

SPECIAL

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DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
service to man in flight

Eal 1/13/72

3 January 1972

HEALTH BENEFITS PREMIUMS ANNOUNCED

The Civil Service Commission has made the following decisions regarding Federal Employees Health Benefits in light of last week's decisions by the Price Commission.

The open season scheduled to end December 31, 1971 will be extended through January 31, 1972. Enrollment changes made at any time from November 15, 1971 through January 31, 1972 will be effective the first day of the enrollee's first pay period in January 1972. During the extended open season, employees and annuitants may change plans or options, and they may cancel or reverse a change made since the open season began November 15. When final 1972 premium determinations have been announced for all plans, another open season will be held to enable enrolled employees and annuitants to change plans or options. During the open season employees not enrolled in a plan may enroll while annuitants may not.

The 22 percent increase in the premium rate for Blue Cross-Blue Shield, granted by the Price Commission effective January 1, 1972, will go into effect for each enrollee in that plan, beginning with the first pay period in 1972.

Premium increases previously announced for other plans will be postponed until the rates can be reviewed by appropriate price control authorities under new guidelines announced by the Price Commission last week. (In addition to the downward adjustment in premium for Blue Cross-Blue Shield already determined, it is possible that rates for some of the other plans will require adjustment under the new guidelines.) Rates for plans other than Blue Cross-Blue Shield will be continued at 1971 levels during this period of postponement. Some of the plans, including Aetna, have not scheduled increases for 1972.

Government's contribution to premium payments will be set temporarily on the basis of 1972 rates for Blue Cross-Blue Shield and on 1971 rates for the next five largest plans,

including Aetna (no increase planned), the National Association of Letter Carriers, Kaiser of Northern California and Kaiser of Southern California, and the American Postal Workers Union plan (since this is the first year for APWU, the 1971 rate for the largest of its predecessor plans, the United Federation of Postal Clerks, will be used). On this computation, the government's temporary contribution will be \$3.59 biweekly and \$7.78 monthly for self-only coverage and \$8.96 biweekly and \$19.42 monthly for self and family coverage. By law, the government contribution is 40 percent of the average high option cost of the six largest plans, but may not exceed 50 percent of premium for any employee.

Carriers whose increases are postponed will be given special payments from contingency funds held by the government for each plan to make up the difference between 1971 rates and those finally approved for 1972. The full and final adjustment of the government's contribution will be redetermined and will become effective when final 1972 rates for all plans have been approved by appropriate price control authorities.

It should be noted that more than 80 percent of all employees and annuitants are covered by Blue Cross-Blue Shield whose rates for 1972 have been approved by the Price Commission, and by Aetna whose rates do not contemplate an increase for 1972.

Concurrent with the above actions, the Civil Service Commission is asking the Cost of Living Council and the Price Commission to arrange for early review, under new guidelines, by appropriate price control authorities of rate increases proposed for plans other than Blue Cross-Blue Shield. Premium rates previously negotiated with all carriers were reached under old guidelines which became obsolete when the new guidelines were announced by the Price Commission.

Premium rates effective until further notice, including the government's contribution and the enrollee's contribution, are shown in the attached tables. New rates will be announced before the start of the open season which will be scheduled before final rates are placed into effect.

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PLAN (OPTION-TYPE ENROLLMENT)	1971 TOTAL PREMIUM	1972 BIWEEKLY PREMIUM RATES			CHANGE IN EMP. PAYS
		TOTAL PREMIUM	GOVMT. PAYS	EMP. PAYS	
SERVICE BENEFIT-BC/BS					
HIGH SELF	9.06	11.06	3.59	7.47	1.87
HIGH FAMILY	22.11	26.98	8.96	18.02	4.55
LOW SELF	4.80	4.80	2.40	2.40	0.00
LOW FAMILY	11.76	11.76	5.88	5.88	0.00
INDEMNITY BENEFIT-AETNA					
HIGH SELF	9.79	9.79	3.59	6.20	-0.13
HIGH FAMILY	24.26	24.26	8.96	15.30	-0.32
LOW SELF	5.36	5.36	2.68	2.68	0.00
LOW FAMILY	12.80	12.80	6.40	6.40	0.00
AMER. FEDER. GOVT. EMPL					
HIGH SELF	7.95	7.95	3.59	4.36	-0.13
HIGH FAMILY	20.89	20.89	8.96	11.93	-0.32
LOW SELF	4.74	4.74	2.37	2.37	0.00
LOW FAMILY	13.82	13.82	6.91	6.91	0.00
GOVT EMPLOYEES HOSP ASSN					
HIGH SELF	8.73	8.73	3.59	5.14	-0.13
HIGH FAMILY	19.10	19.10	8.96	10.14	-0.32
LOW SELF	7.13	7.13	3.57	3.56	-0.11
LOW FAMILY	13.82	13.82	6.91	6.91	0.00
NAT ASSN LETTER CARRIERS					
HIGH SELF	6.28	6.28	3.14	3.14	0.00
HIGH FAMILY	19.38	19.38	8.96	10.42	-0.32
LOW SELF	4.26	4.26	2.13	2.13	0.00
LOW FAMILY	12.44	12.44	6.22	6.22	0.00
AMER. POSTAL WORKERS UNION					
HIGH SELF	0.00	10.00	3.59	6.41	0.00
HIGH FAMILY	0.00	20.25	8.96	11.29	0.00
LOW SELF	0.00	4.80	2.40	2.40	0.00
LOW FAMILY	0.00	11.86	5.93	5.93	0.00
POSTMASTERS BENEFIT					
HIGH SELF	8.06	8.06	3.59	4.47	-0.13
HIGH FAMILY	18.81	18.81	8.96	9.85	-0.32
LOW SELF	4.00	4.00	2.00	2.00	0.00
LOW FAMILY	9.72	9.72	4.86	4.86	0.00
RURAL CARRIER BENEFIT					
HIGH SELF	7.89	7.89	3.59	4.30	-0.13
HIGH FAMILY	18.71	18.71	8.96	9.75	-0.32
LOW SELF	3.52	3.52	1.76	1.76	0.00
LOW FAMILY	8.40	8.40	4.20	4.20	0.00

PLAN (OPTION-TYPE ENROLLMENT)	1971 TOTAL PREMIUM	1972 BIWEEKLY PREMIUM RATES			CHANGE IN EMP. PAYS
		TOTAL PREMIUM	GOVMT. PAYS	EMP. PAYS	
FOREIGN SERVICE BENEFIT					
HIGH SELF	6.60	6.60	3.30	3.30	0.00
HIGH FAMILY	17.62	17.62	8.81	8.81	-0.17
GEBa HEALTH BENEFIT					
HIGH SELF	6.40	6.40	3.20	3.20	0.00
HIGH FAMILY	18.38	18.38	8.96	9.42	-0.32
LOW SELF	3.38	3.38	1.69	1.69	0.00
LOW FAMILY	8.60	8.60	4.30	4.30	0.00
CANAL ZONE BENEFIT					
HIGH SELF	4.68	4.68	2.34	2.34	0.00
HIGH FAMILY	11.64	11.64	5.82	5.82	0.00
SAMBA HEALTH BENEFIT					
HIGH SELF	7.07	7.07	3.54	3.53	-0.08
HIGH FAMILY	17.12	17.12	8.56	8.56	0.00
MAILHANDLERS BENEFIT					
HIGH SELF	6.68	6.68	3.34	3.34	0.00
HIGH FAMILY	17.88	17.88	8.94	8.94	-0.30
LOW SELF	4.92	4.92	2.46	2.46	0.00
LOW FAMILY	14.10	14.10	7.05	7.05	0.00
ALLIANCE HEALTH BENEFIT					
HIGH SELF	6.42	6.42	3.21	3.21	0.00
HIGH FAMILY	16.74	16.74	8.37	8.37	0.00
LOW SELF	3.24	3.24	1.62	1.62	0.00
LOW FAMILY	8.26	8.26	4.13	4.13	0.00
GROUP HEALTH ASSN-D.C.					
HIGH SELF	11.25	11.25	3.59	7.66	-0.13
HIGH FAMILY	28.69	28.69	8.96	19.73	-0.32
LOW SELF	8.00	8.00	3.59	4.41	-0.13
LOW FAMILY	20.74	20.74	8.96	11.78	-0.32
H.I.P. - NY					
LOW SELF	6.66	6.66	3.33	3.33	0.00
LOW FAMILY	18.70	18.70	8.96	9.74	-0.32
HIGH SELF	8.26	8.26	3.59	4.67	-0.13
HIGH FAMILY	22.92	22.92	8.96	13.96	-0.32

PLAN (OPTION-TYPE ENROLLMENT)	1971 TOTAL PREMIUM	1972 BIWEEKLY PREMIUM RATES			CHANGE IN EMP. PAYS
		TOTAL PREMIUM	GOVMT. PAYS	EMP. PAYS	
COMMUNITY HEALTH ASSN					
HIGH SELF	7.62	7.62	3.59	4.03	-0.13
HIGH FAMILY	21.32	21.32	8.96	12.36	-0.32
GROUP HEALTH - ST PAUL					
LOW SELF	5.98	5.98	2.99	2.99	0.00
LOW FAMILY	16.48	16.48	8.24	8.24	0.00
HIGH SELF	6.92	6.92	3.46	3.46	0.00
HIGH FAMILY	19.44	19.44	8.96	10.48	-0.32
GROUP HEALTH CO-OP					
HIGH SELF	7.26	7.26	3.59	3.67	-0.13
HIGH FAMILY	19.29	19.29	8.96	10.33	-0.32
WESTERN CLINIC					
HIGH SELF	9.41	9.41	3.59	5.82	-0.13
HIGH FAMILY	22.25	22.25	8.96	13.29	-0.32
KAISER-OREGON					
HIGH SELF	6.74	6.74	3.37	3.37	0.00
HIGH FAMILY	18.90	18.90	8.96	9.94	-0.32
KAISER-NORTH CALIF.					
HIGH SELF	7.75	7.75	3.59	4.16	-0.13
HIGH FAMILY	20.18	20.18	8.96	11.22	-0.32
ROSS-LOOS					
HIGH SELF	7.82	7.82	3.59	4.23	-0.13
HIGH FAMILY	18.51	18.51	8.96	9.55	-0.32
KAISER-SOUTH CALIF.					
HIGH SELF	8.99	8.99	3.59	5.40	-0.13
HIGH FAMILY	23.43	23.43	8.96	14.47	-0.32

PLAN (OPTION-TYPE ENROLLMENT)	1971 TOTAL PREMIUM	1972 BIWEEKLY PREMIUM RATES			CHANGE ON EMP. PAYS
		TOTAL PREMIUM	GOVMT. PAYS	EMP. PAYS	
KAISER-HAWAII					
HIGH SELF	7.28	7.28	3.59	3.69	-0.13
HIGH FAMILY	20.70	20.70	8.96	11.74	-0.32
KAISER-CLEVELAND					
HIGH SELF	7.33	7.33	3.59	3.74	-0.13
HIGH FAMILY	20.65	20.65	8.96	11.69	-0.32
KAISER-COLORADO					
HIGH SELF	6.84	6.84	3.42	3.42	0.00
HIGH FAMILY	18.52	18.52	8.96	9.56	-0.32
FAMILY HEALTH PROGRAM					
HIGH SELF	8.18	8.18	3.59	4.59	-0.13
HIGH FAMILY	21.54	21.54	8.96	12.58	-0.32
COLUMBIA MEDICAL					
HIGH SELF	6.74	6.74	3.37	3.37	0.00
HIGH FAMILY	21.11	21.11	8.96	12.15	-0.32
HARVARD COMMUNITY					
HIGH SELF	8.91	8.91	3.59	5.32	-0.13
HIGH FAMILY	24.45	24.45	8.96	15.49	-0.32
COMPCARE					
HIGH SELF	0.00	10.98	3.59	7.39	0.00
HIGH FAMILY	0.00	28.74	8.96	19.78	0.00
GROUP HEALTH INS-NY/NJ					
LOW SELF	5.20	5.20	2.60	2.60	0.00
LOW FAMILY	15.92	15.92	7.96	7.96	0.00
HIGH SELF	7.87	7.87	3.59	4.28	-0.13
HIGH FAMILY	23.44	23.44	8.96	14.48	-0.32

PLAN (OPTION-TYPE ENROLLMENT)	1971 TOTAL PREMIUM	1972 BIWEEKLY PREMIUM RATES			CHANGE IN EMP. PAYS
		TOTAL PREMIUM	GOVMT. PAYS	EMP. PAYS	
MEDICAL SERVICE BUREAU					
HIGH SELF	8.79	8.79	3.59	5.20	-0.13
HIGH FAMILY	20.86	20.86	8.96	11.90	-0.32
WASH PHYSICIANS SERVICE					
HIGH SELF	7.01	7.01	3.51	3.50	-0.05
HIGH FAMILY	20.96	20.96	8.96	12.00	-0.32
NATIONAL HOSPITAL ASSN					
HIGH SELF	5.04	5.04	2.52	2.52	0.00
HIGH FAMILY	12.92	12.92	6.46	6.46	0.00
FOUNDATION MED CARE					
HIGH SELF	8.53	8.53	3.59	4.94	-0.13
HIGH FAMILY	20.18	20.18	8.96	11.22	-0.32
HAWAII MED. SER. ASSN.					
HIGH SELF	5.54	5.54	2.77	2.77	0.00
HIGH FAMILY	15.50	15.50	7.75	7.75	0.00
SSS-SAN JUAN					
HIGH SELF	5.92	5.92	2.96	2.96	0.00
HIGH FAMILY	18.57	18.57	8.96	9.61	-0.32

NOTE: WHERE NO LOW OPTION IS SHOWN, PLAN HAS ONLY ONE OPTION



HEADQUARTERS

intercom

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
service to man in flight

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EAP
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PEOPLE AND PLACES

NEW RATES TO BE ISSUED BY CIVIL SERVICE

HEALTH 'OPEN SEASON' EXTENDED

Silver Bowls for Three

In recognition of long and outstanding Federal careers, the Administrator will present Career Achievement Awards in the form of engraved silver bowls to three officials from Headquarters on the occasion of their retirements. John A. Weber, Director of Systems Research and Development Service, began his Federal career with the Navy in 1946. He joined FAA as Chief, Airways Modernization Board in 1958. Joseph D. Conerly, Deputy Director, SRDS, came to the agency as an aircraft communicator and maintenance technician in 1946. He served as Chief, Communications Development Division, RD, prior to becoming Deputy Director. Kenneth W. Hazlett, Evaluation Staff Officer, FS, was the former chief of Operations at Hangar 6, DCA. Hazlett began his career with FAA in 1941 as an airplane and engine mechanic. The presentations will take place on Jan. 4.

The current Health Benefits "Open Season" will continue through Jan. 31 the Civil Service Commission informed the agency last week, as reported in Wednesday's FACT message. CSC will issue new premium rates, based on the recent Price Commission ruling, and instructions in the near future. As reported in last week's INTERCOM the Commission ruled that the Blue Cross plan is entitled to only a 22 percent, rather than a 34 percent, increase. CSC assures us all employees will have ample time during January to consider making a change or reconsider any changes made during November and December. A Special INTERCOM containing the new rates is being published today, Jan. 3.

"PROFESSIONAL SOCIETIES" DEFINED

A new Order, clarifying the agency's position toward bona fide professional societies, is currently being distributed. The order--FAA Relationship with Professional Societies, 1210.7A--clearly differentiates between labor organizations and professional societies and explains that the FAA will deal with each group in an appropriate manner. For instance, employees may be encouraged to join and participate in professional societies by their supervisors; but the Order goes on to say that an organization will not be considered a professional society if it has as its objective the pursuit of employee grievances, the initiation of formal consultation on personnel policies or working conditions, or the taking of partisan positions on matters relating to labor-management relations in the Federal government. The order emphasizes that an organization's activities, and not simply what it calls itself, will determine its proper identification.

TROUBLE WITH ANNUITY CHECKS ? ? ? Every month comment is heard from many annuitants or their survivors that they failed to receive their monthly benefit checks. Over one million of these checks are issued by the Treasury Department each month so it is not too surprising to experience some delivery failure. However, one avoidable cause of non-delivery is failure of the annuitant to notify the CSC by the 5th of the preceding month when the address to which the check should be mailed is changed. If you do move, be sure to notify your local Post Office, so they can forward your check in the event your change of address is not received in time to be corrected by the CSC. If you do not receive your regular monthly annuity check on the first business day of the month, wait a few days before writing to the Commission (to give the mail time to "catch up"). For example, when you write be sure to say "I did not receive (or, I lost) my C.S. annuity check which I should have received on October 1, 1971." (If you call it your "October check" this could be construed as your November 1 check.) And, be sure to specify your CSA or CSF claim number; also, if known, indicate the amount of the check.

FAA TO HOST RNAV EXPERTS . . . More than a thousand persons are expected to gather in Washington, D.C., on January 24-25 for the agency's international symposium on area navigation (RNAV) at the Washington Hilton, according to James F. Rudolph, Director of Flight Standards Service. Rudolph said, "We are most anxious that all segments of the aviation community take advantage of this unique opportunity to learn first hand about the status of area navigation from the world's leading experts. All facets of area navigation will be discussed with the aim of identifying any problem areas and speeding the development of new equipment, techniques and procedures." Twenty speakers are scheduled to give formal presentations on a broad range of RNAV subjects. They represent U.S. Government agencies and military organizations, aircraft and avionics manufacturers, airlines and general aviation operators, foreign interests and other segments of the aviation community.

TURNER TO HEAD BOSTON ARTCC . . . Donald L. Turner has been appointed Chief of the Boston ARTCC. A 15-year FAA veteran, he was Chief of the Automation Staff, AT Division, N.E. Region before this appointment and prior to that served in Washington. He spent the first 13 years of his career as an air traffic controller, crew chief and data systems coordinator at the Chicago Center. As Chief of the Boston Center, Turner takes command of 625 FAAers manning the radar, computer and radio-laden facility which is responsible for the safe, orderly and expeditious flow of civil and military air traffic within a 130,000-square-mile area.

NEW 747s ARE MUCH QUIETER . . . A new model Boeing 747 has been certified by the agency as meeting the reduced sound levels specified in recent Federal Aviation Regulations for new aircraft types. Certification applies to all new B-747's produced after Dec. 12, 1971. They will be fitted with new sound-absorbing engine inlets which substantially reduce the sound levels generated by the aircraft. These new models are 25 to 40 percent quieter than the original models of the B-747. FAA-monitored certification tests were conducted in early October over a sound measurement range established at Fresno, Calif.

MORE TAXES WITHHELD ? ? ? Even though taxes, under the brand new tax law, are coming down on 1972 income, many FAA employees will find that the amount withheld from their biweekly pay checks for Federal income tax will actually rise, starting in January. Why? In the past, most tax payers in the middle and upper income brackets have not had enough money withheld to cover their full tax liability for the year. The new withholding tax tables, in use after 15 January 1972, are aimed at correcting this imbalance. This means that some FAAers may have less money in their biweekly take-home pay in spite of the recently enacted pay raise, effective January 9, 1972. The tables shown below give some examples of changes in tax withholdings.

SINGLE PERSONS (NO EXEMPTION EXCEPT SELF)			
Biweekly Pay	1971	1972	Change
\$ 546.40	\$ 97.92	\$103.11	Up \$ 5.19
\$ 888.80	\$179.90	\$216.24	Up \$36.34
\$1293.60	\$277.24	\$357.92	Up \$80.68

MARRIED COUPLE, NO CHILDREN			
Biweekly	1971	1972	Change
\$ 546.40	\$ 77.90	\$ 82.87	Up \$ 4.97
\$ 888.80	\$151.56	\$172.94	Up \$21.38
\$1293.60	\$252.96	\$313.08	Up \$60.12

MARRIED COUPLE, TWO CHILDREN			
Biweekly	1971	1972	Change
\$ 546.40	\$ 68.40	\$ 69.05	Up \$.65
\$ 888.80	\$139.06	\$156.25	Up \$17.19
\$1293.60	\$240.46	\$292.34	Up \$51.88

WAGE GRADE PAY UNDER STUDY . . . The Civil Service Commission stated last week that no decision had been made regarding guidelines to be applied in setting wage grade pay scales. This matter is currently under intensive study. The agency will employ the fastest method for getting the word to employees when any information concerning wage grade pay is received.

SEE VIDICOM #3 AT SPECIAL MID-DAY MATINEE . . . The latest of the once-a-month FAA Vidicom programs, distributed throughout the agency this week, will be featured at a mid-day matinee this month. This was the third such program completed and sent to the field for showings to employees. Vidicom #3 is a "meet the press" type program featuring Deputy Administrator Smith discussing issues and answers with representatives of various field positions. This program will be shown for FAA Headquarters employees on Tuesday and Wednesday, Jan. 11 and 12 in the 3rd floor auditorium. There will be three showings per day--11:30 a.m., 12 noon and 12:30 p.m. Don't miss this new approach to employee communications.

AND FOR OFFICE SHOWINGS . . . Offices and Services are invited to call MN-30, x63905, to schedule a time to borrow video equipment and tapes for planned showings of Vidicom programs to their employees.

F.E.W. TO MEET . . . The Federally Employed Women, Inc. (F.E.W.) will hold a workshop meeting to plan its priority activities for 1972 on Jan. 12 at the Treasury Department, 15th and Pennsylvania Ave., N.W. Anyone interested in F.E.W.'s cause--to increase job opportunities for women in government service--is invited to attend, men included. The workshop will begin at 7:30 p.m. preceded by a dinner (\$2.80) at 6:30 p.m. For details and reservations, call Esther Lawton at 964-5602.

THE SPIRIT OF GIVING . . . Flight Standards Service and the National Airspace System Program Office made contributions to the needy rather than exchanging Christmas cards with fellow employees. FS contributed \$278 to the Salvation Army and Children's Hospital. This "spirit of giving" has been an annual FS custom since 1962. NASPO collected \$122 for Children's Hospital.

AWARDS AND REWARDS . . . Flight Standards Service presented Special Achievement Awards to Howard W. Simcox, David K. Custis, Julia Bolich, Harry C. Summerton, Janet L. Halbert, Denise F. Yorkshire and Elizabeth V. Burwell; Quality Within-Grade Pay Increases based on outstanding performance to Mary K. Seaver, Catherine E. Maus, Usto E. Schulz, Katherine R. Dial, Carolyn H. McQuaig and William D. Crawford. Receiving Length of Service Awards were Hazel E. Smith, 40 years; George L. Hall, 35 years; Kenneth W. Hazlett, Molton H. Wheeler, Harold E. Smith, J. Ralph Horn, George D. Stathers and Constantine J. James, all 30 years. Also, Margaret F. Morgano received a Quality Within-Grade Pay Increase and Maxine L. Rogers received a Special Achievement Award based on outstanding performance.

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PEOPLE AND PLACES

ARTCC Heads Picked

Billie N. Vincent and Albert E. Houck have been selected as chiefs of the New York and Atlanta Centers, respectively. Vincent, an 18-year veteran, was Assistant Chief, Operations Branch, AT Division, Great Lakes Region, and prior to that time he served in the Indianapolis Center and the Chicago Area Office. Houck, who has been with the agency for 13 years, was Deputy Chief of the Miami Center before this assignment and has served in the Jacksonville Center as well as the Southern Regional Office. Both candidates were selected under procedures administered by the National Review Board/Interviewing Panel established for filling tower and center chief positions at the GS-15 level. Also selected for new posts were Charles C. Carson, appointed Deputy Chief of the Memphis Center, and Louis C. Pol who was picked as Deputy Chief of the New York Center.

TO FULFILL NEEDS UNTIL 2000 A. D.

NEW ILSs ARE ON THE WAY

The National plan for the development and implementation of a new common civil/military microwave instrument landing system has been published. Prepared by a joint planning group drawn from FAA, DOD and NASA, the five-year plan is designed to meet all civil and military needs at domestic and foreign airports until at least the year 2000. Unlike present ILS systems, which basically provide a single approach path, the microwave landing system fans out over a broad area, substantially increasing the number of available flight paths. This could effectively increase the airport acceptance rate as well as help solve noise pollution problems by routing traffic around built-up or residential areas. The system also has other advantages over present ILSs. It will be less subject to siting and interference problems, and it will be capable of providing continuous distance information thus eliminating the need for marker beacons which provide only limited progress information on final approach.

SHAFFER TO ADDRESS EEO SESSION

Administrator Shaffer is expected to kick off the Equal Opportunity Counselor Effectiveness Training Course scheduled to be held in Washington next week starting January 17. Also highlighting the course will be other guest speakers, workshops and practical exercises in interviewing and counseling. Signed up to attend the five day sessions are 20 EEO counselors from all FAA operating regions. The course itself is structured to assure positive training techniques for counselors. Emphasis is placed on providing participants with needed tools or "know-how" to be successful in doing their jobs.

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FAA FILLS THE GAP . . . Controllers at the tower in Bangor, Me. stepped in on New Year's Day to gather weather information for the Old Town Flight Service Station after the Air Force discontinued its weather service from Bangor. The tower will continue sending weather to Old Town until February when the Flight Service Station moves into fully equipped, modernized quarters at Bangor.

ESIS SELECTION . . . In the Great Lakes Region, Byron D. Yates, Chief, Program and Planning Branch, Airway Facilities Division; Donald W. Lowley, Chief, Electronic Engineering Branch, Airway Facilities Division; Rudolph H. Viohl, Chief, Maintenance Operations Branch, Airway Facilities Division; Gerry L. Fasig, Chief, Facilities Establishment Branch, Airway Facilities Division; William R. Bilderbach, Chief Environmental Engineering Branch, Airway Facilities Division. In the Western Region, Roy N. Pickett, Airway Facilities Sector Manager, Las Vegas, Nev.; James A. Culliton, Chief, Van Nuys GADO; David C. Earley, Assistant Chief, Airway Facilities Division; Wallace E. Ward, Chief, Maintenance Operation Branch; Robert E. Curtis, Airway Facilities Sector Manager, Los Angeles; James A. Thomas, Airway Facilities Sector Manager, Ontario, Calif.; Donald L. Hughes, Chief, Program Planning Branch, Airway Facilities Division; Parke M. Potter, Chief, Facilities Establishment Branch, Airway Facilities Division; Martin C. Elliott, Chief, Engineering Branch, Airway Facilities Division; Kenneth L. Willits, Airway Facilities Sector Manager, Oakland, Calif.

