three-day period ending June 9. Of those, 11,546 trucks (24.9 percent) and 2,635 drivers (5.7 percent) were taken off the road by enforcement officials.

"Defective brakes continue to be the prevalent reason for ordering trucks out of service, both during this roadcheck and during our day-to-day inspections year round," said FHWA Administrator Rodney E. Slater.

The roadside inspections also included checks of 899 buses, 279 of which underwent a full inspection, including examination of the underside. Sixty of them (21.5 percent) were put out of service.

Three DOT National Service Projects Funded

President Clinton announced in late June that three of the National Service Projects submitted by DOT will be funded by the Corporation for National and Community Service.

The projects, located in Washington, D.C., Baltimore, Md., and Vancouver, Wash., total \$663,705 in grants and include educational awards for 58 young people.

The Washington, D.C. Service Corps will employ 20 young people in the Transit Ambassador program to address the independent living needs of the elderly, people living with AIDS and people with disabilities by escorting them to and from their appointments at medical clinics, using the D.C. metrobus and subway system. The transit ambassadors will not only accompany them, but also teach them how to use public transportation more effectively.

In Baltimore, the project includes rehabilitation, reclamation and beautification of the Sandtown-Winchester community and will fund education awards for 18 Corps members. They will repair sidewalks, construct wheelchair access ramps and plant trees on city streets.

The Washington Service Corps in Vancouver will employ 20 young people to rehabilitate, reclaim and beautify transportation-related facilities along the I-5 corridor. This project supports national priorities of community revitalization, improving neighborhood environment and crime prevention. Team members will assist in reclamation of the Discovery Rail Project, Pearson Airpark and the Ellen Davis Trail.

Corps members in all three areas will be paired with skilled journeymen and laborers to receive job training. The program is aimed at providing participants with marketable skills, assistance in advancing their educational and career goals, and real work experience. At the end of their term of service, participants may receive educational awards from the AmeriCorps programs to pay for further education or to pay off student loans.

The DOT grants are part of the \$17.3 million AmeriCorps program nationwide.



(l to r) Sandy Kraft, deputy program manager, GIDEP, John Speckin, Central Region, and Yvonne Evans, FAA GIDEP coordinator, at the Kansas City Tower construction site.

New Kansas City Tower and GIDEP Support

The FAA's new Government Industry Data Exchange Program (GIDEP) is playing its first significant support role in a major new tower construction project – the new tower at Kansas City International airport. FAA's GIDEP representative, Alphonso Barr and FAA's GIDEP coordinator, Yvonne Evans, recently visited the site to view ongoing construction of the new tower and oversee the installation/use of GIDEP software and connectivity to Department of Defense (DoD) networks for GIDEP data and cost avoidance information.

After this successful GIDEP installation, both contractor personnel and the FAA engineer, John Speckin of the Central Region will access the government-wide GIDEP data base in California. Primary use of the data is to prevent non-conforming or bogus parts and equipment from being purchased for construction and installation of support systems for this tower. A secondary function will be to determine alternative sources for parts and equipment acquisitions to keep the construction schedule on track.

After this major operational test of the usefulness of GIDEP's data, DOT can look forward to expanded use of this technology in future developmental projects in the operating administrations and by DOT engineers to prevent non-conforming parts and equipment from entering construction sites.

Milestone Labor-Management Partnership Signed

The Superintendent of the U.S. Merchant Marine Academy and the heads of the two unions representing employees at the MARAD-operated school in Kings Point, N.Y., recently signed a landmark labor-management partnership.

The resolution, consistent with Executive Order 12871, ("Labor-Management Partnership") is dedicated to improving the working environment at the academy, while promoting continuous improvement in accomplishing the institution's mission.



On hand for the signing were (l to r): Theodore Haendel, AFGE Local 3732; Frank Ferguson, AFGE Local 2116, and Rear Adm. Thomas T. Matteson, USMS, superintendent.

Why Not Become a Volunteer Tutor/Mentor This Year?

School starts around the country in less than a month. If you're a DOT Headquarters employee, the students at our adopted school, Hine Junior High School, need your help.

For more than 10 years, DOT volunteers have served as tutors/mentors every Thursday at Hine in English, math and other subjects. The goals of the program are to assist students in life skills by being role models for them, and to enhance and improve their academic capabilities and study skills.

In 1990, a report found that since the beginning of the DOT tutoring program, math scores showed remarkable improvement and Hine students were participating successfully in city-wide and regional educational competitions. More than 250 students benefited from the program during the 1993/94 academic year.

