REGION VI NEWS

A MONTHLY NEWSLETTER OF SIGNIFICANT REGIONAL AND WASHINGTON ACTIVITIES

CIVIL AERONAUTICS ADMINISTRATION, LOS ANGELES, CALIFORNIA

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GETTING THINGS DONE THROUGH PEOPLE

Since the major problem facing all supervisors is getting things done through people, we believe that supervisors and potential supervisors are interested in ideas which will help toward that end. There is a remarkable unanimity among the experts as to the "rules" or "guide lines" to be followed in achieving effective supervision. Good supervision can be detected through the efficient performance by an alert, eager and responsible staff.

In order to get things done through people, a supervisor should:

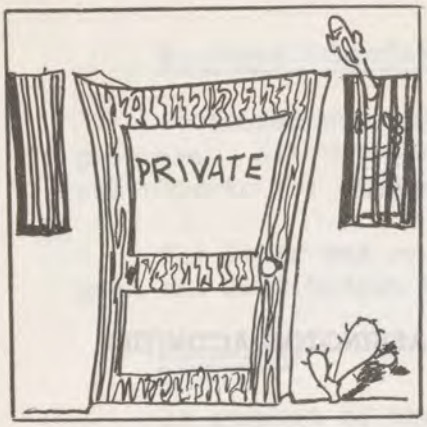
Be a good listener: You will never know about the problems of your staff if you do not take the time to hear them out. And this means being a listener; not a teller. This takes time and patience, but is appropriate to the supervisor's role.

Know the people he supervises: As Americans, we are proud of our individuality and the supervisor can well afford to spend time understanding these individual characteristics of his staff. An approach which makes one man "tick" may not work at all on another. Identify these differences and govern yourself accordingly.

Criticize constructively: Be a "builder-upper", not a "tearer-downer" - that is, unless you want the staff to deteriorate. Be sure of the facts involved, then make a constructive suggestion.

Get results by leading; not driving: A person is not enthusiastic when forced to do something. A better job results when a man wants to do the task at hand. It is a matter of encouragement, guidance, and sharing your enthusiasm.

Praise in public: Need we dwell on this? We all thrive on judicious praise. Be sure, however, that it is deserved.



Criticize in private: To criticize an employee in the presence of others only lowers the prestige of the supervisor. The objective of criticism is not humiliation, but understanding.

Delegate to subordinates: To do the job of a supervisor, one cannot handle all the details; they must be delegated with both the responsibility and authority to act.

Be considerate: A considerate supervisor is able to put himself in the place of the employee before making a decision. Remember, he has many problems too. Be courteous to subordinates.

Give credit where it is due: Failing this destroys initiative and enthusiasm. Recognizing it reaps a double harvest - the employee responsible gets the credit and the supervisor the credit for building an able staff.

Avoid domination: A dominant supervisor and subordinates with initiative don't mix. The able supervisor must think in terms of working with his staff; not over them.

Give the reasons for suggestions or requests: Answer the question of "why". We all like to know what we are doing and why.

Get over his wishes by suggestions or requests: A suggestion or a request will derive better results from a staff possessing initiative and ability than an order.

Bring his assistants in on plans and programs even in early stages: To get the most from your staff in accomplishment, let subordinates participate in the planning, at least discuss it with them. You may be rewarded by ideas and suggestions which you've missed.

Set the "style" for subordinates: Supervisors' habits of regularity, punctuality, carelessness, interest and enthusiasm establish the tone of the organization. Staff members will tend to follow the example set for them.

SENIOR CAA EMPLOYEE PASSES

The many friends of H. B. "Pete" Taylor regretted to hear of his death from a heart ailment on February 22, 1950, at San Francisco. Pete will be remembered as a former Chief of the Air Carrier Maintenance Branch in Washington and more recently as CAA Maintenance Agent responsible for the United Air Lines system.

Regional Administrator's Column

This month your Regional Administrator made a flying field trip in Southern California and Arizona. The party included Claude Smith, Chief, Communications Branch; Sherman Boivin, Planning and Evaluation Officer; and Bob Dake, Chief, Safety Operations Division. We left on Saturday, February 18 (because Saturday is the easiest time for me to get away from the Regional Office) and returned on Sunday, February 26.

The first day we visited the District Office at Ontario and saw the new quarters which our Communications Station and Safety Operations District Office will occupy before too long. It was Saturday, but Johnny Matthews was on duty making out a waiver for a Sunday air meet. Then we went to March Air Force Base. There we consulted with Col. Jennings, Wing Operations Officer, as well as our CAA folks. Joe Elwell and his crew are looking forward to moving over to Ontario. Then on to Indio, landing at the Thermal Field where quarters are being readied for the relocation of the Indio Communications Station. Sunday morning we took CAC Ted Kelso and three of his men on a familiarization flight, then proceeded to El Centro and Yuma. At El Centro we had lunch with CAC Joe MacAdam. The Navy Operations Officer at El Centro was waiting for Claude Smith with open arms. It seems he doesn't like the discrepancy reports he is getting for utilizing Service "F" for Navy administrative messages.

At Yuma a new administration building is in process of construction in which space is being provided for airline ticket offices as well as the Weather Bureau and our Communications Station. An additional surplus building has been remodeled and is being used as a clubhouse for the activities of the Yuma Chapter, National Aeronautics Association. This is probably the only NAA Chapter in the Sixth Region having its own clubhouse. Much of the credit for this goes to CAC Bob Hacker who is a Past President of the Chapter.