IS EVERYTHING REALLY OK?? . . . Or do you know of an unsafe or inefficient operating condition in your area? If so, the Unsatisfactory Condition Report, Form 1800-1, provides a simple and quick method for you to inform management and have it corrected. You may also be eligible for a suggestion award if you propose a solution which is adopted. Just follow a few simple directions on the form and the UCR system will take over and direct your ideas to the office responsible for corrective action. Proper routing of your UCR is important to assure fast service. Be sure you send the original (white) copy to the Director of your own program service (e.g. controllers to AT-1, maintenance technicians to AF-1, flight inspectors to FS-1, etc.) regardless of who you think will be taking corrective action on your UCR. Routing it to another office may result in unnecessary inquiries by that office to its regional counterparts and cause delay in corrective action. Likewise, evaluators should return completed UCR actions through the same supervisory channels that processed the evaluation (green) copy on its way to completion. Any other routing pattern can cause delay and generate follow-up inquiries from by-passed offices. If you know of an unsatisfactory condition, submit a UCR now. If you don't know where to get a form or how to submit it, ask your supervisor.

THE GUIDING LIGHTS . . . Visual aids to help pilots avoid spatial disorientation will be studied by Technology, Inc., of San Antonio, Tex., under a \$55,900 contract with the agency. Spatial disorientation sometimes occurs when pilots lose visual reference to the ground during take offs and landings in darkness, poor visibility, etc. Under the contract, several different lighting patterns will be evaluated and the most effective system will be installed and tested at an airfield near San Antonio. Patterns selected will be evaluated during daylight and night time hours in actual flights to and from the test runway. All phases of the contract are expected to be completed within 14 months.

THINKING RETIREMENT?? CHECK HEALTH BENEFITS . . . To be covered by a health benefit program after retirement--to have the Government pay part of the cost, an employee must meet all the following conditions:

- a. Be entitled to an immediate annuity.
- b. Have completed 12 years of creditable service OR retired for disability. Creditable service includes periods of honorable, active military service but must include at least five years of civilian service.
- c. Have been continuously enrolled in a health benefits plan under the Federal Employees' Health Benefits Act during all of this service FROM THE FIRST OPPORTUNITY TO ENROLL, OR FOR THE FIVE YEARS OF SERVICE IMMEDIATELY PRECEDING RETIREMENT, OR FROM ON OR BEFORE DECEMBER 31, 1964, UNTIL RETIREMENT. Other advantages of being enrolled in a health benefit program after retirement include health benefits enjoyed by survivors in the event of the employee's death. The enrollment of an employee who dies while he is enrolled for self and family continues for his eligible family members who become survivor annuitants under the Civil Service Retirement System. Eligible survivors will be entitled to the same benefits and Government contribution as are active employees enrolled in the same plan. Survivor annuitants' shares of enrollment costs will continue to be the same as for employees and will be deducted from their annuity payments. All the requirements that must be met for a surviving family member of a deceased employee to continue enrollment are provided in paragraph 30 of Handbook 3800.5A, Employee Benefits. Protect your family-enroll before January 31st and give yourself peace of mind.

INCREASES AND DECREASES . . . The 1972 income tax rates apply to all salaries paid after Jan. 15, 1972, which makes them effective on the last salaries paid under the old pay rates on Jan. 18. This will result generally in a decrease in take home pay which for lower graded employees will be small, but higher graded employees can expect a substantial decrease in their checks. These decreases in some instances will result in a net reduction in take home pay even when the pay raise is included in Feb. 1 paychecks. The table below illustrates the effect of the withholding rates on five different salary levels.

EXAMPLE OF TAX INCREASE
MARRIED W/2 EXEMPTIONS

GRADE	1971		NEW		1972	
	BI-WEEKLY GROSS SALARY	TAX W/H	BI-WEEKLY SALARY	TAX W/H	BI-WEEKLY SALARY	TAX W/H
GS-5/4	\$293.60	\$32.37	\$309.60	\$33.24	\$309.60	\$35.80
GS-9/4	\$443.20	\$58.29	\$467.20	\$59.20	\$467.20	\$64.00
GS-11/4	\$533.60	\$75.46	\$563.20	\$79.80	\$563.20	\$89.90
GS-14/4	\$880.80	\$149.76	\$928.80	\$170.38	\$928.80	\$185.74
GS-15/4	\$1,025.60	\$185.96	\$1,082.38	\$216.72	\$1,082.38	\$237.04

AS HELPS CHILDREN'S HOSPITAL . . . For the eighth year the employees of Airports Service donated money to the Children's Hospital in lieu of exchanging Christmas cards. The amount raised has increased each year to a new high of \$193.35.

HELP YOUR NEIGHBOR SPIRIT . . . Systems Research and Development Service also contributed to a happier Christmas season for others, following its annual custom of contributing to a fund rather than exchanging greeting cards. Of the \$186.15 collected, \$103.30 was sent to the Salvation Army and \$82.85 to Children's Hospital.

AWARDS AND REWARDS . . . The Office of Aviation Medicine presented Quality Within Grade Pay Increases to John H. Wood (based on outstanding performance), Gwendolyn H. Dudley and Helen L. Lawrence; and Special Achievement Awards based on outstanding performance to Sara S. Morgan and Ida May Yates. Airports Service awarded Quality Within Grade Pay Increases to Lamar E. Guthrie and Claude N. Cook. The Office of General Counsel presented Gary W. Allen with a Special Achievement Award. National Capital Airports (Dulles) presented Quality Within Grade Pay Increases to Clara L. Duncan, Mildred B. Sharpe, Joanne C. Underwood and John F. Horstman; a Special Achievement Award to Jesse D. Martin; and 25-year Length of Service Awards to Willaim K. Wheeler, Louis A. McCracken and Wilmer M. Payne. The Office of Personnel awarded Carolyn S. Bagby a Special Achievement Award. The Office of Civil Rights presented William B. Carney with a Quality Within Grade Pay Increase.

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PEOPLE AND PLACES

DIRECTORS MEETING

The agency budget, employment freeze and ceilings, airport certification programs, microwave landing system development and employee transfers were topics highlighted during a two-day meeting of Regional and Center directors and key Headquarters officials in Washington last week. Directors also reviewed the agency classification program, labor relations, positive control expansion, mandatory Mode C capabilities, noise abatement terminology and proposed implementation of the Flight Inspection National Field Office program. Throughout the meeting a positive "Management Attitude" was emphasized by both Administrator Shaffer and Deputy Administrator Smith. The conference was part of a continuing effort by the Administrator to maintain and improve communications among all elements of the agency to help assure continued effective management.

AWARDS PRESENTED TO SIX FAAers

ATCSs HONORED FOR 'SAVES'

Six air traffic control specialists were honored last week for exceptional flight assists given to pilots in trouble during the past year. The "saves" were engineered by Walter Harris and Norris Jacobson of the Anchorage ARTCC; Edgar C. Evans and Richard Fagan of the Cleveland FSS and Keith R. Alves of the Cleveland ATCT; and Richard B. Cox, Parkersburg, W. Va. FSS. DOT Under Secretary Beggs and Administrator Shaffer presented each of the specialists with a cash award of \$400 and a special achievement certificate at ceremonies held at the FAA Washington Headquarters building. The awards were given for specific flight assists. ● Harris and Jacobson aided a lost pilot flying in an unexpected snowstorm. Upon touching ground safely, the pilot told them "I would not have made it without your help." ● Fagan, Evans and Alves teamed up to bring in an inexperienced student pilot who became ill in flight and was unable to look out the cockpit window and could barely read his instruments. The specialists talked him down to a near-perfect blind landing. ● Five families flying in single-engine planes on Easter holiday trips encountered a fast-moving squall along the Allegheny Mountains. Although Richard Cox was all alone at the Parkersburg FSS, he was able to give all five aircraft the navigational assistance they needed to land safely at Parkersburg or Charleston, W. Va. Selections for these awards were made by a five-member panel after careful review of all regional nominations. This was the agency's fourth annual awards program to single out air traffic controllers and flight service specialists for exceptional, often life-saving, flight assists.

MOVIN' EM UP . . . The agency will launch the Executive Development Program in March to identify, select and train the future top managers of FAA. Agency employees in GS-14 and 15 positions with previous supervisory experience will be eligible for selection to the extended program of formal training and special on-the-job assignments. EDP will create a pool of candidates for some 94 high-level jobs, such as Region and Center Director, Associate Administrator and other executive positions. The first group of 12 or more people is scheduled to enter training in the field and at Headquarters in July. Executive Development is seen by agency managers as another major step, following establishment of the Management Training School, for a total career system for first-line supervisors, middle managers and executives.

WAGE SURVEYS TO BE RESUMED . . . As a result of last week's Presidential announcement--reported to agency employees in a FACT message--wage surveys, delayed by the freeze, will be expedited and the normal survey cycle will be resumed as soon as possible. It is anticipated that for some employees this will mean a raise of up to 5.5 percent, depending on results of wage surveys of private industry. Where wage surveys were in process or completed during the 90-day wage freeze period, the wage adjustments are expected to be retroactive to Nov. 14, 1971.

SPECIAL PAY RATES PUBLISHED . . . The Civil Service Commission recently announced that many special pay rates which had been authorized on a worldwide basis will be cancelled on Feb. 6, 1972. Included in the worldwide rates that will be cancelled are special pay rates for engineers and accountants. Worldwide special pay rates for Medical Officers will continue as follows: GS-11, step 1 to 10, \$17,305 to 21,301; GS-12, \$20,627 to 25,388; GS-13, \$23,737 to 29,362; GS-14, \$25,620 to 32,208; and GS-15, \$27,289 to 34,966. Some special pay rates will continue to be authorized in certain geographic locations. For example, special pay rates for police in the Washington, D. C. area on Feb. 6, 1972 will be as follows: GS-4, step 1, \$7,416 to step 10, \$9,378; GS-5, step 1, \$7,807 to step 10, \$10,003; and special pay rates for the GS-6 police will be cancelled on Feb. 6.

PRIVATE AIRPORTS TO GET FAA SERVICE . . . A new policy which permits establishment of FAA facilities and services at certain privately-owned airports that are open to the public was announced last week by Administrator Shaffer. Under the new policy, privately-owned, public-use airports which are included in FAA's national Airport System Plan will be eligible for control towers, airport surveillance radars, terminal navigation aids, instrument landing systems, visual approach aids and related items provided they meet the prescribed criteria for establishment of these facilities, equipment and services. Previously, only publicly-owned airports were eligible for these items. The new policy will not affect the requirements for participation in FAA's Airport Development Aid Program (ADAP). Participation in the ADAP program still will be restricted to publicly-owned airports as required by legislation.

DOGS SNIFF OUT EXPLOSIVES . . . The use of trained dogs to detect hidden explosives at airports will be evaluated for the agency by the Fairfax County (Va.) Police Department during a 20-week program starting this month. "Dogs already have demonstrated their effectiveness in a wide variety of law enforcement and security tasks and should prove a valuable addition to ground security systems at airports," Administrator Shaffer said. "Although the dogs involved in the test program are intended for use at Washington National and Dulles International Airports only, the concept could be adopted by other airports as well, thus further increasing the odds against successful hijackings or acts of sabotage." Cost of the program, which will be borne by FAA, is estimated at \$34,000. This includes providing four dogs, two station wagons, kennels and other equipment and services incidental to the transportation, training and care of the dogs. It also covers the salaries of the Fairfax County police officers who will serve as the handlers for the dogs during the training and test program.

CAREER SERVICE EMBLEMS ON THE WAY . . . A new manufacturer for the FAA Career Service Emblem has been contracted. The Crest Craft Company of Providence, R. I. has all of the tools and has begun striking the emblems. Complete delivery of all items should be made to your employing jurisdictions by the end of March. Office of Personnel officials expect the agency will receive a quality product and will experience prompt delivery.

WITHHOLDINGS CAN BE REDUCED? . . . Although Federal income tax withholding has been raised across the board, Internal Revenue Service has provided a way to reduce 1972 withholdings for some employees. A revised Form W-4, Employee's Withholding Exemption Certificate, will soon be circulated. This allows employees to claim extra exemptions if they qualify under one or more of three categories of taxpayers. These categories are: (1) single employees, (2) married employees whose spouse is not employed, and (3) employees who itemize deductions. The biweekly Statement of Earnings and Leave for pay period number 3 (1-9 through 1-22-72) will contain your 1972 statutory pay increase, and tax withholdings will be made at the 1972 rate. By referring to the 1971 tax return for estimated deductions, etc., and using the 1971 tax schedules, employees will be able to make a reasonable estimate of their 1972 tax liability. By comparing estimated tax with withholdings, an employee can determine the advisability of claiming extra exemptions. If appropriate, file a revised Form W-4 with the accounting division. Don't forget that Congress has increased the value of exemptions from \$675 each for 1971 to \$750 each for 1972. How did this all come about? Well, the 1971 withholding tables, for a variety of reasons, were inadequate to meet the actual tax liability of many taxpayers. Because of the 1971 experience, Congress authorized the Internal Revenue Service to revise upward the withholding tables for 1972. With the exceptions provided by the revised Form W-4, 1972 withholdings should be reasonably close to 1972 tax liabilities.

DOW SPEAKS TO JMB . . . In keeping with the Board's primary purpose of bringing top FAA management into more direct contact with a group of younger employees, James E. Dow, Director of the Office of Budget, spoke to the Junior Management Board (JMB) recently on the subject of There's More to Budgeting Than Asking. He pointed out that the budget and the administration of the agency's resources through the fiscal program is one of the most important management tools. In his discussion Dow outlined the process as it really happens and suggested areas for possible JMB study.

ARE YOU READY . . . If you are in the Ready Reserve of any of the United States Armed Forces, please confirm this fact with the FAA Employment Receptionist, Mrs. Marjorie Collins, by 28 Jan. 1972. She is located in Room 513, FOB 10A, x63383. Required information includes only your name, Armed Service Branch, and your FAA telephone number. This information will be used to complete the annual screening of the Ready Reserve required by agency order 3300.4A. It is hoped that in 1973 the screening process can be done by matching military and FAA ADP tapes.

ATTENTION: BLOOD DONORS . . . The Office of Aviation Medicine recently received this communication from the American Red Cross: "Please bring to the attention of FAA employees that spouses and children over 18 years of age may donate blood at any Red Cross operation and ask that group credit be given to FAA. Many government agencies urge family members to participate since all coverages for blood needs are met through their Red Cross Blood Program."

MORE GOOD WILL . . . Airway Facilities Service contributed \$100 to ----- Children's Hospital and \$51.50 to the Salvation Army in lieu of an exchange of holiday greetings.

AWARDS AND REWARDS . . . Air Traffic Service presented the following employees with awards: Special Achievement Awards to Noble F. Laesch, Ward E. Saunders, Valgene E. White, and Barbara Hinton, and Quality Within-Grade Pay Increases to Janice M. Vitko, Helen J. Martinez, William P. Carlton, Cyril H. Femrite, Daniel J. Enright, Lois C. Trujillo, Charlotte M. Fesko, Vernon D. Hallows, Victoria F. Bland, Ramon Alvarez, Edward Krupinski, and Lonnie D. Parrish.

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PEOPLE AND PLACES

DARDEN FACES NEW CHALLENGES

After serving for two and one-half years as Director of the Office of Aviation Policy and Plans, Benjamin F. L. Darden has accepted a position as Executive Director of the newly-created Council for Airport Opportunity in New York City. In his new post, Darden will direct the Council's efforts to achieve greater participation by members of minority groups in all facets of New York airport operations and on all levels. He also will seek to improve the opportunities for minority businessmen in supplying goods and services at the three New York airports and provide increased training and education for disadvantaged workers at these facilities. Darden was praised by Administrator Shaffer as "one of the most outstanding young men in Government whose record of achievement speaks for itself."

NO CUTS ANTICIPATED IN FIELD FACILITIES

ECONOMIC PROGRAM DICTATES RIF

In a special Telecon held Jan. 21, the Deputy Administrator delivered the following message to all Regional Directors, and Directors, Aero Center and NAFEC as well as Washington Associate Administrators, Office and Service Heads: "Federal agencies are supporting the President's economic program by reducing employment by June 30, 1972. The FAA is minimizing the impact of the reduction through an employment freeze, curtailing hiring to replace attrition, and by liberalizing the opportunity for retirement. Irrespective of the actions that we have taken to date, it now appears certain that we will need to conduct a reduction-in-force of four to five percent because of attrition fall-off and other factors. At this point in time, we are finalizing our plans to conduct a RIF and as these plans are finalized, we will keep you advised of all developments. Generally, we do not anticipate a need to conduct a RIF of employees in the agency's field facilities. This means, of course, that the major impact from the RIF will affect Regional Headquarters, Washington, Aeronautical Center, and National Aviation Facilities Experimental Center (NAFEC) employees." The same message was transmitted as a GENOT to all employees on Jan. 21, also.

THE LOW-DOWN ON HIJACKING

Hijacking a U.S. airliner or other aircraft is becoming an increasingly difficult and dangerous task and people who try it are landing in prisons and other institutions in accelerating numbers, the agency said last week in a report on hijacking activity during the past year. Facts noted in the report:

- 1971 was the first (Continued Page 3)

ICAO SEEKING APPLICANTS . . . The following assignment is now available: International Civil Aviation Organization DAKAR - 2 years: 38/71 Manpower & Training Officer, Office of the Secretary General, African Office, Dakar. Command of French essential. Salary (\$13,578 - \$17,568) quoted is free of tax. Applications due in IA-29 by Feb. 28, 1972. Additional information about duties, qualifications, salary and benefits as well as applications are available at your personnel office. FAA employees accepting ICAO assignments are entitled to restoration rights.

STILL TIME TO COMMENT . . . The agency has granted a 30-day extension of the comment period on its notice of proposed rule making which would require general aviation operators of large airplanes and turbine-powered multiengine airplanes to meet many of the safety requirements specified for the airlines. The new deadline for comments is Feb. 7, 1972. The FAA action was based on request by the National Business Aircraft Association which had asked for the extension to complete a broad-scale evaluation of the proposal in order to incorporate the results in its comments.

BRIEFINGS ON THE MARKET . . . On Jan. 26, the agency will hold the first in a series of briefings for U.S. manufacturers and aviation consultants on the potential export market for certain aeronautical products and services. The briefing will be held in Washington Headquarters. Administrator Shaffer said this briefing will cover the agency's analysis of the various types of air navigation aids, communications and traffic control equipment, airport requirements, flight inspection of aircraft and other equipment needed to implement the ICAO Regional Air Navigation Plan for the South American Region. Other ICAO regions will be addressed in subsequent briefings.

A MATTER OF LIFE OR DEATH . . . When a single engine aircraft lost its powerplant and crashed into the water near Anchorage Airport last month, approach controllers didn't just alert conventional rescue units. They contacted a helicopter already airborne and vectored the pilot to the crash site. The two occupants of the downed plane, still barely conscious, were plucked from the freezing water just in time as once again FAA professionalism and concern may have made the difference between life and death. During December 1971, 275 flight assists were reported--121 by flight service stations, 121 by towers and 33 by centers. There were a total of 509 people reported aboard the aircraft involved. The primary causes for the assists included 144 lost pilots, 33 low on fuel, 62 caught in weather and 70 with some type of equipment malfunction.

HIJACKING (Continued from Page 1) . . . year in which there were more unsuccessful hijackings of U.S. air carrier aircraft than successful ones. • Of 25 airline hijackings attempted last year, only 11 met with success. This compares with 17 of 26 in 1970 and 33 of 40 in 1969. Administrator Shaffer said he was encouraged by the dramatic drop in the number of successful hijackings last year but remained intensely concerned about the total picture. "Obviously," he said, "we need to place even greater emphasis on improving ground security at airports in 1972 than we ever have before. I firmly believe that the best place to stop hijackers is at the aircraft boarding gate and until we achieve something like 100 percent reliability in this regard I don't believe the Government, the airlines or the airport operators should take too many bows for our achievement to date."

STOPPING AIR PIRACY . . . What's the story behind the highly successful anti-hijacking program? How has the agency--along with the Customs Bureau and the Department of Justice--mounted a team effort to stop hijackings before they get off the ground as well as abort them in the air? For the story of FAA's role in "Stopping Air Piracy," how they supervise the passenger-screening program and schedule sky marshals, see the February issue of FAA WORLD, coming your way soon.

ABC ACCIDENT INSURANCE POLICY AMENDED . . . The Personal Accident and Special Hazards Insurance Program sponsored by FAA and available to all FAAers and their dependents had two amendments added recently to the insurance policy. The insurance carrier has advised the agency that all persons who are insured at present have been mailed copies of the policy amendments. One of the two amendments modifies the conditions under which the disability benefits are payable by the insurance company to an insured; the other amendment updates the designated WAR ZONES to include additional countries which were not originally listed in the insurance policy. This insurance was briefly described in INTERCOM of 13 September 1971, but details about this insurance can be found in a brochure entitled, "Above and Beyond Coverage", which is available from your servicing Manpower Division. Current copies of the brochure do not, of course, contain the new policy amendments referred to above. If you are insured but did not receive a policy amendment, or if you are interested in the insurance and the two new amendments, you should contact the Program Administrator listed in the above mentioned brochure. Manpower Division employees are not permitted to counsel on this private, non-Government insurance.

ESIS SELECTION . . . Irl D. Miller, Airports Engineering Officer, Airports Division, Fort Worth, Texas, Southwest Region; James I. Bruce, Airways Facilities Sector Manager, Denver, Colorado, Rocky Mountain Region; and James F. Ulmer, Chief, Engineering Branch, Denver, Colorado, Rocky Mountain Region.

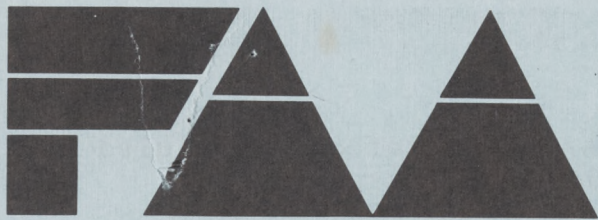
ANNA SUDOL . . . Anna Sudol, who served as Special Assistant to the Director of Airports Service, died Jan. 16 at her Arlington, Va., home. Miss Sudol spent most of her 30 years of Government service in the airports programs of FAA. She was noted for her loyalty and dedication to the agency. Interment will be in Lowell, Mass., Miss Sudol's place of birth.

DAVIS NAMED SERGEANT . . . James E. Davis, formerly a police private on the force at Washington National Airport, recently became a sergeant on the police force at Dulles Airport. He is the first Black to serve in a supervisory position on the police force at either airport. Davis came to the agency in December 1961.

FIRST ANNUAL REGIONAL BOWLING CONTEST . . . Washington FAAers are invited to bowl in the first annual FAA Regional Team Bowling Championship to be held May 20-21 at Verona Lanes in Atlantic City. The tournament, sponsored by the NAFEC Association, will feature Center employees competing with employees from Washington Headquarters and the Eastern and New England Regions. Employees' family members and military and contractor personnel directly involved with FAA are eligible to bowl also. For complete information, write Leo Mulry, Tournament Director, 123 Exton Road, Somers Point, N. J. 08244. Entries close April 1, so do it now.

AWARDS AND REWARDS . . . National Capital Airports presented a Quality Within-Grade Pay Increase to John R. Harris, Jr. The National Airspace System Program Office presented Special Achievement Awards to Marcia Thompson and Duane Neiner (based on outstanding performance) and Quality Within-Grade Pay Increases to Don Dunlap and Allan Truax (based on outstanding performance). The Office of Headquarters Operations presented Quality Within-Grade Pay Increases to Donald Grimes, Frank Matle, James Squillace, Duane Trinkley (all based on outstanding performance), and to Harvey Kinston. Dean Peterson received his 30-year Length of Service Award. Airway Facilities Service awarded Special Achievement Awards based on outstanding performance to Steve Zaiko and Jose R. Roman. Systems Research and Development Service presented Special Achievement Awards to Laura E. Noble, based on outstanding performance, and to Jeannie E. Coffey.

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PEOPLE AND PLACES

PARROT GETS VALOR AWARD

Ronald E. Parrot, air traffic controller at the Miami Center, accepted the FAA Award for Valor from Administrator Shaffer on Jan. 31. Parrot rushed to the aid of a neighbor whose house was ripped by an explosion and fire last September. He put out the man's flaming shirt and dashed into the burning house, "despite the threat of grave personal injury," to try to rescue the man's infant son. Although unable to save the child, Parrot prevented more serious injury to the father and later donated gifts he received for heroism to the stricken family.

SHAW NAMED CHIEF

Appointed Chief of the Maintenance Engineering Division, Airway Facilities Service, last week was John E. Shaw. He comes to Headquarters from Central Region Headquarters where he was Assistant Chief, Airway Facilities Division. Shaw joined the agency in 1950 as an ET. He received a bachelors degree from the Univ. of Oklahoma in 1963.

NEW INFO WITHOUT DELAY

R.I.F. GUIDELINES PLANNED

The Office of Personnel is developing overall guidelines for carrying out the planned Reduction in Force announced in the Administrator's January 21st GENOT to all employees. These guidelines will shortly be coordinated with regional directors for comment. Plans also call for a Washington conference of all Manpower Chiefs to develop ways of conducting the RIF in the most equitable and expeditious manner possible. Our field and headquarters Manpower people are also taking early action to review and update the records which are essential for carrying out a reduction in force in full accordance with the regulations. George Reeves, Director of the Office of Personnel said that as soon as specific information becomes available it will be passed on to all FAAers without delay.