Volunteer tutors have the option of being a teacher's aide, which consists of classroom tutoring, or tutoring on an individual basis or with a small group. Tutors are assigned a number of tasks, including helping the students with homework or classroom assignments, correcting papers, and leading discussions in class. Official DOT van transportation is provided to and from the school on Thursdays.

Recruitment is ongoing, and supports the program's ability to reach out to a larger number of students, accommodate newly interested volunteers, and help eliminate the "old timer burnout" for those volunteers who have been with it since the beginning.

For more information, contact Stephany Watson at (202) 267-9886 for the FAA or Hyacinth Collins, (202) 366-5715, Nassif Building.

FAA's Karen Wallace Named Miss Black Oklahoma

Karen Wallace, an accounting technician with the FAA Aeronautical Center's Office of Financial Services, was recently named Miss Black Oklahoma 1994 at the 25th annual Miss Black Oklahoma Pageant in Oklahoma City. Wallace, a former Miss Black Oklahoma City (1991) will compete in the national pageant later this year.

Wallace, 28, who wants to become a professional gospel singer, returned to competition after a two-year hiatus. "I wanted to have a platform to be able to speak to youth — to help them find their purpose in life and to help them achieve their goals," she said. Wallace made her first presentation within days of her coronation to the local NAACP chapter's youth council. She also plans to talk to the elderly, visiting hospitals and nursing homes.

The soft-spoken Oklahoma City native had her first pageant competition at college, where she was second runner-up and was voted most talented. After her 1991 win of the Miss Black Oklahoma City competition, she skipped two seasons, but said that it was the 1991 win that gave her the confidence to try for the state title.

Her advice to prospective competitors: "If at first you don't succeed, try, try again."



Karen Wallace, FAA Office of Financial Services accounting technician, and Miss Black Oklahoma 1994, will compete in the national pageant.

DOT Takes Steps to Prevent Barge-Rail Bridge Accidents

Based on an action plan developed last year, DOT is taking a number of critical safety steps to prevent an accident like the Amtrak Sunset Limited derailment last September in Alabama – the worst train wreck in Amtrak history.

The National Transportation Safety Board met in late June to discuss its findings on the accident. The board concluded that the towboat pilot was lost in the fog when his barges hit and displaced the railroad bridge, and that the pilot was not properly trained in how to use his radar capabilities.

Secretary Peña ordered a full review of barge safety operations immediately after last year's accident as well as a thorough safety analysis of railway-waterway crossings. As a result of that review, DOT has implemented a series of actions:

- The Coast Guard will develop more stringent licensing standards for towing vessel operators and plans to upgrade requirements for towboats to carry radar and other navigational equipment. The Coast Guard has already developed a new radar navigation training course for operators.
- The Coast Guard recently announced improved procedures for the immediate reporting of barge mishaps and collisions.
- The Federal Railroad Administration and the Coast Guard are working to improve railroad bridge inspection procedures and damage detection systems.
- DOT is working to strengthen the emergency preparedness procedures for all passenger trains. Last month, FRA officials met with Amtrak and other passenger services to develop better ways to get safety information out to passengers, and discussed how to make information on safety procedures and locations of emergency exits more visible.
- The Coast Guard is surveying all bridges under its jurisdiction and analyzing the adequacy of both the bridge pier protection and lighting systems.

"With the cooperation of the railroad and barge industries," the Secretary said, "We will continue to be vigilant in our effort to protect the traveling public and assist the efficient movement of interstate commerce."

AIDSWALK is September 24

AIDSWALK Washington will be held in the nation's capital on September 24. The goal this year is to raise \$1.7 million for AIDS services, education and research. The Office of Personnel Management has granted approval for fundraising within federal offices for AIDSWALK, as is the practice for events such as the March of Dimes, Special Olympics and Race for the Cure.

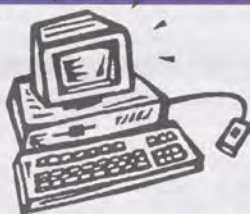
President Clinton says that "halting the spread of HIV/AIDS and caring for those already touched by the disease is our common responsibility." This year, the President is the honorary chairman for AIDSWALK Washington; co-chairs are the First Lady and Vice President and Mrs. Gore.

The goal is to have thousands of federal employees participate in the event September 24. Pledge sheets will be available throughout headquarters, or call Tom Sachs at 366-1423. All contributions are tax deductible.



TECH CORNER

TECH



FAA Begins Interactive Video Teletraining

by Meryl K. Evans,
FAA program analyst

The Federal Aviation Administration has responded to the National Performance Review initiative by adopting the Interactive Video Teletraining (IVT) Program, designed to provide training for employees that is high quality, cost-effective and more flexible.