We then proceeded to Blythe for the night, where CAC Stepp was on hand to greet us. His Navy training is still in evidence -- his Station looks spic and span. The operator on the airport provided a car for transportation to town. Monday morning, a familiarization flight was made available to Airways Operations and Facilities Division personnel at Blythe, after which we proceeded to Needles, Prescott and Winslow. We made a familiarization flight at Needles. CAC Leavy and MTIC Lincoln took us to town for lunch where we gathered up the off-duty communicators for the flight. This Station has a public relations problem because of the railroad influence in the town. The Regional Office will try to give the Station some help in this regard.

Prescott has good quarters and there is such close coordination between CAC Potter; MTIC Day and AMT Burch that one gets the impression of one CAA. That is good! A familiarization flight was made at Winslow by Bob Lewis, Airways Flight Inspector, who was there to check the navigation facilities and he took the boys up who were available. CAC Kelly I think is reconciled to Winslow now that we have actually closed Mt. Laguna. (Continued on Page 15)

DOUGLAS AIRCRAFT COMPANY

The Douglas Aircraft Company, the world's largest aircraft manufacturer, is celebrating its 30th anniversary. Its achievements and growth closely parallel the progress and development of global aviation. The founder and president is Donald W. Douglas, a vigorous and active, yet soft spoken and modest man of 58.

Douglas, an M.I.T. graduate, was employed by the Glenn L. Martin Company and the U. S. Signal Corps, prior to establishing his own business in 1920. It was in that year that he set up his engineering business in the back room of a barber shop on Wilshire Boulevard in Los Angeles. With total assets of $600, he began building his first airplane, a biplane called the Cloudster. The Douglas Cloudster was the first aircraft to lift its own weight in payload. It was built for David R. Davis, a sportsman, who hoped to be the first man to cross the country non-stop. The attempt was made in 1921, but after flying 785 miles in eight hours and forty-five minutes at a cruising speed of 85 miles an hour, a timing-gear in the plane's Liberty motor broke, forcing it to land at El Paso.

The Cloudster set the stage for the appearance of other achievements in rapid succession. Because of the power and dependability of the Cloudster, Douglas was awarded a contract to build a torpedo bomber for the U. S. Navy in 1922. The torpedo bomber, which was a modified Cloudster, and the Douglas World Cruiser, built for the Army Air Service in 1924, made Douglas internationally famous as a builder and designer of military aircraft. The World Cruiser was aptly named, as three of these biplanes flew around the world in 1924 to record another "first" in the history of aviation.

Douglas entered the field of commercial air transportation in 1932 with the first of the now famous DC (Douglas Commercial) types. The DC-1 was a prototype, the DC-2 a transition stage, and then came the DC-3, of which 11,000 have been built. More than 6,000 DC-3's are in operation today, and its military counterpart, the C-47 was known as the "work-horse" of the Air Force during WWII.

The need for military aircraft which resulted from the advent of lend-lease and America's entry into WWII, caused another shift in Douglas' operations and a trememdous increase in production. Six great plants were built and the personnel leaped from 8,000 in 1939 to a wartime peak of 160,000. Some of the military aircraft built were:

A-20 (Havoc, Boston), an attack bomber of which 7,000 were built
SBD (Dauntless), dive bomber, which became the principal Navy cruiser offensive bomber and of which 500 were built
A-26 (Invader), fastest wartime attack bomber of the U. S. Army, said to have the speed and maneuverability of an attack plane.
C-47 and C-54, military counterparts of DC-3 and DC-4.

More than one-sixth of all American planes produced during the war were Douglas-built, a volume surpassing the combined German and Japanese output. At the peak production period, Douglas turned out bombers and transports at a rate that exceeded 100 million dollars per month. (Continued on page 8)