VOTE AS YOU PLEASE, BUT PLEASE VOTE

The Office of Labor Relations encourages getting out the vote in the representation election now under way for employees of most Flight Service Stations and International Flight Service Stations. In the largest election of its kind ever held in the Federal service, ballots were mailed this week to the home addresses of some 3,000 FSS and IFSS employees who have been determined eligible to vote. The ballots offer employees the opportunity to choose either of the two unions on the ballot, or to indicate "neither." Management's position in an election of this kind is one of absolute neutrality. It is in everyone's best interests that all eligible employees vote in the election. In this way, the final decision is the choice of the majority of the employees concerned. Employees should remember that the election is decided by the majority of those who actually vote.

(Continued on Page 4)

THEY'RE QUITE A GROUP . . . Certificates of Achievement are scheduled to be presented to individuals of the group responsible for the development and publication of the Management Guide for Air Route Traffic Control Centers. They are: William M. Flener, Director, Air Traffic Service; George A. Hendon III and David E. Spencer, both of the Management Analysis Division, MS; and Morris Friloux, Manpower Systems Branch, AT. Benjamin L. Freiman, Chief, Los Angeles ARTCC, also a member of the group, received his Certificate of Achievement from the Administrator on Jan. 20 in Los Angeles. The guide, published in final form July 1971, provides a systematic framework for managing centers, emphasizes the end results toward which center management directs its efforts, and suggests specific ways to assess the achievement of these results. The guide may serve as a catalyst for other guides tailored to specific agency missions and operations.

MLS DEVELOPMENT UNDERWAY . . . The development of a common civil/military microwave landing system (MLS) recommended by the Air Traffic Advisory committee is now underway. The agency awarded contracts totaling about \$3 million to six companies for the initial phase of a planned five-year program to develop the system. One advantage MLS has over the instrument landing system (ILS) is that it provides a broad area coverage with a number of available flight paths rather than a single approach path. MLS will also be less subject to siting and environmental interference problems than the present equipment and will be capable of providing pilots with continuous distance information, eliminating the need for marker beacons which presently provide limited progress information on final approach. Commenting on the contract awards, the Administrator said: "The development of a microwave landing system will constitute a major step forward in aviation technology. In addition to its many operational and safety benefits, such a system also will ease noise problems over airport communities by eliminating the need for straight-in approaches, thus permitting aircraft to follow low noise routes on take off and arrival." The six companies--Airborne Instrument Laboratory, The Bendix Corporation, Texas Instrument, Inc., Raytheon Company, Hazeltine Corp., ITT Gilfillan, Inc.--will provide complete technical, program and cost data in support of their MLS design approaches in this first phase of the MLS development effort.

TWO CENTERS PLUNGE INTO PHASE II MODERNIZATION . . . Contracts for the immediate start of Phase II construction at the Kansas City and Los Angeles en route centers were awarded by the agency in January. Expansion of office and cafeteria space, as well as construction of new buildings for a generator and uninterruptible power source at each center and additional parking areas will be completed by January 1973 at the L.A. Center and by February 1973 at Kansas City. The contracts are the second and third awarded for Phase II modernization. Houston was first.

IT'S FOR YOUR BENEFIT . . . How much do you know about employee benefits? How much do you know about your entitlements to group health and life insurance, injury compensation, sick-annual-military-funeral-court leave etc., reduction-in-force, unemployment insurance, severance pay, and the like. For example in the area of retirement, did you know that you can make a generally accurate estimate of your retirement annuity by following five easy steps:

- Estimate as closely as you can your years of service. Block seven of your last Notification of Personnel Action, SF-50, shows your service computation date. If you subtract that date from your proposed retirement date, it will give your exact amount of service. However, an estimated date will suffice for this computation. • Add unused sick leave to years of service. Convert hours of sick leave to days and months (2080 hours of sick leave is credited as one year of service). This will be your total Federal service. • Subtract two from your total years of Federal service. • Multiply the remainder by two. This is an estimate of the percentage factor which you can use to compute your estimated annuity. • Multiply your average "high-three" salary (the highest salary obtained by averaging your salary during any three consecutive years of service) by the estimated percentage factor (step four).

Up-to-date agency directives provide ample guidance in all these areas. For a starter take a look at your red Employee Handbook to get a general idea of the extent of the items to which you are entitled under Civil Service employment. At least 27% of the Federal payroll now goes for employee fringe benefits. Find out what they are.

CARD-A-CLEARANCE DEPARTURES--A NEW THING . . . A new program for expediting departures of general aviation aircraft at certain airports by providing the pilots with preprinted cards containing standard departure clearances has been approved by the agency. A year-long test of the new procedures at Long Beach, Torrance and Fullerton airports, where smog is always a problem, proved highly successful in expediting traffic flow and reducing the communications workload on both pilots and controllers by 50 percent or more. A pilot requesting a card-a-clearance departure need only contact the control tower, identify his aircraft, give his card number and specify a departure route. If traffic conditions permit, the controller will respond with a brief "cleared as filed," obviating the need for detailed clearance delivery and readback.

VOTING (Continued from Page 1) . . . If only 1,000 of the 3,000 eligibles should return ballots, as few as 501 could determine the representation choice for all. To be counted, ballots must be returned in the self-addressed postage-free envelopes that were sent with the ballots, so as to arrive in the Rosslyn Station of the Arlington, Virginia Post Office by 7:30 a.m. on 16 February 1972. YOUR VOTE CAN DECIDE THIS ELECTION!

APPLY NOW FOR D. D. THOMAS \$CHOLAR\$HIP\$. . . David D. Thomas Scholarships for \$1000, \$500 and three for \$200 each are currently being offered to FAA career status employees under age 40 and to children of career FAAers for the 1972-73 academic year. Grants will be made solely on the basis of merit and achievement to applicants who have demonstrated their ability and desire to acquire an education. The Regions, Centers and Headquarters have set up procedures and deadlines for obtaining and submitting applications, which must be received by the Scholarship Trustees by March 1. Winners will be announced April 1. Eligibility for David D. Thomas Scholarships is not affected by receipt of other scholarships. The Scholarship Fund is financed entirely by voluntary contributions and is named for the former FAA Deputy Administrator, who is described as "one of the truly greats of aviation in our time."

THREE VIDICOMS IN FEBRUARY . . . The regular monthly VIDICOM plus two "Specials" are scheduled to be shown during February. VIDICOM #4, a "meet the press" type format with the Administrator and field representatives discussing issues and answers, is scheduled to be shown in headquarters next week. Watch next week's INTERCOM for exact dates and times. The following week, a Special VIDICOM will be shown in which Deputy Administrator Smith speaks out on the pros and cons of employee mobility. During the week of Feb. 20, another Special VIDICOM with top agency officials addressing the executive development program is scheduled to be shown. Watch subsequent INTERCOMs for dates and times of Special VIDICOM showings.

NEW OFFICERS FOR FA CLUB . . . The ballots have been counted and the following will serve as FA Club officers for 1972: Ed Day, president; Vince Speer, vice president; Aubrey F. Canady, treasurer; and Jessie Lockwood, secretary. Ted Price, former president, will serve as director-at-large and Marilyn Duffy will continue as executive director....THE CLUB SAYS THANKS... A special thanks from the FA Club to all those who contributed gifts for patients of St. Elizabeth's Hospital at Christmas time.

FAA INTERCOM is published weekly for employees of the DOT/FAA by the Employee Communication Staff . . . Director, Leo I. Beinhorn; Editor, Theodore N. Maher; Editorial Assistants, Carol Lencki and Donald Braun . . . MN-30, Room 625, FOB 10A, x63905.



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PEOPLE AND THINGS

RIF NEWS

Guidelines for reduction-in-force procedures have been sent to regional directors for review. Deadline for their comments is Feb. 14. A conference of all manpower chiefs will be held in Washington Feb. 15, 16 and 17 to discuss and develop the most equitable and efficient methods for conducting the RIF. Again, as specific information becomes available, it will be passed on to FAAers without delay.

KUDOS FROM CANADA

Administrator Shaffer received the following telegram from the Canadian Director General, Civil Aeronautics, shortly after the ending of the recent 11-day strike by Canadian Air Traffic Controllers: "I would like to take this opportunity to express our sincere thanks for the fine effort of your own ATIS system in conjunction with those of the United Kingdom and Portuguese Administrations in ensuring continued provision of air traffic services over the North Atlantic during that period."

ATC OPERATIONS STREAMLINED

AIRCRAFT DELAYS DOWN BY 50%

The number of aircraft delays in the National Aviation System last year dropped more than 50 percent from the 1970 level and almost 70 percent from the 1969 level, the agency reported last week. According to the FAA figures, the total number of system delays over 30 minutes was 34,335 in 1971 as compared with 71,959 in 1970 and 106,348 in 1969. This impressive and favorable trend occurred concurrently with a slight decline (less than 3%) in the total number of aircraft operations handled by all FAA facilities. Among the actions taken last year by FAA to streamline the handling of air traffic was the delivery of the first 21 (of the 64 on order) automated radar terminal systems (ARTS III) to airports around the country with 13 of these achieving an initial operating capability and two (Continued Page 3)

KEEP IT CLEAN

Press a button, sit back and presto--you got all shiny, clean windows. That's the way things are at the Panama City, Fla., Tower these days since the first automatic window washer to grace an ATC facility went into operation last month. The unit, developed under a SRDS contract by Battelle Memorial Institute of Columbus, Ohio, is specifically designed for the pentagonal C-1, C-1c and C-2 type cabs. Each of the five sides of the cab is equipped with a motor driven squeegee arm coupled to a central control panel which allows independent operation to wash any one window or an automatic sequential operation to wash all the windows. Operated by maintenance or air traffic personnel within the cab, the system allows all windows to be washed within eight minutes.

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WASHINGTON CENTER IS FASTER NOW . . . The Washington En Route Center became the first ARTCC to go operational with the new faster IBM 9020D computer last week. You can't tell it by looking at its cover, but inside it has the capability to do about three times the work of the 9020A machine that it is replacing. This computer has been installed in the new automation wing that was dedicated on Oct. 20, 1971. The nine busiest centers in the Nation will all have IBM 9020D computers to meet their larger processing requirements and provide a growth potential, for the forecast traffic. The 9020A computer at Washington that is being replaced will not go to the computer graveyard for its components are needed at centers that do not presently have an automation capability.

FIGHT AGAINST HIJACKING CONTINUES . . . A new regulation requiring air carriers to implement a passenger screening system at airports was issued by the agency last week. The regulation which became effective within 72 hours of its publication in the Federal Register, went into effect midnight Saturday, Feb 5. The regulation requires air carriers to use one or more of the following screening methods: behavioral profile, magnetometer, identification check or body search. Air carriers affected by the ruling are scheduled domestic, flag, and intrastate carriers. Exempt are supplemental and foreign carriers. In issuing the regulation, FAA Administrator John H. Shaffer said; "Because of alarmingly increased highjackings, including extortion of large sums of money that have occurred recently, we believe an emergency requiring immediate action exists and that this regulation is essential in the interest of safety in air commerce." Shaffer noted that "a simple and inexpensive screening system has been highly effective, where used. The FAA is of the opinion that a majority of the air piracies occurring recently would have been prevented had the system been used to the fullest extent possible."

TRAVEL INCREASE REINSTATED . . . The increases in mileage rates and per diem entitlements contained in Notice N 1500.23 dated Sept. 23, 1971, have been reinstated effective Jan. 20, 1972. The increases had been temporarily suspended under PHASE II of the Economy in Government Program. To refresh memories, the significant increases are:

- Mileage Rates. The mileage rate for the use of privately-owned vehicle (when considered advantageous to the Government) is increased from 10 cents a mile to 11 cents a mile. The rate applicable to the use of a privately-owned vehicle (when a Government-owned vehicle is considered more advantageous) is increased from seven cents a mile to nine cents a mile. ● Per Diem. Official travel begins at the time the traveler leaves his home, office or other point of departure and ends when the traveler returns to any of those points at the conclusion of his trip. The rule previously in effect was that normally per diem began when the common carrier was scheduled to depart from its terminal and ended when it actually arrived at its terminal.

AIRCRAFT DELAYS DOWN (Continued from Page 1) . . . (Chicago O'Hare and Denver Stapleton) commissioned for full operational use. Additional ARTS III units were delivered to the FAA Academy in Oklahoma City, the National Aviation Facilities Experimental Center at Atlantic City, and the test bed facility at the Minneapolis (Wold-Chamberlain) Airport. Other actions include an increase in controller staffing of approximately 5,200 over the period covered by this analysis, restructuring of the airspace in the New York area to provide more efficient routing and the opening of a Central Flow Control Facility in FAA Washington Headquarters to manage the flow of traffic nationwide.

APPRAISAL SYSTEM QUESTIONNAIRES DISTRIBUTED . . . As described in an INTERCOM, 71-51 dated Dec. 20, 1971, the Office of Personnel is conducting an in-depth study of the agency's Employee Appraisal System. As part of this project, questionnaires soliciting opinions and recommendations have been distributed to approximately 5,500 supervisory and non-supervisory employees. These individuals were selected at random by computer and represent all occupations and organizational levels within the agency. Employees selected to participate in the study should answer all applicable items on the questionnaire and feel free to elaborate on any point using the reverse side of the form. Completed questionnaires should be returned as soon as possible to the Office of Personnel using the self-addressed envelope provided. REMEMBER - Please do not sign the questionnaire, but do take time to help by giving your comments and recommendations.

THEY LEAD DOUBLE LIVES . . . Some controllers at the Nashua, N. H. ARTCC have this reputation and their story made the February issue of the national magazine, Skiing; for when they're not talking down airplanes, they're talking down skiers. Art Rockwell, Normand Cormier, Robert Benjaminson, Chester Johnson, Stephen Huntley, Ronald Dionne, Earl Kimball and Claude Bennett serve as part-time ski instructors at Blanchard Hill, one of many mini-ski areas near the Boston Metropolis. Rockwell is the Ski School Director. Some 100 children of FAAers are among the "learners."

FSS REPRESENTATION ELECTION. . . The flight service station mail ballot election is currently at mid-point. Ballots were mailed from Washington on 26 January; the count will take place on 16 February. Eligible employees are encouraged to vote in this election, so that the result truly reflects the wishes of the majority. Any FSS/IFSS employee who believes he is eligible to vote and who did not receive a ballot at his home address should contact his chief immediately and request a ballot. Procedures for requesting a ballot are contained in the Notice of Election which is posted in all involved FSS/IFSS facilities.

MORE ON \$CHOLAR\$HIPS . . . Last week's announcement in INTERCOM on the David D. Thomas Scholarships mentioned that procedures and deadlines had been set up for obtaining and submitting applications. In Washington headquarters, this information has been provided to administrative officers in all offices and services; so if you are interested check with your respective administrative officer for complete information.

SPECIAL MID-DAY MATINEE . . . This week's Special Mid-Day Matinee is VIDICOM #4--Administrator Shaffer and field representatives discuss the new plan for FSSs, the "opportunity for all" policy, supervisor's role, and PATCO, to mention just a few items. Showings are scheduled in the auditorium for Feb. 9 and 10, at 11:30 a.m., 12 noon and 12:30 p.m. Don't miss this one! Two upcoming special VIDICOMS, as mentioned in last week's INTERCOM, will be shown later this month and details will appear in subsequent INTERCOMS.

RALPH E. HENNESSEY . . . Ralph E. Hennessey, assistant chief, Contract Division, LG, passed away suddenly on Jan. 27, 1972. Hennessey, whose federal career began with the Post Office Department, had just completed 35 years Federal service. He has served FAA and its predecessor agencies since the early 1940's. During World War II he served as a bomber pilot in the European theater. His federal career was marked by numerous commendations and citations for quality performance and professional achievement. He leaves a wife and eight children.

MAN OF THE MONTH . . . Charles L. Dobson, Education System Analyst, GA-300, was named Man of the Month for November 1971 by the Executive Committee of the Downtown Jaycees here in Washington. This award was given in recognition of outstanding ability, service, and accomplishment rendered for Project "FOLLOW=THROUGH," a program which involved taking 60 youths from ACTION FOR CHILDREN IN TROUBLE (ACT) to Andrews Air Force Base. These youths were given a tour of the base, a plane ride, and an opportunity to talk with several commercial pilots (American Airlines and TWA Airlines). The program was so successful that the Downtown Jaycees are planning another one in the near future.

A NEW LOOK . . . The cafeteria is scheduled to be painted beginning Feb. 12. The schedule provides for minimum disruption to service. Signs will be posted to identify closed areas.

FLASH! . . . See next week's INTERCOM for scheduled events in Washington headquarters during Negro History Week, Feb. 13-19.

AWARDS AND REWARDS . . . Airway Facilities Service presented a Special Achievement Award to Charles J. Kohlhausen and Quality Within Grade Pay Increases to Philip A. Palmer (based on outstanding performance) and Chesley C. Hughes.

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NEGRO HISTORY WEEK

VOLPE AND SHAFFER ANNOUNCE POLICY

FIRED CONTROLLERS MAY REAPPLY

ACHIEVEMENTS CITED
This week—February 13 through 19—has been set aside to observe Negro History Week. It is a time to particularly dwell on the contributions made by Black Americans in developing our nation.

In the fields of music and art and also in such fields as education and law, the Black American has had a profound influence on the course of our country's growth. A dynamic and recognized influence in today's society, the past accomplishments of Black people have often gone unrecognized.

To highlight what these once enslaved people have accomplished in science, medicine, education, law, civil rights, business, arts, civil service and humanity, this week is dedicated.

Air Traffic controllers fired for their activist roles in the 1970 strike may apply for reemployment with the agency Secretary Volpe and Administrator Shaffer announced last week. In adopting the recommendation of the Administrator, Secretary Volpe emphasized he was acting solely on the basis of compassion for the fired controllers and the reemployment offer in no way diminished the gravity of striking against the Federal Government. Moreover, he said, only controllers who meet normal qualification requirements and are willing to conform to the standards of conduct expected of Federal employees will be rehired. Reemployment also is contingent upon the availability of a position to be filled. Highlights of the reemployment procedures are:

- Controllers who have been off the rolls more than 90 days may make application for reemployment to the local official who fired them.
- This official will endorse the application and forward it to the FAA Regional Director who will review the recommendation, add his own, and forward it to the FAA Administrator who will make the final decision.
- The decision may consist of: (1) not acceptable for reemployment; (2) acceptable for reemployment at the same facility; or (3) acceptable for reemployment, but at another facility.
- Controllers who are accepted for reemployment will forego other appeals at the time of reemployment and will not be compensated for the time off duty.

RIF PLANNING STATUS . . . Interim efforts are underway at regional and headquarters levels to firm up plans to reach our June 1972 reduced employment ceiling. Regions and centers have submitted their recommendations for specific action steps. These are now under consideration by top agency management. On February 15-17 regional and center Manpower Division Chiefs will meet in Washington to work with headquarters officials in developing procedures for carrying out the reduction-in-force announced by GENOT January 21. Agency officials are also exploring ways and means of meeting the new FAA average grade level goal for June 30, 1972 which is 10.6. Our former goal was 10.4 and our agencywide average grade is now 10.7.

ALL IN A DAY'S WORK . . . A light plane pilot carrying his three children was lost over an overcast in the vicinity of Albany, New York. Fuel was running low as he entered the cloud cover for his letdown. He radioed that he had vertigo and couldn't control the aircraft, but controller Richard Fitz Gerald--a qualified instrument pilot--was on duty at the Albany Approach Control. Holding panic at bay, the highly trained FAA professional issued instructions in a calm and efficient manner. Although at one time the engine quit and had to be restarted, the controller kept at it and talked the disoriented pilot down to a safe landing. Working with the lost pilot for over an hour before the landing attempt was controller George Mossey. During the month of December 1971, 296 flight assists were reported--121 by flight service stations, 146 by towers and 29 by centers. There were a total of 513 people reported on board the aircraft involved. The primary causes for the assists included 151 lost pilots, 23 low on fuel, 65 involved in weather and 93 with some type of equipment malfunction. There were 139 pilots assisted by the use of radar, 116 assisted with DF, 63 with VOR orientation and 33 by the use of geographical locations. Reports indicate 19 student pilots involved, 12 gear-up landings averted and 54 flight assists occurred at night.

NEW MOBILE LOUNGES FOR DULLES . . . Dulles International Airport will get 10 more of the new style mobile lounges, which can be raised and lowered to match varying aircraft floor heights, starting this summer. The new air conditioned lounges can "mate" with the full range of commercial aircraft using the airport, including the Boeing 747, DC-10 and the soon to be introduced Lockheed L-1011. Mounted on twin screw jacks, the lounges can be raised as high as 19 feet and then lowered to permit passengers to board or depart at the terminal level. The new lounges built by Boothe Airside System, Inc. under a \$2.5 million contract, can carry as many as 150 people as compared with about 90 for the old-style lounges.

INSTANT COMMUNICATIONS . . . An ultra-modern solid-state telephone communication system went into operation last week as work progresses on the agency's new ATC System Command Center in Washington. With the new system, air traffic flow controllers can establish instant communications with any or all of the 20 NAS en route centers and 19 high density terminal facilities such as O'Hare, Kennedy and Los Angeles towers. Four of the ten proposed communication consoles went into commission when Robert Martin, Chief, ATC Operations and Procedures Division initiated the first call and talked to all 39 facilities tied into the conference system. Controllers at the new consoles will be able to place calls in various ways, depending on who they are calling--by pushing a single button, using touch tone dialing, a card dialer or even the old fashion rotary dial. From the center in the Headquarters building, central flow control manages the flow of air traffic across the nation.

ESIS SELECTION . . . Otis W. Stewart, Chief, Maintenance Operations Branch, Airway Facilities Division, Central Region; Curtis M. Shew, Chief, Engineering Branch, Airway Facilities Division, Central Region; Donald F. Berrigan, Chief, Maintenance Operations Branch, Airway Facilities Division Rocky Mountain Region; Wayne E. Heston, Chief, Facilities Establishment Branch, Airway Facilities Division, Rocky Mountain Region; Thomas J. Lucas, Chief, Program and Planning Branch, Airway Facilities Division, Rocky Mountain Region.

RECORD ATTENDANCE . . . The largest turnout to date for an FAA-sponsored technical meeting showed up for the area navigation symposium held in Washington recently. During the two-day meeting some 35 technical papers were presented on the operational, equipment, charting and other aspects of area navigation along with technical panel discussions with audience participation.

DEPUTY PRESENTS AWARD . . . While visiting Anchorage, Alas., recently, Deputy Administrator Smith presented the agency's Award for Distinguished Service to Charles Allred of ERA Helicopters for "extraordinary professionalism, courage and skill" he exhibited while rescuing two plane crash survivors from freezing water of Cook Inlet. Himself injured and suffering from exposure, Allred flew the two exhausted men to safety.

VET'S PREFERENCE FOR VET'S HUSBAND . . . Any male employee who is the unmarried widower of a veteran or a husband of a service-connected disabled veteran should tell his personnel office. A new law effective Dec. 15, 1971, gives him veteran's preference, if he doesn't already have it for his own armed forces service. Previously, only unmarried widows of veterans or wives of service-connected disabled veterans could claim their spouses preference.

EQUAL BENEFITS FOR MARRIED WOMEN . . . Public Law 92-187, approved Dec. 15, 1971, provides equal treatment for married women Federal employees with respect to preference eligible employment benefits, cost-of-living allowances in foreign areas, and regulations concerning marital status generally. The new law corrects long-standing inequities in employee benefits as they are applied to married women Federal employees by extending to their spouses the same benefits which accrue to spouses of married men Federal employees. It also specifies that regulations under any law granting benefits to employees shall provide the same benefits for a married female employee, her spouse and children as are provided for a married male employee, his spouse and children. It goes on to require that any provision of law providing a benefit to a male Federal employee, his spouse and children shall be deemed to provide the same benefit to a female Federal employee, her spouse and children. Civil Service Regulations are being revised to incorporate required changes under the law.



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PEOPLE AND PLACES

NASPO/SRDS MERGE

In a move to further streamline the agency, the responsibilities of the National Airspace System Program Office and the Systems Research and Development Service has been combined as of Feb. 10, 1972. Principal reason for the merger is to make more efficient use of available personnel, Administrator Shaffer explained. He said that we must provide for a greater integration on a day-to-day basis of those programs currently assigned to SRDS and NASPO. Acting Director for the new service is former NASPO Director, Spencer E. Hunn

DOT NOMINEE

James E. Dow, Director, Office of Budget, FAA, has been nominated by Department of Transportation for the newly established Maurice H. Stans award, which will be given annually for outstanding accomplishments in Federal financial management. Dow was chosen as the Department's nominee from among nominations submitted by all nodal agencies at the request of the Department.

FSS SPECIALISTS CHOOSE EXCLUSIVE REPRESENTATIVE

NAATS GETS 66 PERCENT OF VOTE

The National Association of Air Traffic Specialists is the unofficial winner of the systemwide election to determine the exclusive representative of more than 3,000 flight service station specialists. Unofficial results of the election, which was conducted under the auspices of the Department of Labor, show NAATS with approximately 66 percent of the total votes cast. In second place was the National Association of Government Employees with approximately 22 percent of the ballots. About 12 percent of the specialists voted for no union representation. The results were to be official after a five-day waiting period during which challenges could be filed beginning Feb. 16. In announcing the results of the election, Administrator Shaffer said, "Both FAA and its flight service station specialists should benefit from the new arrangement which will provide this vital group of employees with an effective voice at the national level. We look forward to a long and fruitful relationship with NAATS and expect to begin contract negotiations with its representatives in the very near future."

PERSONNEL ACTIONS FROZEN

After a special Telecon on Feb. 18, the following message was sent as a GENOT to all employees: "A freeze on personnel actions is necessary in order to assure equitable consideration of employees involved in the reorganization and the impending RIF and to permit required planning for conducting the RIF. Therefore, this message suspends FAA's Field/Headquarters Reorganization Manual and establishes a freeze on personnel actions for the duration of the RIF. Except as noted below, effective Feb. 20, 1972, all accessions, promotions, reassignments and changes to lower grade are suspended. Excluded from the freeze are air traffic developmental employees who meet full requirements for promotion, bona fide commitments (Continued on Page 2)

SMITH VISITS FAAers FROM P.R./V.I. TO ALASKA . . . It was the number of people he talked to and not just the number of miles he traveled on his recent trip that was important according to Deputy Administrator Smith. He returned to Washington after a 17,000-mile jaunt which took him from the Canal Zone to Alaska while he visited more than 50 FAA facilities and spoke to over 1,000 FAAers. From Headquarters the Deputy Administrator headed south to Southern Region outlying facilities in Puerto Rico and the Virgin Islands. From there he jumped over to the Canal Zone and then swung up to the Southwest Region and Houston. He continued across the central U. S. to Idaho and from there west to Seattle. Jumping off from that point he flew north for a tour of eight facilities in Alaska, from Juneau to Point Barrow.