The FAA's Office of Training and Higher Education studied six programs and learned from other organizations' experiences, eventually choosing IVT – which uses one-way video/two-way audio, viewer response systems and compressed digital video transmitted via satellite. Training can be delivered simultaneously to classrooms around the country. Students communicate with the instructor via microphone, and a keypad with numbers and letters makes it possible for students to answer multiple choice and other questions the instructor poses. All these features meet the FAA's requirements to provide training that decreases costs, maintains inter-

activity between student and teacher, and provides high quality training.

The program also supports work and family issues by eliminating the need to travel away from the employee's work area. Employees will increase their opportunity for more training since travel budgets will not be impacted. In addition, the IVT courses are often shorter in length than traditional courses, giving the instructor more time for preparation and requiring the student to spend less time in the classroom.

The FAA is currently looking at more than 35 courses to determine whether they can be converted to IVT. Test courses are planned around the country for Fiscal Year 1995. If you would like to follow this groundbreaking program and/or get more information on it, call Meryl K. Evans at (202) 366-7035 or fax, (202) 366-3786.

Coast Guard and FAA Stage Rescue Exercise

The U.S. Coast Guard Airstation Cape May (N.J.) and the Federal Aviation Administration recently teamed up to make people aware of the need for safety in the air, especially above the water. Working closely together for the last year, their training culminated in two sessions this summer on the Maryland waterfront, aimed at the general aviation community – especially those pilots who frequently fly over or near the water.

The crew from Cape May performed a rescue demonstration along with Coast Guard Station Stillpond's (Maryland) 41-foot utility boat. Members of the USCG Auxiliary also participated.

LTJG Chip Hatfield gave a lecture on over-water flying, including instruction on how to "ditch" a plane that is in trouble. He also covered areas such as sea conditions, aircraft type, pilot skill level and technique and rescue procedures.

Proper survival equipment was also discussed, and a demonstration of the equipment was given by aircrew member AE3 Chris Davalla. Signal devices and their proper use were also covered in detail.

The Coast Guard says several more demonstrations like this are planned around the country to help educate both the boating and the flying public on procedures to follow in an emergency.

A Look at TCC Presentation Services

The new Presentation Services Group within Headquarters' Transportation Computer Center (TCC) can provide a variety of presentation services to any DOT organization.

TCC can provide services for automated or static presentations. Their capabilities include the ability to generate 35 mm slides and overheads (color or black and white) using state-of-the-art technology and original artwork to develop automated, animated on-screen presentations. Benefits of this technology include more professional presentations which promote better meetings, plus high quality documentation and promotional materials.

Specialty services include three-dimensional rendering; digital animation; digital video capture and editing; digital sound capture and editing; digital photo editing and composition; and photo illustration.

To find out more, or to request any of the services, contact TCC at (202) 366-9938.





From 1993: President Clinton and Vice President Gore release results of the National Performance Review's report, "From Red Tape to Results: Creating a Government That Works Better and Costs Less."

VENTURE INTO CHANGE — READY OR NOT

an essay by Michael W. Ragsdale, Commander, U.S. Coast Guard

There has been much written about change lately. Many entrepreneurs are making a profit providing seminars for U.S. businesses on change in the workplace. American homes are adjusting to changes in the way children are reared and families are structured. The presidential election of 1992 was won based on the desire of the American people for change. Everywhere in our daily living, change influences us all to some degree.

What exactly is this phenomenon known as CHANGE? The American Heritage College Dictionary defines change as: "To cause to be different; transform; a transition from one state, condition or phase to another. Change implies a fundamental difference or a substitution of one thing for another."

"A fundamental difference..." — strong words that characterize change. To those who are comfortable with the status quo, this word change could strike fear in them. As it pertains to the U.S. government, and more specifically to the Department of Transportation, most would agree that a basic change in the way we conduct business is required for the continued health of the organization.

The National Performance Review demonstrates the need for change in the government's workplace. Ready or not, we at DOT are called upon to foster a spirit of change. The implementation of Total Quality Management initiatives in government demands that willingness to change be first and foremost in the minds of management and employees alike. If we are indeed called upon to foster this spirit of change, how do we combat this fear of change that seems to grasp those who are comfortable with "the way things are"?

Embarking on change, no matter how slight or drastic, produces an uncertainty — actual results unknown. Sure, we can plan to the "nth" degree in an effort to predict at least a portion of the outcome, however, true change — creating that fundamental difference — necessitates a leap of faith, where the end cannot be accurately predicted.

Employees and leaders alike within DOT must be committed to embarking on a venture into change for the better, united toward a common vision and having the faith that casts out the fear sometimes associated with change. A *we/us* mindset can overcome the *I/me* mindset every time — and is required to promote success in implementing change.