1920

1920-1921

1921-1922

1921

1922-1928

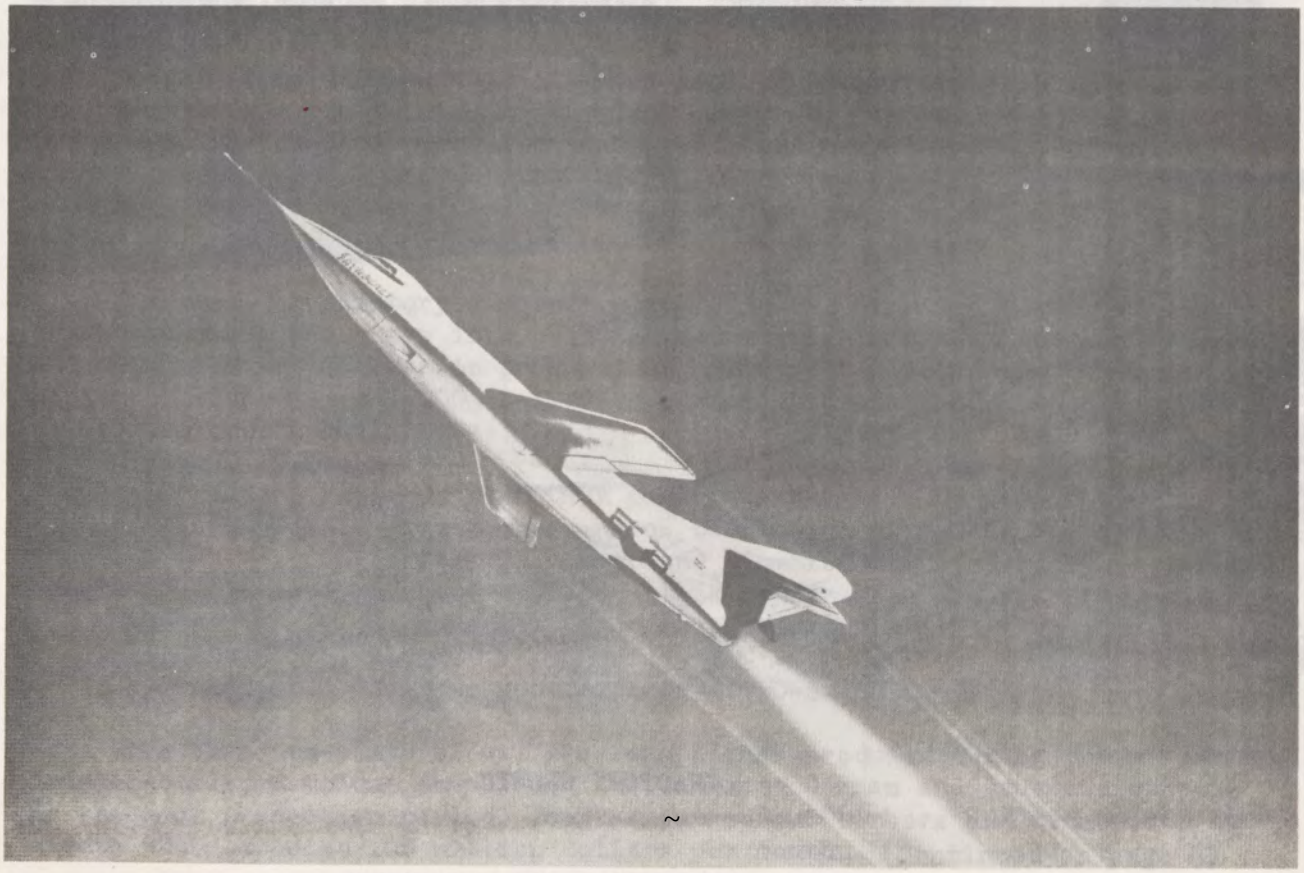
1940

SANTA MONICA

EL SEGUNDO

FACTORY GROWTH

DOUGLAS WORLD CRUISER - 1924



DOUGLAS D-558-2 SKYROCKET - 1950

SIXTH REGION NEWS FIELD ISSUE

As a result of the desire of field employees for inclusion of more field news in the Region Six News, it has been decided to make the April News a field issue in its entirety. All material printed will be that submitted by field employees.

George Reid has been designated as Editor-in-Chief for this edition and will be detailed to the Regional Office for a one week period. In addition to his editing duties, the Editor-in-Chief will write the Regional Administrator's Column.

All articles will carry a by-line, unless the writer specifically requests that his name be withheld. However, no material received without identification of the writer will be used. Material submitted should be of the same nature as that appearing in previous issues of the Region Six News and not that of the "social type". If possible, pictures should be forwarded illustrating your article. All material should be submitted direct to 6-585, and must be received not later than March 20.

It is again pointed out that none of the articles in this issue will be written by the regular staff. Here is your opportunity to have a complete field issue. It naturally cannot be a success without your full cooperation. So start the ball rolling and send those articles in!!

PERSONALITY OF THE MONTH

Among the many ex-military pilots in Region Six who are living on "borrowed time" is James P. Chadwick, Air Route Traffic Controller in the Los Angeles Center.

Chadwick's experiences started early during his Naval career when he became an official member of the Caterpillar Club prior to completing his flight training. After being inducted at Oakland, Chadwick was sent to Corpus Christi, Texas for cadet training. During one training maneuver, while riding as a passenger, he was involved in a mid-air collision while flying over the Gulf of Mexico. After considerable effort, he was able to get free of the damaged plane and bail out, landing in the Gulf. He was then picked up by one of the Squadron planes, but because of rough water, the plane was unable to take off. He was subsequently rescued by a crash boat. As a result of the landing in the water he sustained a fractured shoulder, but considered himself lucky at that.

Chadwick's overseas assignment was in the South Pacific. During a tour of duty at Guadalcanal Island November, 1943, he was forced to crash land the ship which he was piloting several miles off shore from the island. As a result of injuries received in this crash, he was knocked unconscious, but fortunately for him again, his Radioman was still conscious and pulled him from the plane before it sank. After being in the water approximately 30 minutes, both he and his radioman were picked up by a destroyer which was operating in the water near them. In connection with this incident, there are conflicting reports as to exactly what caused him to crash land, but it has been rumored that he was accidently struck by anti-aircraft fire from American defense units. As a result of the injuries received in this crash, he was hospitalized for approximately 2 months.

Subsequently, he was reassigned to the states and wound up with the rank of Lieutenant at the Naval Air Station, Atlanta, Georgia as an instrument instructor. At the end of his active duty, Chadwick completed his education at Brigham Young University, Utah. He was appointed as an Air Route Traffic Controller in July, 1947.

Douglas Aircraft Company (Continued from page 4):

Douglas is remembered, too, as the designer and builder of the B-19. This aircraft, which was the world's largest bomber until two years ago, was produced in 1941 and served as a flying laboratory for the U. S. Army Air Forces. Experience in operating this ship contributed to the discovery of techniques and methods of long-range air operations which later guaranteed supremacy in the air.