RIF (Cont. from Page 1) . . . made prior to receipt of this message, employees exercising 3-R Rights, 150 program hires, actions required by law or regulations, interregional transfers which clearly do not jeopardize any employee's RIF status, and actions necessary to conduct the RIF as outlined in the forthcoming FAA RIF plan. Pending receipt of the RIF plan, exceptions from the freeze may be made only by the Associate Administrator for Manpower for Grades GS-7 and WG-7 and above and by the head of the employing jurisdiction for GS-6 and WG-6 and below only after it is determined that the action will have no affect on the RIF. It is contemplated that employing jurisdictions will be selectively released from the freeze as appropriate after staffing and funding allowances are finalized."

NO MATTER THE WEATHER . . . A major step toward the goal of all-weather landings was taken when the first operational Category IIIa instrument landing system (ILS) in the U.S. was commissioned at Dulles Airport. Administrator Shaffer pointed out that a Category IIIa ILS allows qualified crews flying properly-equipped airplanes to land under runway visibility minimums down to 700 feet. Until now, the lowest authorized landing minimums have been 1200 feet on designated airport runways equipped with a Category II ILS. To date, 21 U. S. airports have been approved for Category II operations. Shaffer added: "The aviation industry and the FAA have been working for many years towards the ultimate goal of all-weather landings. Efforts to achieve this goal have resulted in a gradual, conservative reduction in landing minimums down to 1200 RVR with a 100-foot decision height at designated Category II airports. Category IIIa is the next logical step in reducing landing minimums."

MAKING IT BETTER . . . The agency has been working for some time to upgrade and improve air traffic facilities--to provide more pleasant, efficient and healthier working conditions for controllers. Typical improvements include carpeting, better lighting, comfortable new chairs and desks. So far, over \$1 million has been spent in terminal facilities alone and more than \$750,000 in FSSs. If your facility hasn't seen any of these improvements yet, have faith; they are on the way as soon as time and resources permit.

COMMUNICATION CHANNELS TO DOUBLE . . . The agency is asking for comments on a proposal to more or less double the number of communication channels available for air traffic control. This would be done by "spacing" channels closer together, by integrating 25 kHz spaced channels--instead of the currently used 50 kHz spaced channels--into the ATC system. Eventually the move will require all airspace users to retrofit communications equipment to receive and transmit on the new frequencies, but the new channels will not be used until January 1976 when they will be introduced into selected high altitude en route sectors. Presently there are 253 ATC communication channels spaced at 50 kHz in the 118.0 to 136.0 band.

STATUS REPORT ON GROUP AUTO INSURANCE . . . A letter to all FAA employees dated 2 July 1971 requested employees to indicate if they were interested in group auto insurance. Over 28,000 throughout the agency indicated an interest--an overwhelming number. Many employees also raised significant questions regarding the program, such as carrying the insurance into retirement or into another job if separated from FAA; whether the group rates would be competitive with current rates; whether the coverage would include all dependents; would the plan accept drivers now under "assigned risk" plans; etc. These were all good questions, but answers from the insurance industry require some clarification which the agency has requested along with additional information concerning comparative premium rates. As you may recall from the "all hands" letter sent each of you, payroll deductions for payment of premiums will be a major part of the plan. Because so many of you are actively interested in this subject, you will be kept informed, through future INTERCOMS, of any progress achieved in bringing this benefit to you.

RIF PROCEDURES CLARIFIED . . . In the GENOT of January 21, it was stated that agency officials do not anticipate a need to conduct a reduction-in-force of employees in field facilities but that the major impact will affect regional headquarters, Washington, the Aeronautical Center and NAFEC. This does not however rule out the possibility that individual employees in field facilities may be affected by the Civil Service Bump and Retreat RIF procedures.

KEEP 'EM COMIN' . . . The Office of Personnel is gratified by the rate of return of the Appraisal System questionnaires mailed out early this month to approximately 5,800 supervisory and non-supervisory employees. The level of employee interest in this subject is obviously very high and steps are being taken to computerize those answers that can be quantified and to carefully categorize and analyze all suggestions and recommendations. But, remember, we need your comments and recommendations to complete this study and hope that all those who received a questionnaire will meet the Feb. 28 deadline. If you have not already completed and mailed your questionnaire, please do it now!

TRAVELERS UP 5.8% . . . Washington National and Dulles International Airports had a combined 5.8 percent increase in the total number of air travelers for 1971. The total number of passengers for the two airports during 1971 was 12,622,617; the 1970 figure was 11,925,838. This increase contrasts sharply with the 4 percent decrease recorded for the two airports during 1970. Air cargo and operations also showed increases at both airports.

BRING 'EM BACK . . . Government Services, Inc. (GSI) asked us to give them a helping hand. Please bring back trays and dishes to the cafeteria and snack bar immediately after using them.

A TOAST TO THE NEW TMI . . . The agency's Speechmasters chapter of the Toastmasters International Club has elected new officers. They are: Dave Soule, NHTSA, president; Fred R. Tucker, FAA, HQ, administrative vice president; Richard Barner, FAA, FS, education vice president; William Hamilton, FAA, AV, secretary; Reuben Powell, FAA, SM, treasurer; Tom Williamson, FAA, RD, sergeant-at-arms. Club meetings are held every Tuesday, 12 noon to 1:00 p.m. in conference rooms 5A and B. All interested parties are most cordially invited.

A GREAT DEBATE . . . If you are one of those persons who believe that "It is better to debate a question rather than settle a question without debate," come and hear the Federal Aviation Toastmistress Club members air their views regarding the "Adoption of the Family Welfare Plan by the U. S. Government" on Wednesday, February 26, in Room 6A and B, at 12:00 noon. For more details, contact Claudia Spare, x68250 or Kay Wittman, x68555.

CAUTION: . . . No U-Turns to 9th Street Underpass. Motorists using 9th Street North and making U-turns into the 9th Street underpass heading to Virginia and the southwest Freeway are advised that this is a violation of traffic regulations. Traffic tickets are being issued for this violation.

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ASSIGNMENT WITH INTERNATIONAL ORGANIZATIONS

This report will serve to further acquaint employees with agency policy regarding the release of employees to accept assignments with international organizations and to answer questions regarding the allowances, benefits and rights of employees who accept such assignments.

A year ago the President informed the Secretary of State that it should be a special aim of this Administration to make our participation in international organization affairs as effective as possible. One of the most practical ways by which the United States can participate is through the employment of its citizens in the staffs of these organizations.

The international organization with which the agency is primarily concerned, and to which agency personnel are most likely to seek assignment, is the International Civil Aviation Organization. All position vacancies occurring in that organization, as well as in other organizations requiring aviation-oriented backgrounds, are brought to the attention of FAA employees through announcements in INTERCOM. Manpower Divisions and International Aviation Affairs Officers in all Regions and Centers receive detailed copies of vacancy announcements. The Office of International Aviation Affairs is responsible for coordinating the recruitment of agency employees for assignment to international organizations.

To stimulate Federal employees' interest in tours of duty with these organizations, and to permit them to accept such assignments without financial penalty, PL 91-175 provides that, upon reemployment in the Federal Service, they may be entitled to a Lump-Sum Equalization Allowance. This allowance represents the difference, if any, between the total dollar amount of pay and allowances received from the International organization and that to which they would have been entitled under Federal regulations had they been detailed to that location from their current position. This and other employee benefits of an assignment with an international organization are:

Civil Service BenefitsInternational Organization BenefitsRetirement, Group Health, Group Life Insurance

If you continue your payments into these respective funds, the agency will make its contributions, and you will retain coverage with resulting rights and benefits under these programs.

As a staff member of an International organization, you are required to have 7% of your gross salary withheld which makes you a full participant in the United Nations Joint Staff Pension Fund. This amount plus accrued interest will be funded to you on termination of your contract.

Leave

You may elect to retain to your credit in FAA all accumulated and current-accrued annual leave for which you would be eligible to receive a lump-sum payment; or, you may request a lump-sum payment at the time of transfer or at any time prior to reemployment in FAA.

You will accrue six weeks annual leave each year of your assignment. You are granted adequate sick leave during your assignment.

Allowances Upon Termination of AssignmentEqualization Allowance

Upon reemployment in the agency, you may be entitled to a lump-sum payment if the pay and allowances you received from the organization were less than you would have received had you been detailed from the agency position you held at the time of your transfer. In addition to your gross salary the allowances compared are living quarters, post allowance and post differential you would have received from the agency, and post adjustment, and dependents and repatriation grants from the international organization.

Repatriation Grant

Upon completion of your assignment, you will receive from the organization an amount of money determined by your status of being single or having dependents, and by the number of continuous years of service you have had. This is given to assist you in establishing yourself when you are restored to your permanent home.

e. g. , after 3 years a single employee receives 5 weeks salary; an employee with dependents receives 10 weeks salary.

Compensation for Injury or Death

You will retain coverage and all rights and benefits for compensation for work injuries. However, you may not draw this compensation from both the international organization and the U. S. Gov't.

You will be entitled to reasonable compensation in case of death, injury or illness attributable to the performance of official duties on behalf of the organization.

Travel Benefits Provided by the International Organization

Home Leave Travel - In the third year of service and once in every second year thereafter, you and your dependents are entitled to payment of travel expenses to and from your home.

Local Leave Travel - If you are posted at a duty station specially designated for the purpose of local leave, you will be entitled once a year, except in the year which you travel on home leave, to payment of travel expenses for you and your dependents to and from a designated leave center in the area of the duty station.

Travel for Medical Treatment - If you require urgent medical treatment not obtainable at your duty station, your travel will be paid to and from the nearest place where the necessary medical treatment is obtainable.

Salaries

Whenever possible, the international organization tries to offer an individual a salary which most nearly equates to his present FAA salary. Position levels and gross salaries as well as the levels they most nearly compare with are:

<u>International Organization</u>	<u>General Schedule</u>
Director \$31,200 - 33,720	GS- 16
Principal Officer 26,000 - 31,040	GS- 15 - 16
P-5 Senior Officer 22,700 - 28,550	GS- 14 - 15
P-4 First Officer 18,120 - 24,280	GS- 13 - 14
P-3 Second Officer 14,690 - 20,450	GS- 11 - 13
P-2 Assoc. Officer 11,820 - 15,820	GS- 9 - 12

Reemployment Rights

With the prior approval of the Director of Personnel, a career (conditional) employee, or one serving in either schedule A or B of the excepted service, is eligible to transfer with reemployment rights to an international organization for a specified term of employment not to exceed five years. These rights entitle him to be reemployed in his former position or one of like seniority, status, and pay within 30 days of his application for reemployment provided he is separated within his term of employment with the international organization; and he applies for reemployment not later than 90 days after his separation.

The following Regional Officers can provide further information about international organization assignments:

<u>Region</u>	<u>Name</u>	<u>Title</u>
RM	J. H. Hoover	Deputy Director
NW	George R. LaCaille	Executive Officer
AL	Herbert H. Stanley	Chief, Air Traffic Division
WE	Garrison Costar	Int'l Liaison Officer
PC	Thomas P. Hennessey	Int'l Aviation Affairs Officer
SW	Robert V. Reynolds	Deputy Director
GL	Ben H. Lawson	Air Traffic Evaluation Branch
CE	Gerald F. White	Regional Counsel
AC	Darwin Maurer	Int'l Liaison Officer
NA	Edwin L. Shoop	Public Affairs Officer
EA	Martin Gach	Int'l Aviation Affairs Officer
EU	Theodore Uebel	Int'l Liaison Officer
SO	Hugh P. Sherrill	Int'l Aviation Affairs Officer

Additional information regarding reemployment rights and other benefits is contained in Chapter 6 of Order 3330.6A. If more detailed knowledge of these assignments is required, it may be obtained by calling or visiting the Administrative Officer, Executive Staff, Office of International Aviation Affairs. (Area Code 202-426-3178)



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COMPTROLLER GENERAL HANDS DOWN DECISION

IN-GRADE PAY HIKES RETROACTIVE

On the basis of a decision received last week from the Comptroller General of the U.S., the Civil Service Commission announced that all Federal employees who had within-grade increases held up during the 90-day freeze period from August 15 until Nov. 14, 1971, will now be paid retroactively to the date due for those within-grade increases. The decision also provides that some of the wage board employees who had pay adjustments held up by the freeze will now receive their pay adjustments retroactively. But these retroactive payments apply only to wage surveys ordered before Aug. 15, 1971. Retroactive adjustments will not be made in wage areas where the survey was ordered after that date. For example, Washington, D. C. and Oklahoma City adjustments will not be retroactive because the surveys were ordered after Aug. 15.

TOP FS FIELD OFFICES NAMED

Each of the agency's 12 regions has named its outstanding Flight Standards field office to compete for the National Flight Standards Field Office Award. Selections were based on performance during the 1971 calendar year. Overall operational performance with particular emphasis on resulting contributions to aviation safety determined the regional winners. The 12 regional winners are: Norwood, Mass. GADO, NE; Teterboro, N.J. EMDO, EA; Atlanta, Ga. Aircraft Maintenance Base, SO; West Chicago, Ill., GADO, GL; Eugene, Ore. GADO, NW; Tokyo Flight Inspection Group, PC; Dallas ACDO, SW; St. Louis, FSDO, CE; Salt Lake City GADO, RM; Oakland FIDO, WE; Anchorage FIDO, AL; New York International Field Office, EU. Each of the winners will receive a plaque and citation. The national award winner will be announced about April 1.

Airport Simulator - A New Approach

That's the title of an article appearing in the January 1972 issue of the Journal of Air Traffic Control. It was written by James Moreland, Operations Research Analyst with the Airway Facilities Service at Washington headquarters. In the article, Moreland describes his development of a fast-time simulation technique that models controller decisions and resulting actions which influence air traffic operations in a terminal area.

Harper Honored

For distinguished public service over the years, Clarke H. Harper, Associate Administrator for Administration, has been selected to receive the National Civil Service League's 1972 Career Service Award for Sustained Excellence. The Award is scheduled to be conferred April 28 during a banquet at the Washington Hilton Hotel. For details, see next week's INTERCOM.

MANPOWER CHIEFS DISCUSS RIF AND EDP . . . All aspects of the RIF were discussed at the Manpower Chiefs meeting in Washington, D. C. on Feb. 15-17. Ways of minimizing the impact of the RIF on the workforce and of assuring equitable consideration of all employees in the RIF were especially emphasized. Additional information as to the actual numbers to be affected and the RIF plan will be released as soon as they are available. Manpower Chiefs were also briefed on the current status of the Executive Development Program and provided advanced copies of the official order and notice. They discussed execution procedures, objectives, field and headquarters responsibilities to the program in preparation for the 10 March 1972 closing date for application.

THE 'BONUS' AND RETIREMENT . . . Some FAA employees seem to be under the impression that a "bonus" may be given to those who choose to retire early, considering the current economic pressures the Federal Government is now encountering. Some express the belief or hope that Congress will allow a six-months payment, similar to that allowed by the Post Office Department after it became the U. S. Postal Service. We know of no such bonus in the wind. Other employees eligible for Discontinued Service Retirement are trying to decide whether to retire or not in the face of the possible 4+% Consumer Price Index (CPI) cost-of-living increase. As of this time, it appears that such an increase might become effective next June. Employees off the rolls at the time such an increase becomes effective will benefit from the increase. If and when such an announcement is made by the CSC it will be passed on to all agency employees.

WASHINGTON CENTER RESCUE COMMAND POST . . . The Washington en route center in Leesburg, Va., served as a home base and a command post during rescue operations necessitated by last week's severe snow storm in northern Virginia. Staffed primarily by controllers who are members of volunteer rescue squads in the local community, a fast, efficient communication system was set up by using one of the center's radar sectors. With this equipment--hooked up by center Airway Facilities and Air Traffic FAAers--the command post in the assistant chief's office overlooking the helipad had instant communications with all rescue units in the area. During the three-day emergency, a total of 150 missions were flown. Of these 50 were either medical evacuations--severely ill persons were flown out for treatment--or food drops and about 100 were missions supporting the various local utility companies working to restore lost power. The rescue copters were provided by the Army at Fort Belvoir and the Air National Guard in Richmond, Va.

ESIS SELECTION . . . George P. Grote, Airports Program Manager Chicago ADO, Great Lakes Region; Joe E. Brant, Chief, Aeronautical Quality Assurance Field Office, Flight Standards Division, Central Region; William H. Huebner, Chief, Air Carrier Branch, Flight Standards Division, Central Region; John A. Carran, Chief, Engineering and Manufacturing Branch, Flight Standards Division, Central Region.

AUTOMATION--FOUR TO GO . . . Last month, the Albuquerque Air Route Traffic Control Center became the sixteenth such center to attain a flight data processing capability. The center is now operational with the Simplex Flight Data Processing System from 7:30 a.m. to 9:30 p.m. seven days a week. The remaining four centers of the twenty being automated are expected to achieve initial operating capability before the end of CY 1972.

YOU ARE REALLY TELLING US . . . Completed Employee Appraisal System Questionnaires are pouring in from all segments of the workforce. At press time, 2,860 of the approximately 5,800 questionnaires distributed in early February to a random sample of supervisory and nonsupervisory employees, had already been received. This 49.2% return to date is phenomenal and clearly indicative of an extremely high level of interest on everyone's part. Even more rewarding however, are the hundreds of constructive comments and suggestions being returned with the questionnaires. After noting the excellent rate of early returns, Director of Personnel, George Reeves, commented "We are extremely pleased at the way our people are responding to this important questionnaire but it is especially gratifying to discover that such vast numbers are willing to take the extra time required to give us the benefit of their views and recommendations. With this kind of support, I am confident we can find ways to improve the administration of FAA's Employee Appraisal System." Reeves also added, "We are most anxious to obtain a true picture of how employees and managers view our current appraisal system. Therefore, a response from everyone receiving a questionnaire will be most helpful." Editor's Note: IT'S NOT TO LATE to complete and mail your questionnaire, if you do it now!

PRICE INDEX SHY OF BONUS LEVEL . . . The Consumer Price Index did not rise quite enough in the month of January to start an annuity increase countdown for retired Federal workers. The rise was actually two tenths of a point less than the 123.4 needed to begin an annuity hike countdown. When the index reaches 123.4 and stays there for three months, retirees will receive at least a four percent boost in their annuity.

SICK LEAVE - DON'T ABUSE IT! . . . Sick leave may be granted for the following reasons: (1) When incapacitated for performance of duties by sickness, injury, or pregnancy and confinement; (2) for medical, dental, or optical examination or treatment; and (3) when a member of an employee's immediate family has a contagious disease and requires the care and attendance of the employee, or when, through exposure to contagious disease, the employee's presence on duty would endanger the health of other employees. Determinations that the conditions in (3) exist must be made by a physician. Don't use sick leave needlessly for minor indispositions.— It is valuable insurance. It has been estimated that insurance benefits equalling the 13 days of paid sick leave credited to each of us every year would cost us an average of \$105.00, if purchased privately.

PAPER CLIPS AND STAPLES BARRED FROM "HOT COPY" ROOM . . . Effective March 1 the supervisor of the 5th floor "hot copy" facility will refuse use of the copying machines to anyone having material that is fastened with either staples or paper clips. These fasteners should be removed in the employee's office and separations made there. Use folders, rubber bands, blank sheets, etc., if necessary. The single biggest cause of machine breakdown in the "hot copy" facility is from staples and paper clips left on top of the machines which eventually fall into the mechanism. One staple can cause a production loss of 36,000 copies a day. This action is being taken so that you get better service--with less-waiting. Please cooperate.

HIGH CHOLESTEROL AND HEART DISEASE STUDY . . . The National Heart and Lung Institute (NIH) is conducting a study on high cholesterol and heart disease risk. Persons age 21-55 with an elevated cholesterol and free of diabetes and hypertension can be referred by their private physician for the study. Patients accepted for this study will receive a complete cardiovascular and lipid evaluation at the National Institutes of Health, free of charge. If your cholesterol is elevated and you meet the above criteria call x63252 for help with your referral.

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CHESS NEWS . . . The FAA Chess Club met Walter Johnson High School in a chess match on Feb. 9. The FAA Chess Club won the match 3 to 2. This brings the club's overall record to two wins, one loss, and one tie.

AWARDS AND REWARDS . . . The National Capital Airports presented Special Achievement Awards to Albert M. Lumpkin and Albert Williams. The Airway Facilities Service presented Quality Within-Grade Pay Increase Awards based on outstanding performance to Phyllis L. Vallario, William Hunter, Joseph Lipincott and Donald Macleod. The Logistics Service presented Quality Within-Grade Pay Increases based on outstanding performance to Robert J. Weigand, Linda Boyer, Barbara Casey, and Roy Caudill, and Special Achievement Awards to Fred Bustam, Joseph Crist, James Earl Davis, Jacquelyn Honeck and James L. Stephenson. Systems Research and Development Service presented Special Achievement Awards to James Woodall, David W. Fleming and Darlene A. Melnkovic.

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NEW DIVISION CHIEFS SELECTED

New division heads recently selected for the Eastern and Great Lakes regions were announced last week. Clay W. Hedges was named AT Chief in the EA region, while in the GL region John F. Wubbolding was picked for AT Chief and Alan H. Glass for AF chief. Hedges joined the agency as a controller at the Detroit Center in 1946. Before his selection as division head, he was the Cleveland Area Manager. Wubbolding, who recently served as Assistant Area Manager for Chicago, was previously Chief of the Indianapolis Center. Glass moved over to the GL Region from Central Region where he was AF Division Chief. He joined the agency in 1957 as Chief, Program Engineering Branch, Central Region and served as assistant division chief before being named chief of the AF division in Kansas City.

AGENCY COMMITTED TO GROUND-BASED ATC SYSTEM

SMITH TESTIFIES BEFORE SENATE

"The FAA is firmly committed to the premise that the ground-based Air Traffic Control System is, and will be for the foreseeable future, the primary collision avoidance system for U.S. domestic aviation," Deputy Administrator Smith told the Senate Aviation Subcommittee during testimony on legislation that would require the installation of either a collision avoidance system (CAS) or a Pilot Warning Instrument (PWI) on virtually all aircraft. The Deputy Administrator continued, "We do believe, however, that independent air-borne collision avoidance systems have potential value in expanding the collision avoidance capability and as a backup in the event of failure in the ground system." He went on to point out the collision avoidance potential of the ARTS III--alphanumeric system--and told the Senators that this system has already been installed at 31 terminals and will be installed in another 33 within the next year.

TAYLOR NOMINATED FOR JUMP AWARD

DOT/FAA nominee for the William A. Jump Memorial Award is Quentin S. Taylor, Deputy Director of the Alaskan Region. This will be the 23rd annual Jump award given to a Federal employee in recognition of outstanding service and notable contributions in the field of public administration. Taylor's nomination cited him for his contributions toward the overall improvement of quality and effectiveness of public administration within FAA and DOT, particularly in his post as Director of Civil Rights for FAA from 1969 to 1971. Nominations from the various Government agencies and departments are now being reviewed for this award, scheduled to be presented in May this year.

SECURITY PROGRAMS GET TIGHTER . . . New rules requiring airlines to develop and implement comprehensive anti-hijacking security programs have been issued by the agency, following its recent order making passenger screening mandatory on most air carrier flights. The new regulation, effective April 6, requires carriers to submit their programs to the agency for approval by June 5, 1972. The new rules also require each carrier to amend its approved screening system or security program if Administrator deems it necessary in the interest of air transportation safety. Commenting on the new rules, Administrator Shaffer said, "Although the screening system required under the emergency rule is showing encouraging results, we believe more comprehensive measures are required and should be implemented as expeditiously as possible."

ESIS SELECTIONS . . . Herbert Ross, Chief, Facilities Establishment Branch, Airway Facilities Division, Eastern Region; Thomas F. Lynch, Chief, Logistics Division, Eastern Region; Harley L. Becker, Logistics Officer, Great Lakes Region; John E. Johnson, Sector Manager, Oklahoma City, Oklahoma, Southwest Region; Tom J. Landers, Sector Manager, Amarillo, Texas, Southwest Region; Donald W. Updike, Chief, Program and Plans Branch, Airway Facilities Division, Central Region; and, Raymond Trainor, Chief, Facilities Establishment Branch, Airway Facilities Division, Central Region.

NOW IS THE TIME . . . This is election year and now is a good time to find out what's new for voters. A law enacted in 1970 makes it possible for every citizen to vote in the Presidential elections, regardless of his length of residence in a state or his location at the time of the election. Principal features of the law are:

- Length-of-residence requirements for voting in Presidential elections have been abolished. States may still close registration for voting in Presidential elections 30 days prior to the election but they may keep registration open longer if they wish. A person who moves into a State after its registration is closed may vote in person or by absentee ballot in the State where he previously resided if he was registered in that State or if he satisfies the absentee voting requirements of that State.
- Each State is required to have an absentee registration procedure, and anyone who will be away from his State of residence during the registration period should use this procedure to register. Likewise, each State is required to have an absentee balloting procedure for Presidential elections, and registered voters who will be absent from their election districts on election day will be able to apply for an absentee ballot up to seven days before the election.

NAATS CERTIFIED EXCLUSIVE REPRESENTATIVE FOR FSS/IFSS SPECIALISTS . . .