Commander Ragsdale is a 1993/94 DOT Fellow

Coast Guard and DOE: Working Toward a Cleaner Environment and Saving Taxpayer Dollars Along the Way

by LCDR Shane Ishiki, U.S. Coast Guard, and Pat Thornton, Department of Energy



Teamwork and interagency cooperation are alive and well and making a difference!

This was demonstrated recently when the Department of Energy and the U.S. Coast Guard were able to collaborate on procuring equipment that is essential for their joint goals — environmental protection and enhancing the National Response System — and to save substantial time and money in the process.

The National Response System is the federal mechanism for preparing and responding to actual or potential pollution incidents. The system requires a regime for ensuring the resources and expertise of the federal government are immediately available to take action and to provide assistance in response to pollution incidents.

Making up the National Response System are the National Response Team (NRT), Regional Response Teams (RRTs), On-Scene Coordinators (OSCs) and state and local governments. The Department of Energy (DOE) is represented on both the NRT and on all RRTs. A U.S. Coast Guard representative serves as the vice chair of the NRT, and Coast Guard representatives serve as co-chairs for each of the RRTs. The Coast Guard also serves as the lead agency and provides the OSC for pollution incidents in coastal areas.

To improve planning and response, the U.S. Coast Guard, with assistance from the National Oceanic and Atmospheric Administration and the Environmental Protection Agency, developed a new information management system called SPEARS (Spill, Planning, Exercise and Response System). Highly capable, extremely versatile and powerful, SPEARS is an integrated and interoperational tool that uses state-of-the-art technology, databases, and mathematical models to manage information and support decisionmaking for planning, exercises and pollution responses.

SPEARS is also extremely complex and requires computer capability beyond any currently located in any of the 58 Coast Guard Marine Safety Offices or district offices in the U.S., Guam and Puerto Rico. Acquiring and integrating a new computer system is potentially a time-consuming undertaking, yet the Coast Guard felt the equipment was needed immediately to improve pollution response readiness and proactively fulfill the goals of the DOT Strategic Plan — specifically, actively enhancing our environment by implementing new programs to speed up responses which effectively improve water quality.

The Department of Energy came to the rescue, offering to use its indefinite quantity computer services contract to comply rapidly and successfully with the urgent Coast Guard request for assistance in obtaining 45 new computer systems — equipment that would dramatically upgrade their pollution crisis management capability. Through the efforts of its own procurement, telecommunications and environmental protection offices, and the enthusiastic assistance of DOE, the Coast Guard was able to reduce the procurement time by almost a year. Direct cost savings were estimated at \$20,000, plus more than \$3,000 in man-hours saved.

The cooperation demonstrated by the Coast Guard and the Department of Energy underscores the principle of interagency and governmentwide cooperation envisioned by the Reinventing Government initiative. This small procurement step has resulted in improvement of the entire National Response System. SPEARS will greatly enhance the nation's level of preparedness and response capability in the event of an oil or hazardous material spill. Most importantly, this effort demonstrates both agencies' commitment to protect and enhance our environment for future generations — and saving taxpayer money at the same time.

Vice President Says Cynicism is Endangering Reform

In a speech July 13 at the Federal Quality Institute awards luncheon in Washington, Vice President Gore appealed to federal employees to overcome "a deep and pervasive cynicism" that he feels is hampering efforts to reinvent government.

The Vice President said that "the public's willingness to believe the worst...has fallen heavily on the largest institution in America — the federal government — and it has worn heavily on federal employees for much of the past two decades."

Gore presented awards to four organizations — all from the Department of Defense — paying special tribute to the Naval Air Systems Command, which improved internal operations while in the midst of a downsizing effort.

Later, the Vice President visited the Office of Personnel Management, where he praised their reinventing government efforts, including the elimination of the 10,000-page Federal Personnel Manual.

"What is the principal enemy of change?" Gore asked the OPM audience. "Very simple. Cynicism...a belief that we who are in the federal government are basically not serious about change and not good enough or well-motivated enough to really bring it about."

He urged employees to "find your own personal strategy for resisting and defeating the temptation to surrender to that kind of cynicism."

DOT Expands Summer Program for Students with Disabilities

This summer, DOT headquarters expanded its successful summer job opportunities for local high school students with disabilities. Last year, in concert with Prince George's County Private Industry Council, United Cerebral Palsy, NASA Goddard Space Flight Center and the High School/High Tech program, the department employed 10 students. This year, 23 students with disabilities are working as interns in various DOT agencies.