Back to its pre-war employment level of 8,000, the Douglas factories are producing the Super DC-3, a modernized version of the world's most famous commercial airplane, a luxurious superliner developed from the DC-4, the B-26, jet-powered version of the A-26 Invader, the F3D Skynight, long-range fighter powered by two jet engines and designed for carrier use, and the Douglas AD Skyraider, a carrier-based all purpose attack airplane. Though production is lower than during war-time, Douglas is proud to affirm that from 1920 to 1950, the company built 34,856 airplanes valued at 4 billion, 133 million dollars. Equally impressive is the fact that every minute of every hour of every day in the year, DC-6's fly for the world's major airlines a total of 360,000 miles or 15 times around the earth.

U. S. AIRLINES HAVE BIGGEST YEAR IN HISTORY

The year 1949 was the biggest the airlines of the United States have ever had. With better air navigation and landing aids, promoting greater safety and more schedule regularity, the airlines attracted an estimated 16,500,000 passengers during the year, and flew a total of about 460,000,000 miles.

Their planes completed more trips due to the increasing use of our instrument landing system at 87 sites in the United States and they invaded successfully a new patronage field by instituting coach service between major cities at reduced fares. In every department except express on domestic lines, the year's figures show important gains over 1948.

The combined safety rate of United States domestic and international airlines is 1.0 passenger fatalities per 100,000,000 passenger miles flown, the lowest in history. On international routes, there were no passenger fatalities. Although 93 passengers were killed in four domestic accidents, compared with 83 in five accidents during 1948, the rate in terms of passenger miles flown equalled that year's 1.3 close to the all-time low of 1.2.

An estimated 510,000 certificated pilots were recorded at year's end, as against 491,306 during 1948. However, the number of new pilots, as reflected in the student pilot certificates issued and new private pilot licenses granted, showed serious reductions. Only 45,000 student permits were issued in 1949, as compared with 117,725 in 1948, and the private pilot certificate issuances were 30,000 as against 86,838. Commercial pilot and airline transport pilot certificates issued dropped also, 8,151 to 7,300 and 1,100 to 1,000.

Whereas emphasis by the scheduled airlines in 1948 was on air freight, throughout 1949, it was on more passengers. The increased number of passengers carried is attributable largely to the new coach service, with one airline registering a 30 percent increase in passengers, of which 25 percent were coach passengers. Other efforts to attain passenger volume included "family plan" tickets.
(Continued on next page)

Accidents in non-air-carrier flying indicated a poorer safety record for the year than in 1948, with 4,000 of the estimated 6,000 accidents analysed. Of these 4,000, there were 421 fatal accidents in 1949 as against 392 in the first 4,000 in 1948. Instructional flying, which dropped sharply in 1949, accounted for 26.4 percent of the 4,000 accidents in 1949 as against 40.4 percent in 1948, while the percentage of non-commercial accidents, i.e., private flying rose from 53 percent in 1948 to 58.5 percent.

Agricultural flying increased in 1949. A total of 2,700,000 acres were treated with poisoned bait spread from the air. Towns and communities continued to hire pilots to spray for control of insect pests. 262 communities bought this service as against 119 in 1948. There was a general increase in other agricultural flying such as weed control, seeding, and fertilizing.

THE EMIGH TROJAN - A SMALL AIRCRAFT DESIGNED FOR MASS PRODUCTION

What would you say about an all-metal, two-place airplane that four fellows could build in a week? Impossible? Can't be any good? Well, guess again, my friend, for Harold E. Emigh, down at the Bisbee-Douglas Airport is doing just that.

The type certificate for the airplane was granted while Emigh was operating at Norwalk, California. He subsequently moved lock, stock and barrel to the Bisbee-Douglas location. The design and engineering was done by Emigh assisted by Paul McKenna who was primarily concerned about production.

The objective was to come up with a small personal airplane which would lend itself to mass production techniques. As a result, he has made use of external wing ribs with spars merely serving as spacers, there is high interchangeability of parts, and complicated turns and bends of sheet metal have been avoided. Having this, it is unfortunate that Emigh has been faced with the old "starting out" bugaboos of management, sales, and financial problems, for it is an airplane which can be produced cheaply if produced in quantity. Gradually, however, he is solving these problems.

According to the boys who have flown the Trojan, it is as good as any comparable small airplane; and due to the production techniques used, it is indeed a rugged piece of equipment.

Now for some details on the airplane itself. It has a 31' 10" wing span, gross weight of 1450 lbs, 9.25 lbs. per sq. ft. wing loading, top speed (with continental 90 h.p. engine) of 125 mph, cruising speed of 117 mph, 550 miles maximum range, a 15,000 ft. service ceiling, and 28 gallon fuel capacity.

The airplane is available with 90 h.p., 85 h.p, and 65 h.p. engine equipment. Prices are $3,295, $2,595, and $2,195 respectively. In addition, Emigh is working on a four-place version of the same airplane which they hope to sell at less than $5,000.

The airplane is produced in a former Air Force hangar, of which the factory only occupies one side. There are no fanfare or big promotion schemes here. No big signs or frills; in fact, they concentrate on filling their orders, which, at the time we went to press, was for ten airplanes. With his present force, Emigh

(Continued on next page)

is able to assure delivery 15 days after receipt of an order. On the matter of labor supply, distinct from the metropolitan sections in the West, there is little or no aircraft factory experience in the available labor force of the Douglas-Bisbee area. As a result, it has been necessary to hire men possessing mechanical abilities and training them on the job.

They are looking toward a gradual build-up in volume as sales increase. Incidentally, Harold Emigh, as his own sales manager, spends a good deal of his time demonstrating the Trojan all over the country.