On Feb. 29, 1972, the U.S. Department of Labor officially certified the National Association of Air Traffic Specialists (NAATS) as the exclusive systemwide representative for FAA's flight service station specialists. The ruling did not cover some FSS's where a collective bargaining relationship or a certification bar existed. INCLUDED in the exclusive unit are: All Air Traffic Control Specialists, GS-2152 series, employed at Flight Service Stations and at International Flight Service Stations. EXCLUDED from the unit are: GS-2152 series personnel employed at centers, terminals and combined station/towers, GS-2152 series employees employed in flight service stations at Boston, Massachusetts; Buffalo, New York; Morgantown, West Virginia; Windsor Locks, Connecticut; Fort Worth, Texas; Deming, New Mexico; New Orleans, Louisiana, Springfield, Missouri; Chicago, Illinois, La Crosse, Wisconsin; and Wichita Falls, Texas; teletype operators, clericals, electronic technicians, evaluation and proficiency specialists, employees engaged in Federal personnel work in other than a purely clerical capacity, other management officials and supervisors, and guards as defined in the Order.

'WEATHER' TO HEAD 'EM OFF AT THE PASS . . . The agency and the National

Weather Service will join forces in a 16-month experiment on behalf of aviation safety and for the benefit of general aviation pilots. The purpose of the experiment is to monitor remotely the weather in mountain passes frequently used by general aviation pilots for VFR transit. The site chosen for testing is Stampede Pass--the main east/west link for VFR traffic in the northwest--located 30 miles east of Seattle, Wash. Weather monitoring (by TV) in the pass will continue for seven months, after which results will be studied to determine the suitability of this method for informing FSS specialists of the actual weather conditions for briefing general aviation pilots.

A NEW WIRELESS . . . A lightweight wireless headset and microphone system for air traffic controllers is being developed by H. C. Electronics, Inc. of Tiburon, Calif. under contract with the agency. The units will include a small transceiver weighing about one pound which will be carried by the controller on his person. A fixed transceiver located on the controllers communications console will be used to relay radio messages to and from the portable unit. This will give controllers more freedom to move about, allowing them to be up to 30 feet away from the communications consoles without the need for connecting wires. Under the contract, two prototype units are to be delivered in five months. The agency will then conduct extensive testing of the equipment to determine its feasibility.

HONORS FOR HARPER . . . As announced in last week's INTERCOM, Clarke Harper, Associate Administrator for Administration, was selected to receive the 1972 National Civil Service League Award. This award is granted annually to ten outstanding Federal Career employees for their efficiency of service and special achievements. Harper's 37-year Federal career began in 1934 with the Home Owners Loan Corp. as supervisor of their central payroll system. He joined CAA in 1942 as a budget analyst, but joined the Army Air Force shortly afterward. He returned to the CAA budget office in 1945. He held several posts in the budget office leading up to Director of Budget from 1959 to 1963. He then became Assistant Administrator for Appraisal and in 1966 Deputy Associate Administrator for Administration. He moved to his present post in 1967. Harper is a member of the American Society for Public Administration. He has received several awards during his career including the FAA Meritorious Service Award, the Federal Accountants Award, DOT Award for Meritorious Achievement and the FAA Decoration for Exceptional Service. The NCSL Award will be presented to Harper on April 28 at a banquet beginning at 7:30 p.m. at the Washington Hilton Hotel. Mary Healy, HQ-1, Rm. 500W, x68002, is handling reservations and ticket sales--\$15 for Government employees and their guests, \$25 for companies, corporations, etc. Checks should be made payable to the National Civil Service League. Prior to the awards banquet, a reception will be held in the Executive Dining Room of FOB 10A, beginning at 5:15 p.m. This will give Harper's FAA friends and colleagues a chance to extend personal congratulations.

NEWS FOR THE LUNCH BUNCH . . . As a result of joint FAA, GSA and GSI discussions, food services for employees of FOB 10A will be improved. Cafeteria and snack bar services will be combined. Beginning Thursday, March 9, GSI will sport a delicatessen line, serving hot meat sandwiches (sliced to order), along with soups, salads and desserts. The grill line will be self-service and will serve many new items--fancier cold sandwiches, hot dogs, half smokes, a new jumbo hamburger entitled Transpo Burger. The other two lines will continue as usual--choice of entrees and side dishes. Beverages will be self-service in all lines. Much effort has gone into this plan for bringing better food service to our "consumers." FAA is pleased with the cooperative spirit shown by GSI and hopes that the "lunch bunch" will be pleased, too. As a result of the streamlining operation, the second floor snack bar will close March 8, but morning and afternoon coffee and snacks will be served in the cafeteria. Any suggestions for further improvement will be gladly received by Mrs. Kincaid, Cafeteria Manager.

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Rogers Honored by Department

For dynamic leadership Southern Region Director James G. Rogers is to be presented the Office of the Secretary of Transportation Citation for Exceptional Service this week. The presentation is scheduled to be made in Atlanta by DOT Under Secretary James M. Beggs on Friday. The award citation reads:

"For your distinguished leadership as the Director of the FAA Southern Region in advancing the aviation programs of the Department of Transportation and for your outstanding service as the initial Southern Region Secretarial Representative during March 1970 through October 1971. Your dynamic leadership contributed substantially to effective intra-departmental coordination and cooperation and established DOT as a strong and vigorous member of the Federal Regional Council."

The exceptional nature of Roger's service is underlined by the fact that this award is normally reserved for OST employees only.

FOURTH ARTCC '9020' RELOCATED AS...

BOSTON SLASHES COMPUTER MOVE RECORD

Even though an elevator was used to move from one level to another, the record for moving an IBM 9020 computer was cut in half last week at the Boston En Route Center. It took 11 hours and 58 minutes for approximately 50 fast-stepping FAAers from virtually all regions and headquarters to relocate the computer's 44 major elements in the ARTCC's new automation wing. The old record was held by the Denver En Route Center. The move at Boston started at 8:48 p.m. on Friday, March 3. By 8:46 the next morning all checks and tests were completed and the electronic marvel was returned to service. It took 62 hours to move the first 9020 computer at the Oakland Center in July of 1971. Since then each move has taken substantially less time. In August the 9020 in Seattle was moved into the new automation wing in 42 and a half hours, whereas in Denver in October that time was halved as the move took 21 hours and 45 minutes.

PARTNERSHIP IS NAS CONFERENCE THEME

"Partnership--Key to Progress" will be the theme of the agency's Fourth Annual National Aviation System Planning Review Conference to be held May 1 to 3 in Washington, D. C. "This year's theme should help to focus attention on the interdependence of the various segments of the aviation community and emphasize the importance of developing strong working relationships among them," Administrator Shaffer said in announcing the meeting. Topics during the three day session include: the growth and development of general aviation, air traffic control--the present and future systems, environmental policy and programs, the U.S. role in international aviation, the short haul air transportation program and airport planning and development.

WAKING UP TO TURBULENCE PROBLEMS . . .

Wake turbulence studies leading to the design of a ground-based acoustic detection system will be performed in a five-month study by Xonics, Inc., Van Nuys, Calif. under a \$414,226 contract from the agency. The effort is part of the total FAA/DOT program to seek solutions to wake turbulence problems which affect aircraft capacity at airports. Xonics will conduct a detailed analysis of the results of previous wake turbulence studies and will measure the wake turbulence generated by several classes of aircraft, including wide-body jets. The contractor also will examine ways to locate and track wake turbulence vortices at altitudes up to 1,700 feet. Finally, Xonics will recommend a design of a ground-based acoustic wake turbulence detection system capable of providing surveillance along an airport ILS (instrument landing system) approach path.

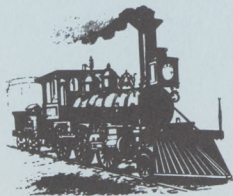


CAAG--PARLEZ-VOUS FRANCAIS? . . .

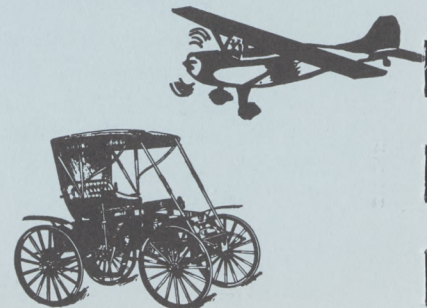
FAA's Office of International Aviation Affairs is in the process of recruiting personnel to establish and staff a Civil Aviation Assistance Group (CAAG) in the Zaire Republic (formerly Republic of the Congo), Africa. The CAAG duty station will be Kinshasa (formerly Leopoldville), capitol city of Zaire. Vacancy announcements for eight positions in the CAAG have been distributed throughout FAA. Bids close March 17, 1972, on these positions: Chief CAAG, GS-15, Announcement No. 302; Administrative Officer, GS-15, No. 303; ATC Specialist, GS-15, No. 304; General Engineer (Electrical/Civil), GS-15, No. 305; Airport Engineer, GS-15, No. 306; Electronic Engineer (Nav/Comm), GS-15, No. 307; Electronic Engineer (Maintenance), GS-14, No. 308; and Supply Specialist, GS-14, No. 309. Interested persons should submit SF 171's, current FAA 3430-1 (EAR), and a WA 3330-2 (Position Vacancy Application) to the Employment Branch, HQ-150, 800 Indep. Ave., S.W., Wash., D.C. 20591. A solid background in the French language is essential for applicants to be considered. Since the time frame is short, if you are interested and qualify for the above vacancies, throw your hat in the ring. Anticipate a target date of May or June for the assignment to begin.

RIF PLANNING CONTINUES . . .

Preparations for conducting the RIF are receiving high priority top management attention. Plans and procedures for carrying out the RIF are in the final preparation stage and will be sent to regional directors as soon as possible. Specific decisions as to which areas and positions will be affected will be made and announced at the regional level.



DULLES INTERNATIONAL AIRPORT
WASHINGTON, D.C.
MAY 27-JUNE 4, 1972



ON-THE-JOB ACCIDENTS . . . The Federal Employees' Compensation Act (FECA) is a workmen's compensation law that provides benefits to civilian employees of the United States for disability or death due to personal injuries sustained on the job. Recently, the Office of Federal Employees' Compensation (OFEC) announced a major change in policy concerning the medical care program for injured Federal employees. A Federal worker injured on the job will now be permitted to make a free initial choice of physicians to render necessary medical care provided there is no U.S. hospital or clinic nearby. Previously, an injured employee was required to use Government medical facilities or private physicians who were designated or approved by OFEC, except in emergency situations. The policy change means that an injured employee will be given the right to initial selection of a local qualified physician or hospital of his choice for medical examination and treatment subject to limitations that (1) U.S. Medical Officers and hospitals must be used if available and practicable, and (2) the injury is sustained by accident. For occupational illness or disease, the OFEC district office must be contacted for instructions prior to referral to a physician. A Notice is being prepared and appropriate changes are being made to agency directives.

STATE INCOME TAX INFO FOR POTENTIAL RETIREES . . . Some employees have inquired as to the status of civil service retirement annuities under the income tax laws of the several states. The following states have no income taxes: Connecticut, Florida, Nevada, New Hampshire, New Jersey, South Dakota, Tennessee, Washington and Wyoming. Civil Service Annuities are exempt from income tax laws of the following states: Alabama, Alaska, Colorado, Hawaii, Kansas, Massachusetts, Minnesota, Pennsylvania, Utah, and Illinois (In Illinois, annuities are excludable; however, exceptions may arise in the future under a new state law for those who retired after 1 August 1969. Part of civil service annuities are exempt as indicated in the following: Arizona, \$2,500; Arkansas, \$6,000; Delaware, \$2,000; Idaho-single \$2,309, joint \$3,463; Maryland, \$1,500 (must have attained age 65); Montana, \$3,600; New Mexico, \$3,000; North Carolina, \$3,000; North Dakota, \$1,500; Oregon \$2,400; South Carolina, \$1,200; and Virginia, \$2,000. Both California and Indiana provide Retirement Income Credit. Annuities are subject to state income tax in all the other states.

ACHIEVEMENT HONORS . . . The Administrator presented Certificates of Achievement to William Flener, Director of Air Traffic Service; George A. Hendon III and David Spencer, both of the Management Analysis Division, MS; and Morris Friloux, Manpower Systems Branch, AT, in ceremonies held March 8 at Washington headquarters. The group was honored for their contributions to the development and publication of the Management Guide for Air Route Traffic Control Centers. Another member of the group, Benjamin Freiman, Chief, Los Angeles ARTCC, received his Certificate of Achievement from the Administrator in Los Angeles earlier this year.

JMB'S NEW MEMBERS . . . The Junior Management Board at FAA headquarters recently selected Francis McCabe, Office of International Aviation Affairs, and Valgene White, Air Traffic Service, as new members.

CIVIL RIGHTS COMMITTEE MEMBERSHIP SOLICITED . . . The Civil Rights Committee, including the Federal Women's Program Subcommittee, has been in operation at Washington headquarters since May 1971 and has made a substantial impact on agency programs. The Administrator established the committee as a means of improving communications among employees and between them and management, creating a channel whereby ideas about equal employment and civil rights might be interchanged, and creating a sounding-board for discussion of problems outside the formalities and constraints of regulations. Half the committee membership is to be changed on July 1 each year. In order to have the positions filled by that date new memberships are being solicited at this time. Persons interested in becoming members and offering their time and talents to the work of the committee may submit the application below to CR-1 prior to 31 March 1972.

.....
I am interested in becoming a member of the Civil Rights Committee.

Name _____ Date _____

Routing Symbol _____ Telephone Number _____

FREE FA CLUB LANGUAGE ACTIVITIES . . . A class for beginners in Spanish, and conversational groups in French, Spanish and Italian, for those acquainted with these languages, are being organized and offered free to members of the FA Club. If interest is sufficient, these activities will be held in Room 5C on Mondays. Schedules: Beginner's Spanish - March 13 and alternating Mondays, noon to 12:30. Spanish Conversation - March 13 and alternating Mondays, 12:30 to 1:00. French Conversation - March 20 and alternating Mondays, noon to 12:30. Italian Conversation - March 20 and alternating Mondays, 12:30 to 1:00.

F. E. W. MEETING SET . . . The Federally Employed Women, Inc. (F.E.W.) will meet on March 15 in the Department of Treasury Cafeteria, 15th and Pennsylvania Ave., N.W. The meeting will begin at 7:30 p.m., preceded by a dinner at 6:30 p.m. The meeting is open to anyone, including men, interested in F.E.W.'s cause--to increase job opportunities for Federally employed women. Make reservations with Esther Lawton, phone: WO4-5602, by noon on March 14.

FAA INTERCOM is published weekly for employees of the DOT/FAA by the Employee Communications Staff . . . Director, Leo I. Beinhorn; Editor, Theodore N. Maher; Editorial Assistants, Carol Lencki and Donald Braun . . . MN-30, Room 625, FOB 10A, x63905



SPECIAL

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DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

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3/20

15 March 1972

15 MARCH - 14 APRIL

OPEN SEASON FOR HEALTH BENEFITS

As a result of guidelines established by the Price Commission, premium rates for all Health Benefits Plans have been renegotiated. An Open Season will be held from 15 March through 14 April 1972. During this period employees may enroll, change enrollment from one plan to another, change option or type of enrollment selected under a plan. (Open Season for enrolled annuitants will run from 1 April through 30 April 1972.) Benefits offered by the various plans have not changed since the last open season. Therefore, new brochures will not be distributed. Use the brochures made available during the last open season in conjunction with the new premium rates given on the following pages to decide which plan best suits your need for health insurance coverage. If you decide to make a change, your SF 2809 must be received in your Manpower Division Office on or before 14 April 1972. Changes in enrollment are effective the first day of the first pay period that begins on or after 15 April 1972. Even if you do not make a change in your enrollment there will probably be an adjustment in your contribution and withholding because of changes in the employee and Government shares of the premium.

Distribution: WRNCM-8; FOF-0 (all employees)

SCHEDULE OF EMPLOYEE HEALTH BENEFITS BIWEEKLY WITHHOLDING RATES

Effective first day of first pay period on or after April 15, 1972

PLAN	Employee Pays			
	High Option		Low Option	
	Self	Family	Self	Family
	<u>Government-wide Plans</u>			
Indemnity Benefit (AETNA)	\$6.00	\$14.78	\$2.68	\$6.40
Service Benefit (BC/BS)	7.27	17.50	2.40	5.88

	<u>Employee Organization Plans</u>			
Alliance Health Benefit	3.70	9.86	1.88	4.78
American Federation of Government Employees	4.79	13.09	2.37	6.91
American Postal Workers Union	6.96	12.47	2.90	7.08
Canal Zone Benefit	2.34	5.82	----	----
Foreign Service Benefit	3.30	8.81	----	----
Government Employees Benefit Association	3.45	10.33	1.69	4.30
Government Employees Hospital Association	5.55	10.97	3.84	7.40
Mail Handlers Benefit	3.87	11.24	2.96	8.47
National Association of Letter Carriers	3.40	11.51	2.31	6.73
Postmasters Benefit	7.09	15.92	2.71	6.56
Rural Carrier Benefit	4.75	10.77	1.76	4.20
Special Agents Mutual Benefit Association	3.92	9.33	----	----

	<u>Comprehensive Medical Plans</u>			
Columbia Medical - Maryland	5.20	18.48	----	----
Community Health Association - Michigan	5.04	15.34	----	----
Compcare - Wisconsin	7.19	19.26	----	----
Family Health Program - California	5.06	13.54	----	----
Foundation Medical Care - California	5.49	12.47	----	----

PLAN	Comprehensive Medical Plans			
Group Health Association - D.C.	8.47	21.79	4.93	13.12
Group Health CO-OP - Puget Sound	4.45	12.22	----	----
Group Health Insurance -NY/NJ	4.29	14.81	2.70	8.31
Group Health - St. Paul	5.05	14.40	3.32	9.05
Harvard Community - Mass.	6.09	17.81	----	----
Hawaii Medical Service Assoc.	3.11	8.70	----	----
Health Insurance Plan of Greater New York	4.97	14.82	3.33	9.35
Kaiser - Cleveland	4.60	14.03	----	----
Kaiser - Colorado	4.07	11.63	----	----
Kaiser - Hawaii	3.62	12.39	----	----
Kaiser - Northern California	4.79	12.87	----	----
Kaiser - Oregon	3.70	10.96	----	----
Kaiser - Southern California	6.05	16.12	----	----
Medical Service Bureau - Idaho	6.83	15.72	----	----
National Hospital Association - Oregon	2.52	6.46	----	----
Ross-Loos - California	4.03	9.26	----	----
SSS - San Juan, P.R.	2.96	10.11	----	----
Washington Physicians Service - Seattle	3.90	13.18	----	----
Western Clinic - Washington	6.12	14.89	----	----

The Government contribution is increased to \$3.79 for a self only enrollment and \$9.48 for a family enrollment but to no more than 50% of the total premium of a particular plan or option.

To find out the change, if any, in your withholding, compare your present withholding rate with the new rate shown above.

The monthly withholding rate is approximately 2 1/6 times the biweekly rate shown above.

EMPLOYEES HEALTH BENEFITS INFORMATION AND INSTRUCTIONS

- 1972 premium increases for many plans were postponed because of the economic stabilization program. These increases, as well as an increase in the standard Government contribution become effective during April 1972. The Civil Service Commission has therefore scheduled a new open season which starts on March 15, and ends on April 14, 1972.
- You may change from not enrolled to enrolled or from one plan to another, from one option to another, and/or from self only to self and family.
- Premium and enrollment changes are effective the first day of the first pay period beginning on or after April 15, 1972. New open season enrollments are also effective on this day if you were in a pay status in any part of the preceding pay period.
- Deductibles are applied on a calendar-year basis. Therefore, if you change plans during the open season, you may have to meet two deductibles. If you have covered expenses on or after January 1 but before the effective date of a change, you have to meet the deductible of the old plan. For expenses incurred on or after the effective date of the change, you have to meet the new plans' deductible.
- Coverage after a change in plan or option will not begin for a person (or family member) confined in a hospital on the effective date of a change until (1) he is discharged from the hospital or (2) the 92nd day after the effective date of the change in enrollment, whichever occurs first. Check the brochure of your new plan for benefit limitations on persons confined in the hospital on effective date of the change.
- If you wish to make an open season change, obtain Standard Form 2809 from your employing office, complete the form and return it to your employing office as soon as possible but no later than April 14, 1972.
- Plan benefits for 1972 are the same as for 1971. Therefore, 1971 or 1972 brochures previously distributed should be referred to for plan benefits. The premiums shown in these brochures, however, are subject to change as shown on the other side. If you need a brochure ask your employing office for it.
- If you decide not to make a change, do nothing.



HEADQUARTERS

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DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
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72-12 20 March 1972

PN THANKS ALL CONTRIBUTORS

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MALLOY HONORED

Raymond B. Maloy, recently retired Assistant Administrator for EU, has been selected to receive the International Aviation Service Award, established in June 1968 by Alfred Hand at the time of his retirement from FAA.

Hand, who had served many dedicated years in international aviation with the agency, set up the award to recognize individual excellence in international aviation affairs. Maloy served the agency as Director of IA Service and Assistant Administrator for IA Affairs before taking his EU post. He had contributed to international aviation in many capacities during his CAA/FAA career.

He served as chairman or member of numerous U.S. delegations to international conferences including the 1944 Chicago conference which drafted the Chicago Convention establishing the International Civil Aviation Organization. Deputy Administrator Smith

will present the silver medal and certificate to Maloy on March 21st at an International Aviation Club luncheon in Washington.

72% RETURN ON APPRAISAL SURVEY

Thanks to your personal interest and willingness to contribute ideas, the employee survey phase of the Appraisal System Study came to a close on March 14 with the return of more than 4,200 questionnaires out of approximately 5,800 that were distributed. This return rate of 72.43% far exceeds the fondest expectations of those who engage in survey activities. When advised of the results, Director of Personnel George Reeves remarked "A fabulous response--while I knew our people were tremendously interested in this subject, I had no idea they would respond so positively. Our sincere thanks to everyone who took the time to respond." Reeves went on to say, "We obviously have a clear mandate to find ways to improve the agency's Employee Appraisal System and I am confident we will..." The questionnaire data is being coded and computerized and will be available shortly in the form of tabulations and arrays for analysis purposes. Following completion of the preliminary analysis, a work group composed of employees, supervisors and managers from both the headquarters and the field will be convened in Washington to develop recommendations for consideration by top management.

ARTS III PROGRAM HALF WAY THERE

The half-way point in the Automated Radar Terminal System program was passed this month with the delivery of the ARTS III equipment to the Norfolk Municipal Airport. The Norfolk system is the 33rd to be delivered. This represents over 50 percent of the total number of systems ordered. Of the 33 systems delivered, 25 have reached Initial Operating Capability while the ARTS IIIs at Chicago O'Hare, St. Louis Lambert and Denver Stapleton airports have completed operational readiness demonstrations and are fully operational.

ARTCC COMPUTERIZATION NEARING COMPLETION . . . With the installation of the 9020A computer at the Memphis en route center this month the ARTCC computerization program takes another, near final, step towards completion. When the equipment is installed at the Minneapolis and Miami centers later this year, all NAS centers will have an IBM Model 9020 computer capability. All basic components of the simplex system at Memphis have been installed and hardware checkout is expected to be finished this week. According to officials at the center, additional components will be delivered this summer and the entire system is expected to be operational by the end of the year.

SF-160 PROGRAM SUSPENDED . . . As a cooperative step by the FAA to help air carriers resolve mounting security problems, the SF-160 program, use of FAA Form 7000 "Authorization to Flight Deck," and all other air carrier familiarization flying was suspended March 10, 1972 by GENOT 2/60. There is a tremendous workload on the air carriers at this time involving aircraft searches (some in flight), baggage searches, aircraft diversions, etc. In an effort to assist them and reduce nonoperational interference as much as possible the agency has taken this step to get the "extra man" off the flight deck. Occupancy of the flight deck by Air Traffic personnel is for the purpose of training and familiarization and can be deferred. As conditions warrant, the program will be reinstated.

OFF THE PRESS . . . A bibliography entitled "Aviation and the Environment" has been published by the Office of General Aviation's Aviation Education Programs Division, GA-300. The work was compiled by members of the Women's Advisory Committee on Aviation as an educational service to schools, educators, and the public. Copies can be obtained through HQ-406 or GA-300.

LET THERE BE LIGHT . . . A contract for 114 approach lighting systems for installation at airports in conjunction with instrument landing systems has been awarded to the Multi Electric Manufacturing Company, Inc. of Chicago. Under the \$620,452 contract, all of the units to be delivered will be medium intensity approach lighting systems with sequenced flasher runway alignment indicator lights. Installation of this equipment in conjunction with an instrument landing system will qualify an airport for a Category I all weather landing rating. This means a properly-equipped aircraft can land when the visibility along the runway (runway visual range) is as low as 2,400 feet and the pilot can see the runway or runway lights at a "decision height" (altitude) of 200 feet.

RIF NEWS . . . The final plan for the reduction-in-force is expected to get an okay from top FAA and DOT management and be forwarded to regional and center directors this week. The plan will provide the basis for determining at the regional and center levels the specific numbers and types of positions to be eliminated. The RIF, probably involving appreciably less than previously announced, is to be completed by the end of June.

PHASE II COMES TO WASHINGTON . . . Much improved air conditioning, heating, lighting and ventilation systems and sound suppression materials for the control room of the Washington en route center lead the list of creature comforts in the fifth ARTCC Phase II expansion, to begin in a month. A new building will house an uninterruptible power source (UPS) and a huge new generator. Expansion of the administrative building will add about four times as much cafeteria space and new conference rooms, and space for telephone communications gear will be enlarged. Construction crews will bulldoze enough additional parking space to last until 1980. All work should be completed a year from the starting date. Phase II work has already begun at the Houston, Los Angeles, Kansas City and Indianapolis en route centers, and contract awards are now pending for the Cleveland, Atlanta, Oakland and Chicago centers.

ID CARDS FOR HEALTH BENEFITS PLANS . . . A number of employees who changed health benefits plans during the open season that ended Jan. 31 have not received their new ID cards and employees newly enrolled in the American Postal Workers Union Health Benefits plan received ID numbers that are neither the "carrier control" number nor their social security number. Many plans are late in getting out new ID cards to newly enrolled employees. Should enrollees need their plan ID number before they receive their new ID card, they can request it from the plan's office closest to where they reside. Otherwise, the appropriate Manpower Division should be requested to supply the carrier control number on SF 2809 from employees' Official Personnel Folders. Please do not contact Manpower except as a last resort. Persons newly enrolled in the American Postal Workers Union Health Benefits plan will be provided ID cards with an interim ID number. Later they will be provided a form by the plan on which they will be asked to supply their social security number to replace the interim number and serve as their ID while enrolled in that plan.