At this year's kickoff ceremony, Federal Transit Administrator Gordon J. Linton pledged rededication to previous efforts, including educational field trips, on-the-job training and workshops. In support of these goals, Luz A. Hopewell, director of DOT's Office of Small and Disadvantaged Business Utilization, presented a \$4,000 check to officials of the High School/High Tech program. The program helps youth with disabilities start planning their secondary education and future careers in professions related to science, technology, business and transportation. The program also acquaints managers with the abilities and potential of people with disabilities through one-on-one working and mentoring opportunities.

Most of the students in this year's program are working in either small or minority business programs or in the Offices of Civil Rights at the Coast Guard, FAA, Office of the Secretary, MARAD, and the Research and Special Programs Administration.



(l to r) FTA Administrator Gordon Linton, Nancy Jones, High School/High Tech Program Coordinator, Richard Sheppard, program manager of the President's Committee on Employment of People with Disabilities, and Luz Hopewell, OSDPU Director, present a \$4,000 check at this year's summer program kickoff ceremony

New Restrictions on Political Recommendations

Under a provision of the Hatch Act Reform Amendments of 1993, there are new restrictions on political recommendations for federal jobs, other than political appointments. Executive branch agencies are barred from accepting or considering prohibited political recommendations, and are required to return any prohibited political recommendations to the sender, marked as in violation of the law. For details of these new rules, consult the law itself, 5 U.S.C. §3303, as amended by section 8 of Public Law 103-94, 107 Stat. 1006. To help understand the changes, the Office of Personnel Management has prepared the following questions and answers on the new restrictions:

Who is prohibited from making political recommendations?

The new law bars political recommendations from members of Congress, congressional employees, elected state or local government officials, and political party officials. It also bars recommendations from other individuals or organizations making the recommendation on the basis of the party affiliation of the applicant or employee. All of these officials are referred to in the following questions and answers as "covered officials."

Are all recommendations for non-political jobs prohibited?

Unless the job is a political appointment, any recommendation by a covered official is prohibited. A covered official may supply a statement which "relates solely to the character and residence" of the individual. (Example: "I have known Mary Smith, a resident of my state, for many years, and she is a very fine person. She has always been reliable, and shown good judgment and integrity. She is very highly regarded in the community.") Such a statement should not, however, go on to discuss qualifications of the individual or an assessment of the suitability of the individual for employment with a particular agency or in a particular job. Further, such a statement should **not** include any qualified recommendation, such as "I recommend that Mary Smith receive full consideration for this job, in accordance with applicable law and regulations."

May covered officials make a recommendation for a political appointment?

Yes. They may make a recommendation for any Presidential appointment (regardless of whether subject to Senate confirmation), for a non-career appointment in the Senior Executive Service, or for a Schedule C position.

What jobs are covered?

Other than political appointments, all jobs in the executive branch and the Government Printing Office are covered. Administrative law judge positions are covered.

Does the law bar recommendations by telephone or in person?

Yes. The law prohibits oral as well as written recommendations.

May a member of Congress make a recommendation for a former congressional employee seeking executive branch employment under the Ramspeck Act?

No. The Ramspeck Act provides for entry into the competitive service, and there is no exception from the bar on political recommendations for Ramspeck appointments.

What should an agency do if it receives a prohibited political recommendation?

The law requires the agency to return any such written recommendation to the sender, marked as in violation of the law.

Should the agency keep a copy of prohibited recommendations?

There is no requirement that you keep a copy or any record of the correspondence. The law merely requires that you return it, marked as in violation of the law.

If a job applicant lists a member of Congress or other covered official as a reference, may the agency contact the member or official?

Yes. The law permits an agency to ask a former employer or other covered official about an applicant's work performance, ability, aptitude, and general qualifications, and to consider the responses.

May an agency contact a covered official in the course of a security clearance investigation of an applicant or employee?

Yes.

Does the prohibition on political recommendations apply only to appointments?

No, it applies to all personnel actions, not just to appointments. Promotions, disciplinary actions, transfers, details, reassignments, and performance evaluations are covered, as well as a number of other matters.

If an agency believes an employee has asked covered officials to make prohibited political recommendations on the employee's behalf, what action should be taken?

An agency shall take any action it determines necessary and proper under the adverse action provisions of Chapter 75 of Title 5, United States Code.

If a covered official inquires on behalf of an employee or applicant about a personnel action, may the agency respond?

The agency may respond to a request for a report about a personnel action. However, if the covered official made a specific recommendation about a specific personnel action (other than an action relating solely to a political appointee), the inquiry is a prohibited recommendation and must be returned to the sender marked as in violation of the law.