DIVISION HI-LITES

Airways Operations Division:

Console installations have been completed in the communications stations at Arcata, Crescent City, Delta, Fresno, Gila Bend, Las Vegas, Ogden, Paso Robles, Reno, St. George, Salinas, Salt Lake City, Tucson, Ukiah, Winnemucca and Wendover. The Fresno installation will be converted to dual console within the next few weeks. Other installations are in progress or are programmed to be completed within a few weeks at Blythe, Daggett, Douglas, Thermal and Oakland.

The INSAC at Lucin will be moved to Wendover early in March. The Lucin radio range will operate independently after this move has been completed.

The Indio INSAC will be moved to the Thermal Airport within the next 60 days. The Thermal station will control the Indio low frequency range.

A new INSAC building is nearing completion at Ontario. It is planned to move the Riverside INSAC to Ontario in about 60 days. It will control the Riverside low frequency range.

A new administration building at Yuma should be completed about April 1. The Yuma INSAC will be moved to the new quarters as soon after April 1 as practicable.

Final adjustments are being made to the radar equipment installed in the Los Angeles tower. Practice control will start shortly.

Equipment to provide transmitting and receiving facilities on 121.5 mc is scheduled to be installed and ready for service at all locations March 1. Where both station and tower are located, this equipment will be installed in the tower; at other locations it will be installed in the station. 121.5 mc is the new international emergency frequency.

A new national express teletype service is scheduled for inauguration March 1. It will be known as the "XA" network and will serve in this region Salt Lake City, San Francisco and Los Angeles. Its primary purpose is to relieve the local networks of long haul weather information and is to be considered temporary for a couple of years until the older networks can be converted to high speed.

Nasty night? Generally that makes for a cozy night's sleep. But oftentimes it means mounting tension to lost pilots and their guide rods - the Aircraft Communicator and the Traffic Controller. Bad weather, daytime or night, makes for more work all around. Air travel is six times what it was in 1940. Planes are flying faster and farther. But weather is still the number 1 hex to air travel.

Big strides have been made in the production of electronic devices - though many are still out of reach of the pocketbook of some private flyers. Anyway, there is still no device or devices that will beat the team the CAA throws into the trouble spots guiding a lost plane back to its course or to its destination, or otherwise aiding a pilot in distress.

But then, it's not always bad weather. Clear days too get their share of May Day. Whatever the conditions, Communicator "know how" of navigation, terrain, and the ability to remain cool, to think quickly, and above all to use good judgment in handling excited and frightened pilots is a must.

Here are excerpts from Noteworthy Services to Airmen issued periodically by Communications Operations. As the latest bulletin covered nine pages, it will be possible to reproduce here only the first three cases.

PRESCOTT, ARIZONA 10-1-49 COMMUNICATOR: L. J. Jacobs

At 1439M routine contact was made by an aircraft enroute Ontario to Albuquerque. Aircraft again contacted at 1502M advising he was confused and uncertain of position. Pilot did not know code (radio) and radio orientation was impossible. Description of terrain indicated pilot was near Clarkdale, Arizona. Heading toward Prescott was given the pilot and he was asked to continue describing terrain. Pilot's reports definitely established the aircraft's position at 1520M and he was advised to continue present heading. Pilot had the Prescott airport in sight at 1531M and a normal landing was made at Prescott.

TUCSON, ARIZONA 10-3-49 COMMUNICATORS: Masterson & Talbot

At 1340M an aircraft enroute from El Paso to Phoenix was lost in heavy rainsquall which seemed to envelope aircraft. Pilot was unable to read range identifications but called station broadcasting on 340 Kcs. Tucson answered on 338 Kcs and after obtaining description of terrain below (pilot could see ground but forward visibility was only two miles), it was assumed that he was in the vicinity of Mescal, Arizona. Pilot was given course to Tucson and landed safely twenty-five minutes later at Downtown Tucson Airport.

LONG BEACH, CALIFORNIA 10-8-49 COMMUNICATORS: Pepper & Bartley

At 1224P two aircraft were heard working on VHF and from the conversation it appeared that one aircraft was in trouble. An aircraft was contacted and he advised the other had reported one engine out with 450 gallons of fuel. At 1239P Long Beach made direct VHF (140.58) contact with the aircraft in difficulty, but the other was requested to stand by as relay station as Long Beach was then only able to read the aircraft about strength 3. However, at 1244P, two-way communication became reliable. From that time until 1257P numerous clearances and information messages were handled with the aircraft including advice that Air Rescue and GCA units had been alerted. Advising inability to continue to work KSF on cw, the aircraft requested permission to secure the cw watch, which was obtained and relayed. At 1257P the aircraft reported crossing the "south leg" of the Long Beach range

40 miles out and was cancelling his IFR flight plan. The pilot expressed appreciation of Long Beach assistance saying it had been a "big morale factor."

The following Communicators also contributed noteworthy services:

L. W. Cate, Fallon, Nevada; J. H. Wray, Jr., Douglas, Arizona; J. E. Milward, Winslow, Arizona; L. J. Jacobs, Prescott, Arizona; W. H. Leavy, Needles, California; E. W. Chambers, Stockton, California; R. L. Faulkner, Sacramento, California; R. L. St. John, Salinas, California (two instances); L. M. Norman, Needles, California; L. W. G. McCoy, Red Bluff, California; R. J. Vroman, Gila Bend, Arizona; J. J. Raspillar, San Francisco, California; A. L. Byrd, Las Vegas, Nevada; Messick & Daniels, Fresno, California; Redo & Teatsorth, Blythe, California.