CURRENT REPORTS CATALOG OUT . . . The Office of Management Systems has released and distributed to division levels in regions and headquarters the 1972 edition of the Catalog of Approved Headquarters FAA Recurring Reports (Order 1340.3G). The catalog contains a listing of all headquarters reports approved as of 1 January 1972. It is a valuable guide to the kinds of information available and where data can be obtained. The cost of producing and using reports in terms of man-hours and dollars is an added feature to this edition, and points up their high cost. Unneeded or marginal reports divert agency resources from operational programs and activities. The new catalog affords each office an excellent opportunity to analyze the value of the reports it has established.

FA CLUB LANGUAGE ACTIVITIES . . . Free classes for beginners in Spanish have been rescheduled to start 27 March, at noon in Room 5C. Check with Mr. Jaffe, x68790, for further information. Schedules for conversational groups are as announced in last week's INTERCOM.

TEE TIME . . . The first FA Club Golf Tournament of the new season will be held at Brettonwoods, Potomac, Maryland on Tuesday, April 18, 1972. The schedule for the entire season and other details are posted on the FA Club bulletin board.

AWARDS AND REWARDS . . . NASPO recently granted the following awards: Special Achievement Awards to Richard Marek and Charles Korn; Quality Within Grade Pay Increases based on outstanding performance to Michael Deliman, Hugh McEvoy and Wayne Karl; and a Quality Within Grade Pay Increase to Russel Larson. Logistics Service presented Special Achievement Awards to Patrick E. McCurnin (based on outstanding performance), Lillie M. Middleton and Alfred H. Kirk; Quality Within Grade Pay Increases to Pauline W. Lynd (based on outstanding performance), Robert L. Kopp, Charles R. Williams and William F. Woodbury; and a 25-year Length of Service Award to Opal R. Raines. Flight Standards Service presented Special Achievement Awards to Curtis A. McKay (based on outstanding performance), Robert E. Bell, Patricia S. Cavallo, Margaret G. Whistler, Marie E. McAnerney, Hayward S. Florer, Henry O. Brown and Harry C. Summerton, Quality Within Grade Pay Increases to Joanne E. Mayancsik and George A. Johnson, both based on outstanding performance, and to Ryan N. Whitten, Richard Abrams, Robert F. LeSuer, Irving Fagin, Harry E. Hicks and Sceleato M. Rice; and Length of Service Awards to Maxwell Maslyn, Charles Pfromer, Walter Friedman and James Dougherty, all 30 years; and Beulah Chew, 25 years.

FIS AND HQ EMPLOYEES GET GROUP AWARD . . . A group Special Achievement Award was presented to the following Flight Standards and Headquarters Operations employees for their contributions to the FAA Symposium on Area Navigation: Flight Standards = Allen M. Morrissey, Alfred P. Swanson, Joseph T. Hornsby, Joseph J. Werbke, Raymond E. Bauer, Chester A. Bush, Carolyn H. McQuaig, Sharon Sendek, Willistine A. Russell, Mary Jane Zock, Glenna S. Guido, Mary K. Fitzsimmons and Bonnie L. Brighenti; Headquarters Operations - Andrew N. Soccino and Eugene E. Thies.

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72-13 27 March 1972

TOP MANAGEMENT IS STREAMLINED

In order to further streamline the agency's management structure, the responsibilities currently assigned to the Office of International Aviation Affairs are reassigned to the Associate Administrator for Plans. The change was made to speed the decision making process by reducing the number of officials reporting directly to the Office of the Administrator. This is accomplished by delegating to one Associate Administrator additional authority and responsibility for all phases of the agency's programs regarding policy and planning, both international and domestic.

In making the announcement Mr. Shaffer said that it is frequently difficult, if not impossible to separate our international from our domestic policy and planning, and we do have the vehicle for the development of a single set of agency policies and plans.

AGENCY RIF PLAN SENT TO REGIONS

CUTS IN PERSONNEL MINIMIZED

As announced in last week's GENOT the final fiscal year-end employment plan now calls for one and a half percent staffing reduction rather than a previously estimated four to five percent. As previously anticipated staffing at field facilities will not be reduced. The year-end employment (RIF) plan now states that the agency will have to RIF a maximum of 650 employees by 30 June. In order to assure that the end-of-year employment ceiling is realized, it will be necessary to issue approximately 1,000 RIF notices (in order to reduce the force by one, several employees may be affected because of bumping and retreat rights). In fact, the actual number of employees to be separated may be less than 650 depending on attrition between now and June 30. The plan provides that the cuts of full time employees in permanent positions will be made from headquarters organizations of the old regions, Washington, NAFEC and the Aeronautical Center. Employees at field facilities will be affected only when they are subject to bumping and retreat activity of headquarters employees with greater retention preference. To insure fair and equitable treatment for all employees, the retention preference regulations of the Civil Service Commission will be used. The plan stipulates that to the extent possible, the regional headquarters and NAFEC reorganizations are to be completed. It also states that all personnel actions are frozen with the following exceptions: Those required by this RIF; those required by law or regulation; certain temporary hires and promotions; limited ATCS hires and promotions necessary for the operation and safety of the system; "150 Program"; and certain ingrade and downgrade reassignments between employing FAA jurisdictions. Regional and center directors and Manager, Headquarters Operations will announce which positions will be affected within their jurisdictions. (See Page 3)

DALLAS ACDO IS TOPS . . . Named the national winner of the Flight Standards Field Office Award for performance during calendar year 1971 was the Dallas Air Carrier District Office. Dallas ACDO was chosen from among the 12 competing regional winners by a special panel of Washington officials representing the various Flight Standards technical specialities. Besides the winner, the other regional finalists included: Norwood, Mass. GADO; Teterboro, N. J. EMDO; Atlanta, Ga. AMB; West Chicago, Ill. GADO; Eugene, Ore. GADO; Tokyo Flight Inspection Group; St. Louis FSDO; Salt Lake City GADO; Oakland FIDO; Anchorage FIDO; and New York International Field Office. Selection of the national winner was based on overall operational performance with particular emphasis on results achieved which contributed to improved aviation safety. Other factors considered included work quality significantly above average; increased productivity, efficiency or economy of operations; innovations or improvements in services to the public, and acts or services materially affecting successful accomplishment of the Flight Standards safety programs. A Plaque and Citation is scheduled to be presented to the Dallas Facility sometime next month.

NW REGION NEW HQ BUILDING PLANS OKed . . . Plans for construction of a \$2.2 million building to house the headquarters of FAA's Northwest Region at King County Boeing Field, Washington, have been approved by the county. Bids are called for in June with construction scheduled to start late summer and completion in 1973.

TRANSP0 72 TICKETS ON SALE!! . . . TRANSP0 72 tickets are now being sold at a pre-exhibition discount by mail and through Federal Credit Unions, Pentagon Ticket Office and various Washington, Va. and Md. area banks. TRANSP0 72 opens at Dulles International Airport on May 27 and ends on June 4, 1972. Advance tickets are priced at \$2.00 per adult and \$0.50 per child (12 years and under) if ordered before May 15. For mail order tickets, make check or money order payable to Treasurer of the U.S., TRANSP0 72 and mail it with a stamped, self-addressed envelope to TICKETS, TRANSP0 72; 800 Independence Ave., S.W.; Washington, D.C. 20591. Add \$0.25 for handling if the self-addressed and stamped envelope is omitted.

SEEK TOUGHER PILOT REQUIREMENTS . . . A sweeping revision and upgrading of pilot training and certification requirements, which could affect virtually every licensed U. S. pilot has been proposed by the agency. The proposal prescribes new requirements for student, private and commercial pilot certificates as well as for flight instructor ratings. It also requires pilots currently holding these certificates to have a flight proficiency review every two years, and sets higher "recency of experience" requirements for pilots who carry passengers. The proposal is one of FAA's most extensive rule-making efforts to date.

STANDARDIZED RIF PROCEDURES . . . Manpower Chiefs have received copies of the FAA RIF Guide which sets forth FAA policies and procedures for carrying out the required staffing reductions by 30 June 1972. Included in the Guide is the standardization of competitive areas as follows:

- o All employees GS=6 or WG=6 and below - local commuting area
- o For all other classes and categories of employees, the competitive area is regionwide or the jurisdiction serviced by the servicing Manpower Office
- o Two FAA organizations in the same commuting area but serviced by different Manpower Offices are in separate competitive areas; e.g., employees at the Leesburg ARTCC and the Washington National Airport are serviced by the Eastern Region whereas employees at Washington Headquarters are serviced by Washington Headquarters Operations. Therefore, employees at the Leesburg ARTCC and Washington National Airport are in a different competitive area from employees at Washington Headquarters
- o All positions in the Washington commuting area serviced by Personnel Operations Division, HQ-100
- o All other positions outside the Washington commuting area serviced by Personnel Operations Division, HQ-100 - local commuting area
- o All positions in the European Region - regionwide, regardless of geographical location
- o For positions outside the continental United States, such as in the Pacific, Alaskan and Southern Regions, Regional Directors are authorized to deviate from the standard competitive areas listed above when necessary to assure meaningful competition.

Region and Center Directors and the Manager of Headquarters Operations are now in the process of identifying all positions by grade, series, and geographical location which will be affected. Employees may be assured that as soon as these identifications are made, full information will be furnished to those who may be affected. Employees may also be assured that in the event that their job becomes affected, they will receive full and equitable consideration according to their retention rights as stipulated by the Civil Service Commission. Additional information concerning RIF regulations and procedures such as inspection of retention registers, bump and retreat rights and salary retention can be obtained from the servicing Manpower Division in each employee's headquarters.

ANNUNITY INCREASE??? . . . The Civil Service Retirement Law provides for the automatic increase of civil service annuities when the cost of living nationwide goes up by at least three per cent over the Consumer Price Index (CPI) for the month used as the base for the last annuity increase, and stays that high for 3 consecutive months. The February increase took the CPI up to 3.3 per cent during March and April 1972, annuities will be increased by at least 4.3 per cent. To benefit, persons would have to be on the annuity rolls on or before 1 July 1972.

BIRTH OF LABOR RELATIONS SHOW . . . Flickers of VIDICOM #6, a session with FAA's Edward V. Curran, Director of the Office of Labor Relations, are set for April 3 and 4 and April 18 and 19 in the FOB 10A auditorium as the mid-day matinee. Showtimes are 11:30, 12 noon and 12:30. Curran talks with four FAAers from the field--a controller, an electronics technician, an FSS specialist and a flight standards man--about controversial and important labor-management issues, such as grievance and arbitration procedures, the recent FSS union election, Executive Order 11491 which charters labor-management programs in the Federal service, and labor organizations as a vehicle for upward communications and mobility. The film is rated WW for "worth-while," so don't miss it. Office and Service heads are invited to reserve a TV set and videotape playback machine, available from the Employee Communications Staff, MN-30, room 625, x63905, to show any of the VIDICOM series to their staff members.

AWARDS AND REWARDS . . . The Airway Facilities Service presented Special Achievement Awards to Collen A. Dillon, Mary F. Heinrich and Joanne Collins, and Quality Within Grade Pay Increases based on outstanding performance to Cynthia J. Dillon, Anthony J. Froehlich, Frederick E. Gilmore and a Quality Within Grade Pay Increase to Albert C. Christie. Systems Research and Development Service presented Special Achievement Awards based on outstanding performance to Thomas H. Higgins, Larry Ronk, Rita Smithson, Walter Luffsey, Albert J. Hermie and a Special Achievement Award to William Beaven. The Office of Aviation Medicine presented Quality Within Grade Pay Increases to Kathy Buxton (based on outstanding performance) and Walter P. Condon, M.D.; and Length of Service Award to Sara S. Morgan, 35 years.

THE FIRST FEMALE FROM HQ . . . Her name is Mrs. Rosemary C. Smith, Airway Facilities Service, and she's the first woman from Headquarters to graduate from the managerial course at the FAA Management Training School in Lawton, Okla. She works in the AF Programs Division in her new position as Budget Officer. Rosemary said of the 3-week course, "It was one of the most beautiful experiences I've ever had. There was wonderful comraderie among the students, and it was the first time I've been sent to school by the FAA. I really enjoyed it.

KEEP THOSE CARDS AND LETTER ADDRESSED RIGHT . . . If you have any correspondence for the Office of Intergovernmental Relations address it to OIR Director C. D. Ward, Assistant to the Vice President for Domestic Affairs. The Honorable Nils Boe is no longer Director of OIR.

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SPECIAL

intercom

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
service to man in flight

29 March 1972

"ANNUITY INCREASE?"--CORRECTION

On page 3 of the Headquarters INTERCOM 72-13, dated 27 March, there was an omission in the item entitled "Annuity Increase?". The copy should read in full:

The Civil Service Retirement Law provides for the automatic increase of civil service annuities when the cost of living nationwide goes up by at least three per cent over the Consumer Price Index (CPI) for the month used as the base for the last annuity increase, and stays that high for three consecutive months. The February increase took the CPI up to 3.3 per cent over the base month (January 1971). If the cost of living stays at or above 3.0 per cent during March and April 1972, annuities will be increased by at least 4.3 per cent. To benefit, persons would have to be on the annuity rolls on or before 1 July 1972.



HEADQUARTERS intercom

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NO LANGUAGE BARRIER FOR INTERNATIONAL PILOTS

SPECIAL FSS TO SERVE TRANSPO

A staff of specialists who speak a combined total of 11 languages will man a temporary FSS during the International Transportation Exposition, TRANSPO 72, to be held at Dulles International in May and June. The specialists will extend a multilingual welcome to general aviation pilots attending the Exposition. Also the station will double as a showcase for new technology in flight services, including automated electronic digital flight information equipment linked to the FAA's master automated flight information bank in Kansas City. This equipment can provide almost instantaneous response to pilot requests for flight information. Since only limited facilities and accommodations for aircraft are available at Dulles, the agency is urging pilots who plan to fly in for TRANSPO to use other nearby general aviation fields and commute to Dulles by surface transportation. About 1,000 parking places are available at eight airports within a 25 mile radius of Dulles. FAA is distributing a special package of flight information materials to assist pilots planning flights to TRANSPO.

RIF NEWS

Agency Managers are identifying positions to be included in the headquarters staffing reductions in order to carry out the Agency RIF plan recently issued by the Deputy Administrator. Washington Headquarters, Regional and Center Directors and subordinate managers are closely reviewing programs and positions to determine those areas which can be reduced with the least impact on the agency mission. The specific positions to be abolished and resulting RIF actions will be announced to employees concerned by the Field Managers as soon as this information is known. It is anticipated that the first RIF notices will be issued April 10.

AWARD FOR MARY Y. BARON

Last week, at ceremonies held in the Administrator's Conference Room at Washington Headquarters, Mary Y. Baron, clerk-steno in the Aviation Education Division, Office of General Aviation, received the FAA Outstanding Handicapped Employee Award for 1971 from Administrator Shaffer. Mrs. Baron is considered to be industrially blind due to congenital cataracts. The Administrator commended her for her outstanding work, delightful sense of humor and the determined cooperative spirit she maintains despite her handicap. To this she replied, "I'm not handicapped; merely inconvenienced." Mrs. Baron, runner-up for last year's agency award, was chosen this year over five other outstanding field candidates. They were: Isaac L. Brown, Jr., AC; Edward B. McVay, SW; Carmelo L. Napolis, NW; Jane T. Sympson, AL; and Joseph M. Dulski, EA. Mrs. Baron was also named the Department's nominee for the 1971 Outstanding Federal Handicapped Employee.

SECURITY MEASURES MOVE AHEAD . . . New FAA regulations requiring more than 500 airport operators to establish comprehensive security programs to protect against hijackings, acts of sabotage and other aviation-related crimes, were announced last week by Secretary Volpe. "Under new regulations," the Secretary said, "airport operators will be required to take immediate action to implement procedures and facilities to prevent and deter unauthorized persons and vehicles from gaining access to designated air operations areas. In addition, they will be required to submit a full security program to FAA for formal approval within 90 days." Secretary Volpe said many airport operators, acting either on their own initiative or at the urging of FAA, already have taken steps designed to meet the initial objectives of the new regulations.

TROUBLE=SHOOTING ASSISTANCE ON ORDER . . . The agency has awarded a \$475,575 contract to ODEC Computer Systems, Inc. of East Providence, R. I., for maintenance monitoring equipment related to the agency's enroute automation program. The contract calls for 44 medium-speed line printers for use with systems maintenance monitor consoles in ARTCCs. These printers provide information on the operational status of the automation equipment in the centers and assist in trouble-shooting this equipment. Each of the 20 centers will receive two printers each, as will the Academy in Oklahoma City and NAFEC. Deliveries are scheduled to begin in August.

KEEP THE DOOR CLOSED . . . Lockable, bullet-proof cockpit doors and bulkheads may become mandatory equipment on all large turbo-jet aircraft operated by certificated carriers--at least the agency has asked industry comments on such a proposal. The door would have a large two-way window. The locking mechanism would be electrically controlled from the pilot's station, latch automatically and would be spring-loaded to open upon electrical failure. Airlines would be required to install the doors within 18 months of the rule making.

O'HARE GETS ADAP GRANT . . . In a "first of its kind" ADAP allocation, Chicago O'Hare Airport was granted funds to construct six pedestrian tunnels for the safety of air travelers passing between a new 9,250-vehicle parking structure and the airline terminal buildings. The main purpose of the tunnels is to provide a quick and safe link between parking and terminal areas, but they will also serve to protect pedestrians during inclement weather. The grant will also cover construction of two additional road lanes providing access to additional drop-off and pick-up points at the terminal.

CAN DO'S AND DON'T DO'S . . . Election year is here again and here from the Office of Labor Relations are some basic political "can do's" and "don't do's" for Federal Employees. While we are all encouraged to register and vote, there are restrictions on certain kinds of political activities. The following general guidelines are offered for your information. For the answers to specific questions, contact your servicing manpower division.

Federal employees may: assist in general voter registration drives; express their opinion about candidates and issues; participate in campaigns where none of the candidates represent a political party; contribute money to a political organization or attend a political fund raising function; wear or display political badges, buttons or stickers and attend political rallies and meetings; join a political club or party; sign nominating petitions; and campaign for or against referendum questions, constitutional amendments and municipal ordinances.

Federal employees may not: campaign for partisan candidates or political parties; work to register voters for one party only; make campaign speeches or engage in other activity to elect a partisan candidate; be a candidate or work in a campaign of a candidate if any candidate represents a national or state political party; collect contributions or sell tickets to political fund raising functions; distribute campaign material in a partisan election; organize or manage political rallies or meetings; circulate nominating petitions; campaign for or against a candidate or slate of candidates in a partisan election; or serve as an officer of a political party or as a member or officer of a committee of a political club, or be a candidate for any of these positions.

ICAO SEEKING APPLICANTS . . . The following assignments are now available with the International Civil Aviation Organization:

BANGKOK - three years: 3/72 Technical Officer, Communications, Air Navigation Bureau; (\$11,283 - \$15,093); salary quoted is free of tax. Applications due in IA-29 by May 3, 1972.

MONTREAL - three to five years: 4/72 Director, Legal Bureau, Office of Director; (\$22,222 - \$23,146); salary quoted is free of tax. Applications due in IA-29 by July 3, 1972. Additional information about duties, qualifications, salary and benefits as well as applications are available at your manpower division. FAA employees accepting ICAO assignments are entitled to restoration rights.

JOINT USE FOR NAVY AIRPORT . . . The agency's proposal for joint use of the Naval Air Station at Agana, Guam, has been accepted by the Navy. This will insure use of the Navy facility by air carriers and general aviation aircraft of U.S. registry. It also will permit Guam to develop a civil terminal area.

SUPERVISORY DRUG AWARENESS . . . The "Supervisory Drug Awareness Program" will be shown the week of April 10-14 in the auditorium for supervisors and managers from the Headquarters building. Representatives from the Investigations and Security Staff, the Personnel Operations Division and the Office of Aviation Medicine will be present to answer questions. The presentations are only for supervisory people as part of their mandatory training.

COMPUTERIZED CREDIT UNION . . . With the advent of a "Real Time Computer System," the Transportation Federal Credit Union is changing its hours of service to 9:30 to 4:00 Monday through Friday, effective Monday, April 17th. Hours are presently 9:00-4:30. The change will affect the main office, room 532, FOB 10A and the branch office, room 3246, Nassif.

CURRAN IS COMING IN VIDICOM #6 . . . Edward V. Curran, Director of Labor Relations, is coming to the wide screen in VIDICOM #6 April 3 and 4, showtimes, 11:30, 12 noon and 12:30 in the FOB 10A auditorium. Curran speaks with four FAAers from the field about timely issues in labor-management relations. Mid-day matinees of the program are also set for April 18 and 19. Office and Service heads can reserve a TV set and playback machine to show any of the VIDICOM series to their staff members. Contact the Employee Communications Staff, MN-30, room 625, x63905.

FEW MEET FOR DINNER . . . Federally Employed Women (FEW) will hear a speech, "Sex Hormones and Government Jobs," when they meet April 19th at 6:30 p.m. at Blackie's House of Beef, 22nd and M Sts. NW. The guest speaker will be Dr. Estelle Ramey, Specialist in Endocrinology in the Dept. of Physiology and Biophysics, Georgetown University School of Medicine. Make your reservations no later than April 15th by sending a check for \$6 to Ms. Yvonne Treadwell, 410 G St. SE, Washington, D. C. 20003.

HEART FUND HELPED . . . To express sympathy to their fellow employee, Philip DeCara, Jr., on the sudden death of his father, members of the Air Traffic Control Development Division, RD, collectively forwarded their contributions to the Heart Association of Northern Virginia in lieu of sending flowers. In return, the Association sent a letter of appreciation.

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service to man in flight

APRIL 1972

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CLARKE HARPER WINS TOP NATIONAL AWARD



RECOGNITION AT HOME . . . Just last fall Clarke Harper was presented the agency's most coveted award, the Decoration for Exceptional Service. The medal was presented by the Administrator during FAA's First Annual Awards Ceremony.

HARPER -- 37-YEAR FEDERAL CAREER

The National Civil Service League Award is presented annually to ten outstanding Federal employees for their efficiency of service and special achievements. This year, FAA's own Clarke Harper, Associate Administrator for Administration, was chosen for this honor.

To refer to this man as "FAA's own" is neither presumptuous nor is it an exaggeration, for he has served FAA and its predecessor agencies exclusively since 1942, except for a stint with

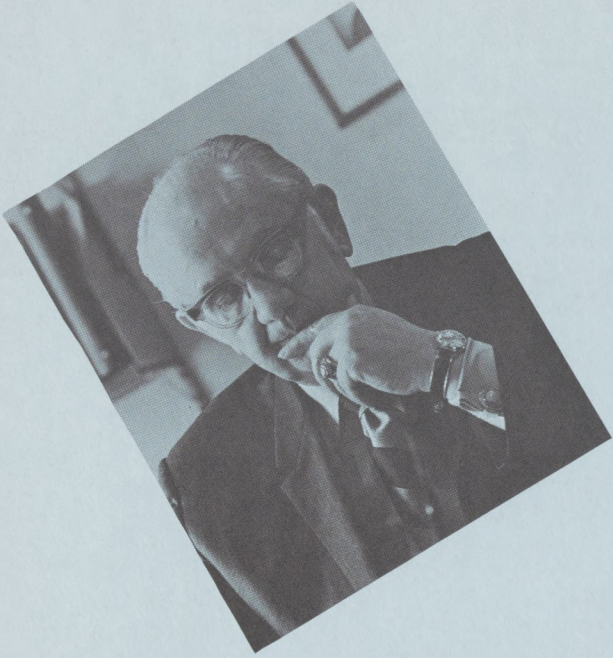
(cont. on page 4)

PROFILE - THE MAN

BEHIND THE DESK

"This is the most rewarding job I've ever had," Clarke Harper said sitting behind the round polished desk in his comfortable, but not extravagant office. "I like everything about it; I like the excitement, more important, I like the people. You know," he said leaning forward and warming to the subject, "I started working in aviation back in 1942 because I was looking for an expanding, and interesting field. I found one all right; I picked a winner, but today, more than anything else, it's the people I'm working with that keep me here. In aviation I met the kind of people I like--dynamic, energetic people, sure, but the people here are something more than that. They are the kind of people I know I can trust." Harper paused and thought about this for a moment before he went on, "Trust is a very important thing," he said, "I believe in it

(cont. on page 4)



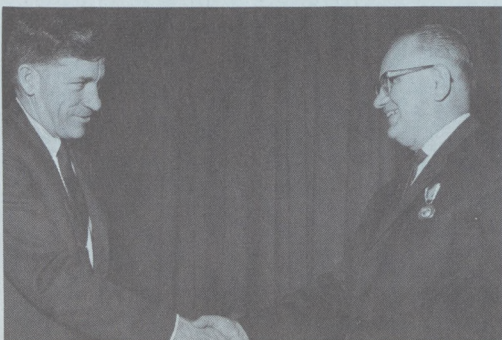
In Alaska

Among the numerous awards bestowed on Harper during his career are the Federal Government Accountants Association Award, the FAA Meritorious Service Award, the Department's Meritorious Achievement Award and, most recently, FAA's top award—a gold medal Decoration for Exceptional Service.



With Mary Healy.....