Aircraft Division:

An inspection trip was made recently to the Hiller facility at Palo Alto, California, to conduct flight tests on a UH-12 helicopter being purchased by Mr. Timken, President of the Timken Roller Bearing Company, Canton, Ohio. This is to be an executive helicopter with a special synthetic paint job on the exterior and special additional equipment on the instrument panel. A side cowling installation to better the appearance of the helicopter required engine cooling tests, and a flare installation was flight checked in auto-rotation to ascertain if the flare would clear the rotor blade. Both tests were considered to be satisfactory.

On February 7th, members of the Institute of Aeronautical Sciences were taken aboard the Aircraft Carrier "Valley Forge" for a demonstration of flight operations which included both the conventional Vought Corsair fighter and the 6F9F Grumman Panther fighter. A number of Aircraft Division personnel who are members of the Institute participated. Fire power demonstrations were conducted on a spar towed by the ship from which the Corsairs and the Panthers made glide bombing runs with bombs, rockets, and gun fire.

All performance tests have been completed on the Super DC-3 to date, and flight tests for flight characteristics will commence the latter part of this week.

Facilities Division:

New Establishment Projects approved during the month include enlargement of the INSACS quarters at Milford, Utah; Battle Mountain, Nevada; and Hanksville, Utah. These projects will be undertaken in the order named, and after enlargement, the teletype and communications layouts will be modernized and consoles installed.

Our program for modernization of radio equipment and installation of consoles in INSAC Stations is progressing as programmed. During the month work was completed at Tucson, Arizona; Las Vegas, Nevada and Salinas, California. Crews are now working at Stockton, California; Wendover, Utah; and Douglas, Arizona.

Safety Operations Division:

Mr. George South, Chief, Technical Personnel Branch, and Mr. H. B. Pickering of the Schools and Training Section, Washington, visited the Sixth Region January 8 to 21. A tour of inspection of the mechanic schools was conducted. The Sixth Region has 21 approved mechanic schools.

Mr. Lloyd L. Stahl, Chief, Flight Engineer Section, and Mr. Harold G. Lambert, Chief, Flight Radio Operator Section, Airman Division, Washington, visited the Sixth Region February 6 through 10. The purpose of their visit was to obtain information and material for the preparation of a new flight engineer written examination for the Lockheed Constellation and Douglas DC-6 aircraft, also, to visit various air lines and approved flight engineer schools.

Airman Agent Gossard and Aircraft Agent Mabry of the Oakland Aviation Safety District Office, during their regular itinerary visit to Eureka, California, gave a speech over radio station KIEM on the regular feature program "Who's Traveling". In this appearance, they were afforded the opportunity to describe briefly the activities of the CAA, with particular reference to the Branches they represent. They also made arrangements for radio station KIEM to publicize CAA regular itinerary visits on their news broadcasts.

Southwest Airways conducted proving flights on their route extension from Los Angeles to Phoenix, Arizona, February 7 through February 10, with the necessary CAA Aviation Safety personnel as observing members. They will be unable to inaugurate scheduled operations on February 17, as originally planned, due to legal complications but hope to have these cleared up by March 1. With minor discrepancies, the proving flights were conducted satisfactorily.

Airports Division:

	Tentative Alloc.		Grant Offers		Work Underway		Jobs Completed	
	No. Projects	Amount	No.	Amount	No.	Amount	No.	Amount
Ariz.	38	2,375,400	31	2,285,334	26	2,244,059	22	1,285,583
Calif.	112	10,365,000	72	7,665,412	57	6,261,394	43	4,070,332
Nevada	16	1,245,031	7	1,150,420	6	1,012,181	4	904,819
Utah	40	1,820,410	28	1,357,999	22	1,119,930	20	1,088,158
Total	206	15,805,841	138	12,459,165	111	10,637,564	89	7,348,892

QUESTION BOX ?

Q. What happens if I become eligible for the benefits of the Civil Service Retirement Act and the Employees' Compensation Act at the same time?

A. You must choose between the benefits offered by them as you cannot receive both at the same time. If you chose disability compensation and later become physically fit you may then apply for retirement.

Q. What happens to the money in my retirement fund if I am killed in line of duty, thereby making my family eligible for the benefits of the Employees' Compensation Act?

A. Your widow and/or children, if eligible for survivor annuity benefits under the Civil Service Retirement Act, must choose which payments they desire to receive. If the benefits of the Compensation Act are selected, then the sum credited to the decedent's individual account in the retirement fund, with interest, will be payable to his beneficiary or estate.

Q. What is the difference between disability retirement and disability compensation under the Compensation Act?

A. An employee becomes eligible for disability retirement when for any reason he becomes physically unable to perform his duties. In order to become eligible for disability compensation the disability must have been the result of an accident or other disability received in line of duty.

(Note: Under the new Employees' Compensation Act, the amount received for disability usually exceeds the amount payable under the Retirement Act.)

Q. What control does the Civil Service Commission exercise over the Regional Promotion Plan? More specifically, the temporary status employees?

A. The Civil Service Commission does not have any control over the administration of the Regional Promotion Plan. However, the delegation of authority to the agency to appoint or promote non-status employees varies from time to time, depending on the availability of registers or displaced career employees. All actions and job requirements must be established or effected within the framework of Civil Service regulations.

Q. How does the N.P.P. tie in with the R.P.P.?

A. The basic plan and point systems are the same. However, at the present time no promotional aptitude rating is being used in the R.P.P. but is being used on the N.P.P. Such a rating is being devised for use in the R.P.P. All positions above GS-11 are processed under the N.P.P. by the Washington Personnel Office.

Regional Administrator's Column (Continued from Page 3):

From Winslow we proceeded to Phoenix and Tucson, spending a little more time at these places because of the size of our installations and activities at Phoenix, and partly because of the Rodeo at Tucson. At Phoenix, Carroll Doak and his boys put in three hours in the Beechcraft and took some of the Airways Operations and Facilities Division folks with them. While in Phoenix we visited with CAC Solomon and his crew, and Chief Airport Traffic Controller Sindlinger and his boys.

In addition to watching the Rodeo Opening Day Parade from the reviewing stand, and the Rodeo itself from the visiting officials' box, I attended several meetings and conferences in Tucson. One was a dinner meeting honoring the Mexican officials of the State of Sonora -- Governor Soto of Sonora, Governor Garvey of Arizona, Mexican Consul Montaro, the Mayor of Nogales, Mayor Houston of Tucson and other dignitaries were present. Another was a breakfast meeting at which Air Force officials were honored -- Generals Lemay and Ramey, and the Outgoing Commanding Officer of Davis Monthan Field, Colonel Seltzer, and the incoming Commanding Officer, Colonel Fisher. Through the courtesy of Bob Schmidt, Manager of the Tucson Municipal Airport, we attended a Kiwanis' luncheon and met with Matt Baird, Chairman of Governor Garvey's Aviation Committee.

From Tucson we made a trip down to Douglas visiting the new quarters, and nice ones they are, in the new Administration Building. Incidentally the Communications Station building and Tower at Tucson are now in good shape. Tucson has its console installation as does also Gila Bend. Ray Talbot, Chief Aircraft Communicator at Tucson went with us and we made familiarization flights at Douglas and Gila Bend. The remodeled surplus building at Gila Bend appears to serve our needs adequately. On the familiarization flight at Douglas, AMT Parkhurst was along and we flew over the beacon on top of 6500' Parky's Mountain, named after him.

At Winslow and Phoenix, we still have a space problem. The new Administration Building at Phoenix will eventually answer our problem there, but in Winslow we are probably going to have to figure out our own solution.

All in all, it was a good trip. I was favorably impressed by the attitude of our field people and the interest they are taking in their work and the CAA. I got the definite impression that we are doing a better public relations job in the field. This is all to the good. It was also encouraging to see the increasing enterprise on the part of operators and airport managers in instituting programs selling aviation and attracting business activities to the airports.

I want to cover the whole Region before the end of the fiscal year, and plan to make at least one field trip a month between now and July 1. One trip will be from Los Angeles to Salt Lake City, across to Reno and back to the Regional Office. Another will be up the coastal airway to Eureka and back down Amber 1; and finally all of the activities in the Los Angeles area and south to San Diego. It is now planned to start the next trip about March 18.

SUMMARY OF REGIONAL ADMINISTRATOR'S STAFF MEETING

February 15, 1950

MISCELLANEOUS:

The question was raised as to the possibility of obtaining VHF communications equipment in rental aircraft. It was realized that nothing could be done under the present contract, but it will be given consideration at the time bids are advertised for fiscal year 1951.

The Regional Administrator called attention to the delay in forwarding mail, documents, etc., from one office to another, and requested that all mail, particularly that being routed to more than one Division be processed without delay. A special effort should be made to get mail to the Division which is to take the action, promptly. It was also suggested that "action" and "Information" copies be more clearly indicated.

DIVISION STATUS REPORTS:

Aviation Development:

M. E. Beeman, Assistant to the Regional Administrator, W. O. Johnson, Advisor in Aviation Education, and S. B. Boivin, Planning and Evaluation Officer, attended the Agricultural Pest Control Operators' Short Course at the University of California College of Agriculture, Davis, California, on February 1, 2, and 3. This course was presented for all pest control operators so as to acquaint them with insecticide and herbicide theory, so that they would be better prepared to take examinations from the County Commissioner of Agriculture on the application of its use.

Safety Operations Division:

Unofficial information has been received indicating that American Airlines will request approval for the use of Convair aircraft in their Western Division beginning approximately April 1. It is indicated that these will be used on additional schedules.

Aircraft Division:

A representative of the Allison Division of General Motors Corporation conferred with Aircraft Division personnel and advised that contracts had been signed with Consolidated-Vultee for the purchase of a Convair 240 to be equipped with two Allison turbo-prop engines. This airplane is to be used to prove their powerplant and secure CAA approval on their model turbo engines. There is a possibility that after this is accomplished the CV-240 airplane with turbo-prop powerplants will be submitted for CAA certification. This installation could then be made optional to operators of 240's, and it is possible that this procedure might result in an American built airplane with jet engines being placed in commercial operation before any of the foreign competitors in this field.

Legal Division:

A conference of Regional Attorneys is being called by the General Counsel for March 13.

The Legal Office is now processing violation reports relating to eleven operators who either hold Part 42 or 45 certificates, or who operated without having obtained such a certificate. In five of these cases revocation of the certificate will be sought. In the other seven cases, efforts will be made to collect civil penalties amounting in the aggregate to approximately $3,000.

Facilities Division:

Mr. Hadfield, in company with Mr. Read, is on a trip through the southeastern portion of the Region, visiting many of the field offices and communications stations and working out arrangements with industry officials on several matters.