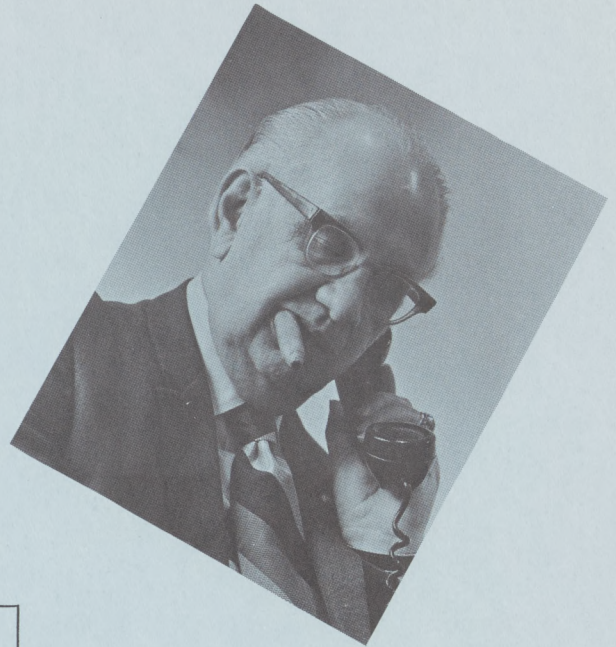
Najeeb Halaby



And the late Joe Tippets



On an inspection trip with other officials



Previous FAA recipients of the National Civil Service League Award include:

1965 - Alan L. Dean, then serving as Associate Administrator for Administration.

1966 - Oscar Bakke, now Assistant Administrator for EU Region.

1967 - David D. Thomas, former Deputy Administrator, retired.

1969 - George S. Moore, Associate Administrator for Operations.

1970 - Henry L. Newman, Director of the Southwest Region.

Bertrand M. Harding, Associate Administrator for Manpower, received the NCSL Award in 1962, while employed at the Internal Revenue Service.



Several years ago

With other FAA executives



CAREER (cont. from page 1)

the Army Air Force during World War II. Harper's Federal career began in 1934 with the Home Owners Loan Corp. (HOLC). In 1941, HOLC moved to New York City and he worked there for a time, but being a native Washingtonian, he decided to return to friends, family and home. At this time Harper carefully considered his career field as well as the agency he would work for, seeking growth potential in both. He chose budget and Civil Aeronautics Administration, FAA's forerunner. After the war, Harper returned to CAA and held numerous positions in budget, management, administration and supply. From 1949 to 1952, he was Deputy Chief and later Chief of the procurement and property management programs of CAA. From 1952 to 1959, he was Deputy Budget Officer, followed by Budget Officer until July 1961. Harper then served as Acting Director of Management Services until October 1961 when he was named Director of Budget, a newly established office in FAA. Assistant Administrator for Appraisal was his next step in 1963, then Deputy Associate Administrator for Administration, and less than one year later, he assumed his present position. From this post, Harper oversees Management Systems, Budget, Air Transportation Security, Audit, Headquarters Operations and Logistics. The NCSL Award ceremonies will be held April 28 at a banquet in the Washington Hilton Hotel. Tickets are available through HQ-1.

PROFILE (cont. from page 1)

and I have good reasons....In this job it is essential that people develop trust in our objectivity. This kind of trust is something we can't buy; it takes a long time to win, and it takes a long time to recover if we lose it. FAA has built a reputation for integrity. This is a very practical asset. Both the Office of Management and Budget and Congress know that when we submit a budget, we lay it out as it is. When we price out a project or a proposal, the cost estimates are not really questioned. We don't have to spend a lot of time defending figures. In this way we have time to 'sell' the total impact and importance of our program. We have an equal responsibility not to pad the prices, and we live up to that responsibility." When we asked Harper about his formula for success, he said he didn't have any, but that earning the trust of others had been an essential ingredient in his career. He said a successful career cannot be based on making recommendations that we think the boss would like. "This might work for a while," he said, "but in the long run an official must make recommendations he honestly thinks are correct." Another factor that he cites as being essential to growth is concentrating on doing the best we can with the job we are doing right now. In summing up he said that a practical sense of virtue had served him well, and sitting with him in his executive suite on the top floor of the FAA building, we had no reason to doubt him.

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HEADQUARTERS

intercom

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

SPECIAL

7 APRIL 1972

HEADQUARTERS SEPARATIONS CUT BY HALF

IN OUR CONTINUING EFFORTS TO MINIMIZE THE IMPACT OF THE REDUCTION-IN-FORCE, THE AGENCY REVIEW BOARD MET YESTERDAY TO ASSESS THE DATA COMPILED AS-OF 31 MARCH ON ATTRITION, RETIREMENTS, ORGANIZATIONAL RESTRUCTURING, ETC. IT WAS DETERMINED THAT THE PREVIOUS RIF FIGURE OF 160 FOR HEADQUARTERS COULD NOW BE REDUCED BY OVER 50 PERCENT. THIS MEANS A MAXIMUM OF ABOUT 75 PEOPLE WILL BE SEPARATED. MEETINGS ARE NOW BEING SCHEDULED BY SUPERVISORS TO COUNSEL PERSONNEL AFFECTED. WE WILL CONTINUE TO KEEP YOU INFORMED.

SMITH, DA-1



HEADQUARTERS intercom

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72-15 13 April 1972

CENTER, TOWER AND FSS ARE RECOGNIZED

TOP AIR TRAFFIC FACILITIES NAMED

SCHOLARSHIP GRANTS AWARDED

A full-time controller studying law in night school is winner of the top David D. Thomas Scholarship grant for 1972. The \$1,000 grant will be awarded to WE Region's Paul D. Gutierrez of the Long Beach Tower, who will continue with his study of aviation law. Four other grants went to dependent children of FAA employees. From the GL Region, Marla Y. Hooks, Daughter of Connie Hooks, Labor Relations Br., Manpower Div., received a \$500 grant. Grants of \$200 each went to: Myra Precourt, daughter of William F. Precourt, AT Representative, Dover AFB, Del., EA; in SE Region, Suzanne M. Royer, daughter of Norman and Marie Royer. Mrs. Royer is a technical records clerk in the AF Div., and Mr. Royer is an electronics technician, Airports Div. In SO Region, Sheila H. Little, daughter of Billy Little, Chief, Compensation Br., Manpower Div.

The Fort Worth En Route Center, O'Hare Tower and the Pensacola FSS have been named the outstanding Air Traffic Facilities of the year for 1971. The center, tower and station were picked as top in their group and recognized for maintaining the highest degree of operational efficiency in giving air traffic service. During 1971, the Fort Worth ARTCC handled 1,172,666 operations and averaged an increase of 1,538 per month for the last five months over the comparable period of the previous year. The flexibility, adaptability, and traditional cooperativeness in providing services to the aviation community during this period is commendable. (For continuation see Page 3)

NINE CONTROLLERS REHIRED

In connection with the policy recently announced by Secretary Volpe and Administrator Shaffer for the reemployment of controllers fired for their activist roles in the 1970 strike (see INTERCOM 72-7, Feb. 14, the Administrator has now approved nine applications for reemployment. Three of these employees have been approved to return to their original facilities and six to return to facilities other than their original assignments. These approvals, in accordance with the reemployment policy outlined previously by the Secretary, are based solely on compassion for the controllers and do not diminish the gravity of striking against the Federal Government. FAA anticipates that additional applications will be submitted for review. These accessions do not increase the number of RIFs required by the employment plan. Rather, because of the need to maintain a minimum number of center and tower controllers called for in the plan, they will reduce the number of AT trainees to be hired from the outside.

FIRST FAA NATIONWIDE LABOR AGREEMENT . . . A tentative nationwide labor agreement covering Flight Service Station Specialists has been negotiated between FAA and the National Association of Air Traffic Specialists. The NAATS negotiating team consisted of William Kraham, Executive Director; Frank Klueber, Phoenix FSS, President; John Enlow, Minneapolis FSS, Vice President; Joseph Cirillo, Indianapolis, FSS, Board Member and John Ward, Phoenix FSS. FAA was represented by Ruth Dennis, Chief, San Diego FSS; Al Haferbecker Air Traffic Division, Great Lakes Region; Bob Martin, AT-300; Joe Noonan and Ed Curran of the Office of Labor Relations. The agreement is subject to the approval of the Administrator and to ratification by the NAATS Board of Directors before it will become effective.

THE KEY TO ATC TOWERS . . . Sixty-four prefabricated control towers will be built at low and medium activity airports in 33 states and Puerto Rico under a \$12,900,000 contract awarded recently to Hunt Building Corp. of El Paso, Tex. The turnkey package includes design, site work, fabrication, erection, furnishing and installation of electronic and other equipment. The first delivery will be made by December of this year and thereafter at the rate of one a month for 15 months. The towers will vary in height from 30 to 70 feet and can be expanded in 10 foot modules to a maximum of 90 feet. The entire facility can be dismantled and relocated should future airport expansion require it. The agency has successfully tested prefab towers at Owensboro, Ky.; Columbus, O.; and Parkersburg, W. Va. The Hunt project is assigned to the Environmental Engineering Division, Airway Facilities Service, Robert L. Pumphrey, program manager.

COMPUTER WING SPROUTS . . . A new \$1.5 million three-story computer wing at the Fort Worth ARTCC was dedicated March 30. Associate Administrator for Engineering and Development Gustav E. Lundquist, who was principal speaker, joined Southwest Region Director Henry L. Newman and other aviation and business representatives at the ceremonies, marking a major step in the center's automated air traffic control activities. The new wing will house automated flight data processing initiated in 1970. The addition of two new computers in the future will speed up flight plan handling and permit computer processing of radar data received from the center's long range radars. Automation wings remain to be completed at the Jacksonville, Minneapolis-St. Paul and Miami centers.

GO FOURTH, ARTS . . . The fourth ARTS III system was fully commissioned at Seattle-Tacoma International Airport on March 19, in addition to those already in full operation at Chicago-O'Hare, Denver and St. Louis. Twenty five ARTS III terminal radar systems have been installed and attained initial operating capability; 33 systems have been delivered and are now being installed. There will be 64 systems in all.

IN THE DARK OF NIGHT . . . It was pitch dark, the wind was gusting to 55 knots and a light plane was known to be inbound when the power failed at the Livingston, Mont., Airport and FSS. The station's radio went dead and FSS specialist Alan Raney couldn't even tell the pilot that all airport lighting--boundary and beacon--was lost. But Raney did something. He drove his car to the approach end of the runway. With headlights on high beam, he lined the auto up with the runway center-line and placed three flares behind the car at about 150 to 200 foot intervals. The pilot found the runway because of the guiding lights. He landed safely. During the month of March 1972, 296 flight assists were reported--153 by flight service stations, 98 by towers and 45 by centers. There were a total of 470 people reported on board the aircraft involved. The primary causes for the assists included 175 lost pilots, 32 low on fuel, 52 involved in weather and 79 with some type of equipment malfunction. There were 111 pilots assisted by the use of radar, 135 assisted with DF, 67 with VOR orientation and 39 by the use of geographical locations. Reports indicate 30 student pilots involved, 19 gear-up landings averted, 51 flight assists at night and 17 assists aided by other aircraft.

PLENTY OF PLACES TO LAND . . . The number of aircraft landing facilities in the U. S. passed the 12,000 mark for the first time last year, according to the agency's annual tabulation. FAA records show 12,070 airports, heliports and seaplane bases as of Dec. 31, 1971, despite the abandonment of 354 landing facilities last year. This represents a net increase of 809 over the 11,261 reported at the end of 1970. Texas still leads all other states with 1,128 landing facilities, followed by Alaska with 762, California with 746, Illinois with 652, Pennsylvania with 511, Ohio with 491, and New York with 444. Of the national total, 4,418 landing facilities are classified as publicly owned and 7,652 are privately owned and operated, but 4,617 of the private facilities are closed to the general public.

FACILITIES NAMED (Cont. from Page 1) . . . The O'Hare Airport Traffic Control Tower recorded 641,429 airport operations with 759,911 instrument operations. This was accomplished in the face of relocation of the tower in May 1971. The Pensacola Flight Service Station had an extremely high productivity average. Each full performance level flight service specialist provided over 17,000 flight services. The efforts and performance of the specialists have been sustained for several years.

A LITTLE EXTRA . . . The agency has awarded an amendment to an existing contract with IBM Federal Systems Div., Gaithersburg, Md., to purchase additional components and thus increase the capacity and capabilities of the IBM 9020 central computer complexes installed in ARTCCs at Atlanta, Fort Worth, Memphis and Washington, D. C. Also included in the contract are spare flight strip printers for each location.

STANDARDIZED RIF PROCEDURES CHANGE . . . A change in standardized competitive areas for positions assigned to the Washington Headquarters has been approved. The change provides that all positions GS-7 and above serviced by the Personnel Operations Division, HQ-100, except European Region, are in the same competitive area. This change is necessary to assure meaningful competition for Washington Headquarters' employees located geographically outside the Washington, D.C. commuting area. All other competitive areas remain the same as publicized in the 27 March 1972 edition of INTERCOM, i.e., GS-6's and below compete only in the local commuting area.

HAPPY RETIREMENT . . . The Office of International Aviation Affairs will bid a fond farewell to William T. (Bill) Kildall who will retire April 15. Bill has served CAA/FAA for 34 of his 37 years total Federal service. He has been stationed in ten different states including Hawaii. He came to Washington headquarters in 1957. Best wishes for a happy retirement, Bill!

SUPPORT YOUR LOCAL COORDINATOR . . . The Office of Civil Rights is planning to invite a prominent woman in the Federal government to speak at Headquarters about the Federal Women's Program. The Federal Women's Program Coordinator would like to have suggestions about speakers and subject matter from women here at headquarters. Phone Kathy Vitek on x63785 or drop a note to CR-3 with your ideas.

AWARDS AND REWARDS . . . Systems Research and Development Service granted Quality Within-Grade pay increases to Barbara White, Mel Anderson, Robert S. North and Thomas H. Green and Special Achievement Awards to Elnora M. Rhodes (based on outstanding performance) and Paul H. Petersen. Capital Airports employees received the following awards: Washington National--Quality Within Grade Pay Increase based on outstanding performance to George N. Terris and a Special Achievement Award to William R. Triggs; Dulles International Airport--Quality Within Grade Pay Increases to Patricia M. Grimes, Claude L. Havens and Alfred R. Dunn and Special Achievement Awards to Virginia D. Stewart, Herbert N. Ford, Nathaniel T. Dix and Raymond N. Ambrose.

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HEADQUARTERS intercom

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
service to man in flight

MS-40

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2-16 17 April 1972

SAFE MECHANICS WIN HONORS AND \$\$

Two maintenance specialists in avionics won national awards in the 10th annual NOT/FAA Aviation Mechanic Safety Awards Program. Charles C. Linberg, owner of the Ozark Aircraft Radio Co. in St. Louis took honors in the general aviation category, and Herbert Gehm, a United Airlines radio and instrument mechanic of San Mateo, Calif. won in the air carrier class. The winners and their families will be flown to Washington to receive inscribed medallions from Administrator Shaffer on June 27. They will also share in thousands of dollars in prize money and gifts donated by aviation companies and organizations. Linberg was chosen for his consistently outstanding efforts in promoting aviation safety and good operating practices among general aviation pilot groups. Gehm was picked for his professionalism, ingenuity and personal effort "all of which go far beyond the normal scope of a mechanic's responsibility." The Awards Program is sponsored by the FAA, Flight Safety Foundation and members of the aviation community.

BOND CAMPAIGN IS UNDERWAY

BUY A LITTLE PIECE OF AMERICA

Once more FAA is joining in the annual bond campaign to increase U.S. Savings Bond sales. As Unit Chairman of our agency's "Take Stock in America" drive, it is my privilege to remind you that all the "old" reasons for buying U.S. Bonds still makes good sense. Bonds are one of the easiest ways to build a nest egg. All you have to do is join the payroll savings plan and an amount you specify will be set aside from your check each payday.

You may not know this important fact -- U.S. Savings Bonds are a better buy today than ever before because they now pay an extra bonus. E Bonds pay 5-1/2% when held to a maturity of 5 years, 10 months.

Remember, through your purchase of bonds you are not only assisting in the sound management of the public debt but you are helping to stabilize the economy because a larger number of E Bond investors results in a more stable debt structure.

Last year the agency achieved a 78 per cent employee participation rate. I am especially interested in improving this rate during the 1972 campaign which begins the first week in May. Helping America is helping yourself to build a better future for you, your country, and your family, so this year Take Stock in America by joining the payroll savings plan.

John H. Smith

FIRST RIF NOTICES ISSUED . . . On April 10th, approximately 1000 RIF notices were issued to those employees who are affected in the reduction in force. In certain jurisdictions, general notices have been issued in lieu of specific notices because final determinations have not been made as to the specific individual action to be taken, i.e., reassignment, demotion or separation. Additional notices may be issued as determinations are made where individuals with higher retention rights exercise their "bump" or "retreat" rights. Employees who received an advance general notice must also receive a specific notice before any personnel action can be taken. The Office of Personnel will continue to monitor agency attrition to determine whether any adjustments can be made.

FAA'S EAR IS RESHAPED . . . OST has prescribed a modified performance appraisal form for use throughout the Department which substantially resembles FAA's current Employee Appraisal Record (EAR). However, this new form, Performance Evaluation Record (*Employee Appraisal Record*), DOT F 3430.1, will supersede FAA's current EAR, FAA Form 3430.1, upon receipt. Instructions regarding its use will be issued shortly. This OST revision in no way affects the in-depth FAA Employee Appraisal System Study in which many of you have been participating through questionnaires and interviews. That study is proceeding on schedule and you will be kept informed as significant conclusions are reached.

KEEPING CURRENT . . . In order to insure that FAA equipment "stays on the line" in case of a power failure, the agency is replacing old engine generators and buying new ones worth over \$3 million. Delivery is scheduled to start in December 1972 and continue at the rate of 12 per month of the 323 generators purchased. The power plants will be a quasi-turnkey design and will come complete with a van. The engine generator and ancillary equipment will be factory installed, wired and tested. For the enroute centers, 28 engine generators are being purchased under a separate contract. Delivery of these 550 KW units will be dovetailed with the Phase II ARTCC modernization program.

AN ILS TO BEAT BUMPY TERRAIN . . . The agency will test an experimental antenna designed to improve the performance of ILSs at airports where the surrounding terrain makes use of conventional glide slope equipment impractical. Tests of the 72-foot high wave guide antenna will begin in mid-April at Preston Glenn Airport, Lynchburg, Va. and will run for 75 days. Specially-equipped FAA flight inspection aircraft from NAFEC will be used to check the signal. The wave guide antenna does not require level terrain, as does conventional ILS equipment. The antenna will not be used to guide regular air traffic making instrument approaches to the airport nor will it interfere with signals from the standard ILS at the facility.

LONG=RANGE PLANS OUT . . . The agency's long-range program for developing a balanced airport/airways system to meet the projected demand for air transportation services through 1982 is detailed in the 1972 edition of the National Aviation System (NAS) Ten Year Plan and Policy Summary just published. The Plan is revised annually, but this is the last year for the Policy Summary. Future policy changes will be made by page substitution to this edition. The Plan and Policy Summary are the two basic working documents for the FAA fourth Annual Aviation System Planning Review Conference--theme: "Partnership--Key to Progress"--to be held May 1-3 in Washington, D. C.

FOLLOW=UP ON GROUP AUTO INSURANCE . . . The first status report on this subject was made in the 22 February 1972 INTERCOM and a promise was made to keep employees updated on the program's progress. A formal proposal that will implement the program is now being prepared. A few of the details regarding payroll deductions are being ironed out in order that a final meeting of understanding with all the interested parties can be held in mid-May. Thereafter, questions raised regarding the insurance program will be answered and some general information relative to the insurance rates involved will be provided.

ICAO SEEKING APPLICANTS . . . The following assignments are now available: International Civil Aviation Organization. MONTREAL = 2 years: 1/72 Language Officer (Interpreter/Reviser), French Section, Language Branch, Bureau of Administration and Services, Montreal. (Demonstrated ability to interpret into French from English and Russian or Spanish. Ability to translate into, and to write in French, with a thorough knowledge of syntax and stylistics. A profound knowledge of English and/or Russian or Spanish is essential.) 3 years: 2/72 Aviation Forecasting Officer, Air Transport Bureau, Montreal. Salary for both (\$13,578-\$17,568) is free of tax. Applications are due in IA-29 by 1 May 1972. Additional information about duties, qualifications, salary, and benefits as well as applications are available through your Manpower Division. FAA employees accepting ICAO assignments are entitled to restoration rights.

ON WITH AUTOMATION . . . MITRE Corp. of Bedford, Mass., will continue to assist in the implementation of both the enroute and tower automation programs under a contract extension awarded by the agency. These automation programs are well underway, with completion of the full, interconnected nationwide system expected by the end of 1974. One of MITRE's major tasks under the contract is the development of specifications for linking the centers and towers in the automation program into an integrated nationwide network for the exchange of flight information.

FIRST PHASE IN RIF COMPLETED . . . A total of 76 General Notice of Reduction in Force letters were sent to those Headquarters employees whose positions are planned to be abolished by 30 June 1972 to meet end of fiscal year employment ceilings. Of these 76, thirty will displace other employees of the same grade level who have less tenure. Thus, an additional 30 General Reduction in Force letters also were sent to these 30 displaced employees. After the total RIF retention comparisons are completed within the next few weeks, all affected employees will be provided a Specific Notice of Reduction in Force that will indicate whether a specific position can be offered to the employee or whether he must be separated by 30 June 1972. To assure every consideration, any employee whose official personnel folder does not reflect his total work experience because of details, temporary assignments, or other circumstances, should immediately submit an updated Standard Form 171, "Personal Qualifications Statement," to the Processing and Records Branch, HQ-110, room 512C.

SECRETARIES HAVE THEIR DAY . . . "Better Secretaries Mean Better Business" is the theme of the 21st Annual Secretaries Week April 23-29, and Wednesday, April 26 is designated "Secretaries' Day." The Week is sponsored by the National Secretaries Association (International) and will be highlighted locally by the D.C. chapter with a banquet at the Touchdown Club April 26 and a luncheon and fashion show April 29 at the Kenwood Country Club, sponsored by the Bethesda chapter.

THE SECOND SHOW . . . VIDICOM #6, featuring Director of Labor Relations Ed Curran and field representatives discussing labor-management relations, will be shown again this week on April 18 and 19. There will be three showings each day in the auditorium--11:30, 12 noon and 12:30. If you missed the April 3 and 4 showings, make sure you don't miss this second chance.

IT TAKES ALL TYPES . . . The Red Cross Bloodmobile is coming to FAA....on Friday, April 21. A sign-up board is on the second floor near the snack bar where you can make a life-giving appointment for any time on the 21st between 10 a.m. and 3:30 p.m. on the half hour. The spaces are going fast, so sign up early. Donations will be taken in the FA Club room 115 in FOB 10A.

THIS IS NO RECORDING . . . Records officers in the Washington headquarters are advised of new telephone numbers at the Records Center to obtain accession numbers for records storage and for reference or retrieval of records at the Center. For accession numbers, call 736-7504; for records retrieval, call 736-7510.

FAA INTERCOM is published weekly for employees of the DOT/FAA by the Employee Communication Staff . . . Director, Leo I. Beinhorn; Editor, Theodore N. Maher; Editorial Assistants, Carol Lencki and Donald Braun . . . MN-30, Room 625, FOB 10A, x63905.

MS-40 Eag 4/19
SPECIAL

19 April 1972

BLOODMOBILE DUE HERE ON FRIDAY

It's Springtime again and NEW LIFE is starting! Sign up now and give your Blood so that new and old life can continue.

It is difficult for busy, hard-working people to take time to visit the Red Cross Blood Bank. So, the Bloodmobile will visit FAA Headquarters on 21 April 1972. Sign up now and give blood this Friday.

Sign up - where? FOB-10A Mezzanine, 2nd floor.
Give Blood - when? - Friday, 21 April 1972.
Give Blood - where? - Bloodmobile - FOB-10A, Room 115

The FAA quota for the year is 500 units by 30 June 1972. At present, the agency is 185 units under the quota. The FAA has never failed to meet its quota; let's go over the top on Friday!

Support the FAA effort! Bleed a little on Friday, 21 April 1972. You will be bleeding for a friend, a relative and yourself.

Blood saves lives -- GIVE NOW!

giving
BLOOD
sav^e lives

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4/28

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DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
service to man in flight

2-17 24 April 1972

"A" IS FOR ALLOFUS-- WE'RE THREE LETTER WORDS

Coming soon is an order outlining a change in our agency's routing symbol system. The new system, prescribed by DOT, is intended to eliminate current duplication of Department symbols which is causing mail to be misrouted. Current FAA routing symbols will be preceded by an "A", e.g. AAT for Air Traffic Service, APN for Office of Personnel, ACE for Central Region, AAC for Aeronautical Center, etc. Watch for the order! The new symbols will appear in the next edition of the DOT Telephone Directory.

A COLLECTOR'S ITEM-- BUY BONDS....



EXHIBIT SHOWS HOW AVIATION SERVES COMMUNITY

AVIATION PROGRESS FEATURED AT TRANSPO

Government efforts to make aviation safer, more efficient and more compatible with total community interests will be highlighted by the joint FAA/National Aeronautics and Space Administration (NASA) exhibit at TRANSPO 72. underscored by the theme "Aviation Serves the Community and the Nation," the display combines actual hardware, motion pictures, video tape and animated audio-visual techniques to illustrate how NASA, FAA and the aviation community work together to overcome environmental, safety and other aviation-related problems. The 3300-square foot display gives the effect of an airport, dominated by a scaled version of the new standard tower and a series of "hangers" to house various exhibit stories. Visitors will enter, tour and exit the "airport" on a carpeted "runway," lined by flashing strobe lights symbolizing runway and taxiway lighting. The separate displays will show how technological achievements are helping to reduce jet noise and visible smoke and to facilitate air traffic control, communications and short and long range navigation and how advances in aircraft design are increasing the efficiency and economy of flight.

ANNUITY RISE CLOSER

The Civil Service Commission has announced a cost-of-living rise of .2 percent for the month of March over February 1972. Now the cost of living increase over the 1971 base month is 3.5 percent. Hence, the picture is brighter for a possible increase in annuities for Civil Service annuitants. If the cost of living for April does not fall below 3 percent (and we will know about 22 May 1972), the increase for persons on Civil Service annuity rolls on 1 July 1972 will be no less than 4.5 percent.