The Sacramento ILS is ready to operate pending authorization of 108.3/332.6 mcs. Flight checks disclosed excessive interference with Oakland ILS on the originally-assigned frequency.

The contractor has begun work on the Ontario ILS, and the initial shipment of materials has been received at the site. This will be a phase-comparison localizer installation.

Additional flight checking is in progress on the Long Beach VOR following relocation of power and control lines underground.

Additional site selection for the VOR in the vicinity of Thermal awaits arrival of an additional antenna tower.

The Los Angeles surveillance radar installation is in the final stages of flight checking. The precision equipment has had its shakedown run, and flight checking will begin this week. We have been advised that on about October 1 this Region will begin to receive additional surveillance equipment for other locations.

Airports Division:

The Washington Office has advised of the additional project funds which are being made available as a result of funds recaptured from unused State apportionments in accordance with the provisions of Public Law 382.

Business Administration:

The Personnel Branch is in the process of completing the examination for controllers and communicators. Five examiners have been detailed from the Traffic Control Division for the purpose of grading applicants' qualifications. It is estimated that the register for traffic controllers will be established April 1. It is estimated that the registers for the communicators will be completed approximately the same date.

A second major element of workload in the Business Administration Division is the completion of catalog classifications. It was estimated on February 1 that an additional 5,000 items remained unclassified which had not yet been submitted by other Regions. Since that date we have received information which indicates that the estimate of 5,000 was far too conservative, and that 10,000 may be more nearly correct.

The flight time for CAA-owned and rental aircraft has shown an increase. It is essential that the programs which have been completed by the Safety Operations and Aircraft Divisions, as well as other Regional organizations be carried out if we are to justify retention of our present flight program.

Aircraft Utilization:

The Executive Assistant advised that up to January 1 none of the Divisions had used the aircraft as they had programmed at the beginning of the fiscal year. Full utilization was made during the month of January and if all Divisions continue flying for the remainder of the fiscal year as they have done in January we will utilize the flight time originally programmed.

Efficiency Rating Program:

Mr. Hook, Chairman of the Efficiency Rating Committee, reviewed the program as set up for this year. March 6 - Efficiency Rating Forms to be distributed to Rating Officials. March 31 - Completed ratings to be submitted to Reviewing Officials. April 14 - Reviewing Officials to complete and forward forms to Rating Committee. May 5 - Final action by Efficiency Rating Committee. June 1 - Distribution of Ratings to employees.

A letter from the Deputy Administrator, "Quarterly Unofficial Efficiency Ratings" was read, authorizing the Regions to determine when such ratings should be made. This Region had modified the policy somewhat in order to make it workable, and it may be necessary to modify it further. This possibility will be studied.

The matter of "Fair" Efficiency Ratings was discussed, it having been suggested by the Regional Efficiency Rating Committee that the Administrative Order on this subject be revised. It was decided that the Administrative Order not be changed without first obtaining Washington Office interpretation since this is an Agency determination and not an Efficiency Rating Committee problem. Mr. Bain was requested to have the Personnel Officer prepare a letter to Washington for determination of policy, such letter to be prepared for the Regional Administrator's signature. In the meantime, it was thought advisable to send out another Administrative Notice on this subject.

CAPITOL GLEANINGS

Leave:

There are several bills being drafted to revamp the leave system in one way or another. Possibilities discussed have been (1) create a group of experts to study the entire leave problem and report to Congress by January 1, 1951; (2) amend the present laws to provide all Federal workers with 20 days vacation annually and (3) set up a graduated leave system based on seniority. The possibility of reducing the number of days an employee could accumulate has also been explored. There is no serious proposal, however, to arbitrarily cancel any amount of accumulated annual leave. If such a situation occurred, employees would either be forced to take it or be paid for it.

Promotions:

A new promotion policy is being drafted by the Civil Service Commission to encourage Federal agencies to fill vacancies by promoting their own employees to them. The plan will set forth a general set of rules for the agencies to follow

and the Civil Service Commission will follow up to see that they are met. Each Agency would be required to have a promotion plan in writing, available to all employees. Promotion standards for any and all jobs would not be less than Civil Service standards for the positions.

Overtime:

A couple of bills are being sponsored to pay full time and a half in cash to Government employees who are required to work more than 40 hours in any week. The Administration, meantime, is investigating the whole problem of how to handle overtime work.

Field Study:

The President has authorized a private management firm to study Federal field activities. This firm will investigate the problems of where field offices should be located to be of greatest service to the public, whether or not they should be centered as much as possible in different cities and how they can be best administered from Washington. The Commerce Department has been included in the agencies to be used as "guinea pigs".

Efficiency Ratings:

The Civil Service Commission is still debating over what kind of a rating system to recommend to Congress, but generally agrees that Federal Agencies should have the authority to set up their own rating system, or systems, under broad standards established and enforced by the Civil Service Commission. For example, an Agency could continue the present system or it could use several systems; i.e, one for clerks, another for professional people, etc. The rating system would not be used as it is now as a basis for granting ingrade promotions or to fire and demote employees. Instead, its main objective would be to bring about a closer working relationship and better understanding between the employee and his supervisor. It would stress the use of the rating system during trial periods to weed out undesirable and questionable employees before they attained regular Civil Service status.

Appeals:

The Commission would like to confine appeals to agency boards, however, employee groups have resisted plans to abolish appeals to the Commission. So the Commission has been attempting to arrive at a compromise to hear only those appeals in cases where the employees would be penalized, either fired or demoted. It wouldn't hear appeals of employees rated "VG" who thought they deserved an "E".