WHERE WE'LL BE IN '83 . . . "The next decade will be a period of vigorous and uninterrupted growth for both general aviation and the air carriers," Administrator Shaffer predicted last week while announcing the publication of the agency's "Aviation Forecasts" for fiscal years 1972 through 1983. Operations at FAA air traffic control facilities are expected to increase two to three times during the forecast-period. Tower operations will jump from 54.2 million in FY 1971 to 140.2 million in FY 1983; center operations from 21.3 million to 42 million and flight service station operations from 47.6 to 156.6 million. According to the projections by 1983 the number of passenger enplanements is expected to total 475.5 million, almost three times the FY 1971 level. The forecast predicts that revenue passenger miles will also more than triple by 1983 to a total of 445 billion. Total hours flown by general aviation aircraft is expected to more than double, reaching 46.2 million. A 60 percent increase in the size of the general aviation fleet also is forecast by FAA during the decade.

NORTH OF THE BORDER . . . Delegates to the Seventh Air Navigation Conference (ICAO) meeting, held in Montreal, Canada, this month, witnessed the successful demonstration of VHF air/ground data link digital communications in operation. The "demonstrators" were Vic Rodgers and Tom Williamson of the Voice Communications System Branch, SRDS. The demonstration began with an audio-visual briefing. Then FAA aircraft N-112 was given clearance via data link to take off from JFK International Airport. The cathode ray tube display and printer equipment in Montreal monitored up-link and down-link transmission throughout the flight, and a manual input keyboard was used to up-link plain text messages. Also, a data link-equipped American Airlines 747 in flight was tracked from Chicago to its landing at JFK via down-linked position reports.

STATUS REPORT--AIRPORT DEVELOPMENT . . . Airport sponsors have submitted 1,070 requests, totaling \$846,287,742 in Federal funds, for aid under the Airport Development Aid Program since the inception of the program. In response to these requests, 231 grants for \$170 million were executed during FY 1971. In FY 1972, an additional 396 projects for \$207 million have been approved through April 4. Of these projects, 222 for \$176.4 million were at airports served by all segments of aviation. There were 174 projects for \$30.6 million at general aviation airports. Of this amount, \$13.9 million was granted to 29 reliever airports. The approved allocations include advance programming for \$14.9 million for FY 1973.

THE LOST HOUR . . . Daylight Savings Time will sweep the nation at 2:00 a.m. this Sunday, April 30. Don't forget to turn clocks ahead one hour Saturday night. Employees on duty at the time of the changeover will be charged one hour of leave. In the fall, when the nation returns to Standard Time, employees on duty will receive overtime for the extra hour they work. Paragraph 25 of PT P 3600.3, Workweek and Hours of Duty, gives complete information.

WHO SAID THAT??? . . . Use of computer generated voice messages to alert pilots operating under visual flight rules (VFR) to nearby traffic and terrain obstructions will be evaluated by the agency in a test program scheduled to begin May 5 at the Knoxville, Tenn., airport. The VFR advisories will be produced automatically through a system of voice synthesis and broadcast over a specially reserved radio frequency to aircraft participating in the test. Administrator Shaffer said the Knoxville test is part of a broad agency effort to determine the best systems approach to reducing further the potential for midair collisions in terminal areas. During the test, computers will analyze the traffic situation and provide automatic VFR advisories to all aircraft participating in the program.

SECRETARIES...IT'S YOUR WEEK . . . And a little "food for thought" for the "bosses" is offered here. These tidbits--what secretaries are and are not--were gleaned from an article in a Department of State newsletter:

SECRETARIES ARE:

First and Foremost Professionals.

- Encourage their independent thought, decision-making, and activity.
- Do not condescend or otherwise assume them to have disabling intellectual limitations.
- Be aware of their role as colleagues who desire to improve their status via promotion and recognition of performance--the same as officers.

SECRETARIES ARE NOT:

Omniscient Mindreaders.

- Assist a secretary's transition if she is new to the organization or post. Insure an effective work orientation program including written or oral guidance from her predecessor.
- Be candid--early--about a secretary's weaknesses. As a professional, she will want to correct them. Her enthusiasm will disintegrate, however, if the first notice of something amiss is through a derogatory efficiency report.

SECRETARIES ARE:

Individuals with Private Lives.

- Distribute work--particularly that of routine nature--evenly throughout the day. Secretaries, too, may have families at home, dinner plans or tickets to the symphony which preclude overtime every evening.
- Give your secretary the same courtesies and options in planning vacations or personal leave which are afforded other professionals.

SECRETARIES ARE NOT:

Housekeepers, Office Wives or "Go-fers."

- Keep your work area in order. Secretaries should not have to assume the role of unpaid char help.
- Do not expect a secretary to run your personal errands--she has more than enough of her own!
- Do not require a secretary to "go-fer" coffee, cigarettes, newspapers, breakfast, lunch, etc. If she volunteers, treat it as a favor to be returned sometime.

KEEP UPDATED . . . The Personnel Operations Division, HQ-100, is heavily involved in making Reduction-in-Force (RIF) retention comparisons. Your official personnel folder should be kept up to date so that, in the event you are affected by the RIF, HQ-100 can make appropriate determinations as to your qualifications for other positions. If your records showing experience, education, or training are not up to date, be sure to submit a Standard Form 171, Personnel Qualifications Statement to HQ-110 in room 512C immediately.

UPWARD MOBILITY . . . Headquarters employees in the lower grades are offered an excellent career development opportunity in air traffic control or electronics technician work. Individuals who are interested and feel that they may have potential for learning these jobs and are willing to work hard should contact Abraham Coney, Equal Employment Opportunity Program Manager, HQ-106. Minority group members, women and those who feel they are holding "dead end" jobs are especially encouraged to apply. While the entry into this program is at the GS-4 and GS-5 levels, the potential is great for achieving excellent, well-paying jobs in some of the line operations of the FAA. In some cases, employees above the entry level grades may be eligible to retain some or all of their current salary. Don't pass this up. Call now!

FWP AND UPWARD MOBILITY . . . Some of the primary goals of the Federal Women's Program (FWP) are:

- "creating the legal regulatory and administrative framework for achieving equality of opportunity without regard to sex, and
- bringing practice in closer accord with merit principles through elimination of attitudes, customs and habits which have previously denied women entry into certain occupations, as well as high-level positions throughout the career service." The second item above includes the responsibility of women to act as pioneers by taking advantage of opportunities to train for and work in fields where few women have worked before. The rewards for such women include increased opportunities for advancement in exciting new career fields. One such opportunity is highlighted in the preceding item--UPWARD MOBILITY.

JMB SOLICITS NEW MEMBERS . . . In the Spring and Fall of each year one half of the Junior Management Board (JMB) membership is replaced with new members. Requests for nominations have been distributed to offices and services within headquarters. Individuals who are interested in joining the JMB are encouraged to discuss the matter with their immediate supervisors. New members will be selected from a list of candidates submitted to the board. The JMB is an organization of 16 individuals under 35 years of age. They meet several times each month to work on projects initiated by the board itself or requested by top management.

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DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
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FENN GOES TO SAN JUAN

After a full year as Executive Assistant to the Deputy Administrator, Michael T. Fenn is moving on to a new job as Manager of the San Juan Area Office (Puerto Rico, Virgin Islands). Before coming to Washington, he was chief of the St. Croix, V.I., Tower. He began his FAA career in 1959 at the Flight Service Station in Mineral Wells, Texas.

AWARD NOMINEES

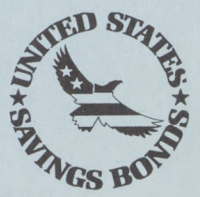
The Department of Transportation has nominated two top FAAers for non-Departmental awards. Associate General Counsel Oscar Shienbrood was nominated for the Justice Tom C. Clarke Award, presented by the D. C. Chapter of the Federal Bar Association in recognition of outstanding accomplishments by lawyers of the Federal Career service. Bertrand M. Harding, Associate Administrator for Manpower, is DOT's nominee for the Warner W. Stockberger Award presented by the Society for Personnel Administration to recognize and honor outstanding contributions toward improvement of public personnel management at any level of Government.

50 PERCENT ANNUITY GUARANTEED

ATC BILL CLEARS SENATE COMMITTEE

As reported in last week's GENOT, the air traffic controller career legislation passed another hurdle on Wednesday, April 26, when a bill similar to the one passed by the House in October 1971 was voted to be reported out by the Senate Civil Service Committee. The version OKed by the Senate committee differs from the House approved legislation in three major respects: the proposed Senate bill guarantees a 50 percent annuity for all retired controllers even when they are given up to two years retraining for a new career; increases opportunities for training; and authorizes a maximum entry age for controllers. The House ATC Career Bill was passed by a vote of 293 to 0 last October 1971. Like the Senate version it provides for the retirement of controllers at half pay at age 50 after 20 years of service or at any age after 25 years of service. According to the legislation, retirement at age 56 would be compulsory with exceptions to age 61. (The compulsory retirement stipulation does not apply to current controllers.) Both the Senate and the House versions also stipulate that a controller removed from service by the Secretary of Transportation in the interest of safety and efficient control of traffic or because of the controller's health, may appeal the determination to a board made up of a representative designated by the controller, an agency representative and a CSC representative who will act as chairman. The proposed law covers en route and terminal controllers and their immediate supervisors. Flight Service Station Specialists are not included in the provisions of the bill, but after serious consideration, the committee voted to have further study given to this question.

**SIGN UP FOR BONDS
THROUGH PAYROLL SAVINGS
...TODAY!**



DIRECTORS MEET IN ATLANTA . . . "An outstanding and highly productive meeting," is how Administrator Shaffer described the two-day Regional and Center Directors' Conference held in Atlanta last week. At the conference he urged the agency's top managers to continue their strong emphasis on the Equal Employment Opportunity Program. He said, "Let's bring more ladies into our operations in every discipline. They certainly are not a minority in any sense; notwithstanding we need to bring a better range of their individual and collective abilities into our programs." Hosted by an enthusiastic, hospitable Southern Region Headquarters Staff, the key agency managers focused on--

- People--The impact of the RIF and average grade reduction, of bringing the new Regions into full operation, of possibly implementing an "Organization Ombudsman" and of improving or establishing center and tower management effectiveness.
- Activities--Improving and streamlining the Budget Process, F&E Program implementation, the Pilot Examiner Review Program and the way decisions are carried out at all levels of the agency.
- Programs--Discussing and reviewing programs to recommend against VFR flights in adverse weather, to reduce ATC system errors, to expand and publicize the Accident Prevention Program, and to delegate more authority in the field under the Airport Development Aid Program.

The need to improve, to innovate, to increase mobility and to question the traditional or historical patterns were stressed throughout the Conference discussions.

FAA/INDUSTRY MEET . . . FAA's Fourth Annual National Aviation System Planning Review Conference got underway this week at the Twin Bridges Marriott Motor Hotel in Washington, D. C. Administrator Shaffer opened the three-day meeting--May 1 to 3--with a statement of goals and objectives, followed by Secretary Volpe's address on "Transportation Needs: Definition and Planning." Other agency speakers for the first day of the session included Deputy Administrator Smith who discussed "Government and Industry Responsibilities in the Planning for the Future;" Acting Associate Administrator for Plans Ronald W. Pulling who voiced the theme of the conference, "Partnership==Key to Progress;" and Associate Administrator for Engineering and Development Gustav E. Lundquist and Deputy Associate Administrator for Operations Cliff W. Walker covered the subject of aviation planning in terms of their own specialties.

BOND DRIVE UNDERWAY . . . The FAA national and Washington headquarters 1972 savings bond campaigns were launched simultaneously last Monday, April 24, at a kickoff rally in the Washington headquarters auditorium. Administrator Shaffer, Director of Logistics Service M. P. Comulada, who is Washington headquarters Bond Campaign Chairman, and Jesse Adams, Acting National Director, Savings Bond Division, U. S. Treasury Department, spoke of the many diverse personal benefits that bonds reap and of how bonds support the country's economy. The speakers urged all employees to look into the personal benefit aspects of payroll savings. Find out who your "keyman" is and check with him for information on savings bonds. Sign up now!

ARTS III IS BIG NEWS . . . Given a big splash in the Honolulu newspapers was last month's commissioning of the Automated Radar Terminal System at the Honolulu International Airport. The Honolulu Advertiser carried an eight-column story and the Honolulu Star Bulletin also planned a feature story. FAA held a press briefing and tour of the new installation which became fully operational on April 6th.

L-1011--MODERN AND QUIET . . . "The most advanced and quietest commercial aircraft on the market"--that's how Deputy Administrator Smith described the Lockheed L-1011 Tristar when he presented Lockheed with the airworthiness certificate for the plane at ceremonies held April 15 at Palmdale, Calif. The aircraft also received certification for landing under Category IIIA--landings at runway visual range of 700 feet or more and zero ceilings. The L-1011's noise levels are less than those required by the FARs.

MORE ON THE ANNUITY INCREASE . . . Last week we informed employees eligible for retirement that the picture is bright for a possible increase of between 4.5 and 5 percent in annuities for those on Civil Service Annuity rolls on 1 July 1972. The following table has been drawn up in order to graphically point out, in terms of dollars and cents, what a 4.5 percent annuity increase will mean to you if you retire before July 1.

Years of Service:		APPROXIMATE MONTHLY BASIC LIFE ANNUITIES*				
20		8,000*	10,000*	15,000*	20,000*	25,000*
With 4.5%		253	316	473	631	789
Without 4.5%		242	302	453	604	755
Difference		11	14	20	27	34
25						
With 4.5%		322	402	604	806	1,007
Without 4.5%		308	385	578	771	964
Difference		14	17	26	35	43
30						
With 4.5%		392	490	735	980	1,225
Without 4.5%		375	469	703	938	1,172
Difference		17	21	32	42	53
35						
With 4.5%		462	577	865	1,154	1,442
Without 4.5%		442	552	828	1,104	1,380
Difference		20	25	37	50	62

ARMY HONORS BIVENS . . . Paul R. Bivens, Chief, Air Taxi V/STOL Section, was recently awarded the Department of Army's Meritorious Civilian Service Award. The award was presented to Bivens for his service as Civil Aviation Advisor to the High Commissioner of the Ryukyu Islands, Okinawa, for the period 1967-1972.

'COME TO ZEE PLAZA' . . . All FAA employees are invited to attend First Day Issue Ceremonies for a commemorative U.S. Postal Service envelope in honor of TRANPO 72. The colorful, patriotic affair will be held in the plaza of the DOT headquarters building (Nassif) at 11 a.m. on May 2 with Secretary Volpe and other officials in attendance.

BREATH EASIER ON NINTH . . . U-Turns at 9th and Independence Ave., S.W. into the 9th Street underpass are legal according to traffic authorities. However, plowing into oncoming traffic is illegal. Do not make your left turn on Independence and proceed west until you have crossed the center line into the westbound lanes; then turn left and immediately left again into the underpass. This way it is both legal and safe.

FILES CLEANOUT MIDWAY REPORT . . . Midway through the special files cleanout ordered by the Administrator, offices and services report about 16,000 feet of files have been reviewed, 2,440 feet have been destroyed or transferred (about 15 percent of the amount reviewed), and 51 pieces of filing equipment have been released. The Administrator's goal is in sight! The volume of files destroyed or transferred to low-cost storage is the equivalent of 325 five-drawer, letter-size filing cabinets valued at \$19,500, taking up 2,400 square feet of floor space valued at \$14,400 yearly. A final report is due in May.

ATTENTION, LADIES! . . . Would you like to overcome timidity, talk with assurance, act with poise, expand your vocabulary, evaluate what you hear and read, strive for improvement, see new avenues of development, realize your potential, and step up to leadership?????? The FAA Toastmistress Club offers a program of personal self-development, placing major emphasis on communication, leadership, training, and skill in organizational techniques. Any woman interested in what "Toastmistress" can do for her can get the details in Room 5A from noon to 1 p.m. any day of the week.

AWARDS AND REWARDS . . . Office of International Aviation Affairs presented Special Achievement Awards to John H. Shaffer, Edward L. Jett (based on outstanding performance) and Diane P. Prince; Quality Within-Grade Increase Awards to Dorothy B. George, Sharon Jeffries, Leroy Wood (based on outstanding performance) Romney E. Pattison and George M. Wolfe; and a Length of Service Award to Terrie Bevans, 25 years.

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SENATE APPROVES BY VOICE VOTE

ATC BILL NEARS FINAL PASSAGE

NEW REGIONS FOR SWATEK AND WEBB

Announced last week were two FAA regional director assignments. Phillip M. Swatek, Director, Pacific Region, was named Director, Southern Region, replacing the retired James Rogers. Jack G. Webb, Director, Alaskan Region, took the Pacific post vacated by Swatek. Swatek, a naval aviator during WW II, came to FAA in 1961 as Director of Information Services, following a 13-year newspaper career. In 1964, he was named Deputy Director, Southwest Region, and one year later, he became Pacific Region Director. Webb joined the CAA in 1942 as a District Flight Supervisor in Los Angeles. He held various posts in inspection and operations and procedures. In 1963, he was named Special Assistant to the Associate Administrator for Programs. In 1964 he went to the Southern Region as Chief, SO Division and one year later, Webb was named Deputy Director of SO. Shortly thereafter, he became Director of NAFEC, a post he held until his Alaskan Director assignment in 1970.



The air traffic controller career bill continues ^{to have} smooth sailing in Congress, passing the full Senate by voice vote on May 3, as reported in last week's GENOT. The bill has returned to the House which is expected to accept the changes in the legislation made by the Senate. A favorable vote by the House this week would be final Congressional action and could send the bill to President Nixon for his signature by the end of the week. The Senate made three important changes: the proposed law now guarantees a 50 percent annuity for all retired controllers even when they receive up to two years retraining for a new career; increases opportunities for training; and authorizes a maximum entry age for controllers. The bill will become effective 90 days after its enactment.

REGIONAL AF SECTOR WINNERS ANNOUNCED

The regions have named their winning Airway Facilities Sectors for 1971: NEW ENGLAND - Providence, R. I.; EASTERN - New York Common IFR Room; SOUTHERN - Jacksonville ARTCC; GREAT LAKES - Green Bay, Wisc.; CENTRAL - National Communications Center; SOUTHWEST - Fort Worth, Tex.; ROCKY MOUNTAIN - Bismarck, N. D.; WESTERN - San Diego, Calif.; NORTHWEST - Spokane, Wash.; ALASKA - King Salmon, Alas.; and PACIFIC - Honolulu International Airport. These sectors will now compete for the national award which will be presented the early part of June. Appropriate representatives from Washington headquarters will travel to the winning sector to make the presentation. The National Airway Facilities Sector Award is given in recognition of the sector's increased production, effective management of resources and good personnel management practices.

ADMINISTRATOR APPROVES NAATS/FAA NATIONAL LABOR AGREEMENT . . . A national labor agreement covering nonsupervisory air traffic control specialists at flight service stations and international flight service stations represented by the National Association of Air Traffic Specialists was approved by Administrator Shaffer last week and will become effective June 1, 1972. This is the first national agreement with a labor organization within FAA. In approving the agreement, the Administrator said he is confident that the national agreement will contribute to stability in union-management relations and give flight service station employees an effective voice at all levels of management within FAA. The agreement contains 28 articles covering a wide range of personnel policies and practices. It also includes a grievance procedure with binding arbitration to resolve questions concerning the interpretation and application of the agreement, a procedure for periodic consultation at the Washington, regional and local levels, and a procedure by which employees in the bargaining unit may have their union dues withheld from their salary.

SHORTER WEEK, LONGER HOURS? . . . The agency's Junior Management Board (JMB) has proposed a feasibility study of a 4-day/40-hour workweek to the Executive Committee. The six-month study, commencing after July 1, 1972 and concentrating initially on Washington headquarters only, would be a survey, by questionnaires and interviews, to determine issues and problems various offices anticipate as a result of a restructured workweek. The study will produce a final analysis and report, which, if positive in nature, could result in the JMB requesting an extension to conduct an agencywide survey of all employees who now work a standard 5-day/40-hour week.

JUICING UP SHORT HAUL PLANS . . . Two companies will assist the agency in developing plans for a quiet short haul air transportation system based on vertical/short takeoff and landing (V/STOL) aircraft. Under FAA contracts totaling \$446,000, the Battelle Memorial Institute and Urban Systems Research and Engineering, Inc. will work independently to assess community acceptance, air traffic control, environmental impact, economics, regulatory policy and other factors in short haul air transportation. The agency's V/STOL Special Projects Office will work closely with the contractors, and the National Aeronautics and Space Administration will provide technological expertise in aircraft and quiet engine research. Administrator Shaffer said, "We also want active participation by local authorities in planning facilities for their particular areas." The first phase of program definition and an initial FAA/V/STOL Development Plan will be completed in six months.



DULLES INTERNATIONAL AIRPORT
WASHINGTON, D.C.
MAY 27-JUNE 4, 1972

DATELINE = WASHINGTON . . . With the 1972 Savings Bond Campaign, barely a week old, the Associate Administrator for Administration and the Office of Appraisal have achieved 100 percent participation. On the first day of the campaign, Airports Service reported a five percent increase in participation. The effort to better last year's drive seems to be underway. Have you looked into bonds? Tax advantages, savings for education, retirement benefits--bonds hold something for everyone. Contact your keyman for the whole story!

TWO APPOINTED DEPUTIES . . . Both C. R. Melugin, Jr., Acting Manager of the National Capital Airports, and Donald B. Rock, Acting Deputy Director of the Office of Management Systems, have been appointed Deputy Directors of FAA offices and services. Melugin, who was Manager of Washington National Airport as well as Acting Manager of the National Capital Airports, has been appointed Deputy Director of Flight Standards Service. Before being tapped for the airport manager job in 1966, he was Special Assistant to the Deputy Administrator from December 1965 to August 1966. Rock, who was named acting Deputy Director of the Office of Management Systems in May 1971, has been confirmed in that position. Until his appointment to the acting spot, he was Chief, Data Systems Division, MS, and before that was assistant chief of the same division.

ICAO SEEKING APPLICANTS . . . The following assignments are now available with the International Civil Aviation Organization. TA 5/72 Airport Transport Expert, Level 5 (GS-14/15) International Civil Aviation Organization, Technical Assistant Programme, Jeddah, Saudi Arabia. One-year assignment initially, with the possibility of extension thereafter. Applications must be received in IA-29 by May 17, 1972. MONTREAL, 2 years: 5/72 Technical Officer, Aeronautical Information and Charts, P-4 (GS-14-15), Flight Branch, Air Navigation Bureau, Montreal. DAKAR, 2 years: 6/72 Technical Officer, Aerodromes, Air Routes and Ground Aids, P-4 (GS-14-15), Office of the Secretary General, African Regional Office, Dakar; command of English and French language essential. Applications due in IA-29 by May 31, 1972. Additional information about duties, qualifications, salary, and benefits as well as applications are available at your personnel office. FAA employees accepting ICAO assignments are entitled to restoration rights.

THE TWO FACES OF A UCR . . . A severe electric shock hazard was discovered in a radar bright display power supply by Paul Smith, ET at the Farmington, Minn., Airway Facilities Sector. He submitted a UCR (Unsatisfactory Condition Report) which resulted in modification of such units. His UCR was also forwarded as an employee suggestion and Smith was recommended for an award. Do you know of an unsafe or inefficient condition in your area? If so, a UCR may be doubly rewarding by both correcting the problem and establishing eligibility for a suggestion award.

IT'S A REALLY BIG SHOW . . .



VIDICOM #7, entitled Employee Drug Awareness Program, will be shown this week as the Mid-Day Matinee on May 9, 10 and 11. Since this two-part program runs about 45 minutes, there will be only two showings each day, one at 11:30, one at 12:30. This program presents the modern day problems of drug use, misuse and abuse; the effects of drugs on people; actual scenes of drug abusers in action and interviews with addicts; drugs as a possible threat to air safety; what the agency is doing to avoid hiring drug abusers; and drugs and the law. Agency speakers participating in the program include Deputy Administrator Smith; Bertrand M. Harding, Associate Administrator for Manpower; James T. Murphy, Director, Air Transportation Security; Dr. Oliver C. Hood, Chief, Aeromedical Services Division; and Leo I. Beinhorn, Director, Employee Communications Staff. (Please Note: A notice making this drug awareness program mandatory training for all employees is now pending. Upon release of this notice, the Training and Career Development Branch, HQ-130, will schedule additional showings of this VIDICOM for all headquarters employees. However, those who attend the Mid-Day Matinee showings and report it to their supervisors will have fulfilled the training obligation.) Don't miss this show! In addition to the auditorium showings, MN-30 now has closed circuit TV equipment available to loan for group showings anywhere in the headquarters building. This equipment can be easily transported and MN-30 personnel can give instructions on how to operate it. Anyone wishing to arrange for showings of any of the VIDICOM productions should call MN-30, x63905, to reserve the equipment and the film.

ALL 'BOARD . . .

The Carpool and Bus Locator Board in the "A" Level Escalator Lobby took on a modern look recently with bus routes, application cards for carpool arrangements and an illuminated map of the greater Washington Metropolitan Area. If you need to join a carpool, have a vacancy in your carpool or want to form a carpool, follow the instructions on the right panel of the display. To select a bus route to the southwest employment area follow the instructions on the left panel of the display. Time-tables are to the left of the map, pages 1, 2 and 3. Hope this helps your commuting. There is also a slot for comments. Just write your ideas on a card and drop in the slot.

A BALL PARK FIGURE? . . .

The FA Club-sponsored Girls' Softball Team is looking for players. Girls, here's the chance to get rid of those winter kinks and keep those waistlines trim the fun way. The team will play a ten-game schedule commencing May 14. All games start at 6:30 p.m. and will be played at the West Potomac Park diamonds near the Lincoln Memorial. Sign up now by calling Donna Cox on x68448.

FAA INTERCOM is published weekly for employees of the DOT/FAA by the Employee Communications Staff . . . Director, Leo I. Beinhorn; Editor, Theodore N. Maher; Editorial Assistants, Carol Lencki and Donald Braun . . . MN-30, Room 625, FOB 10A, x63905.

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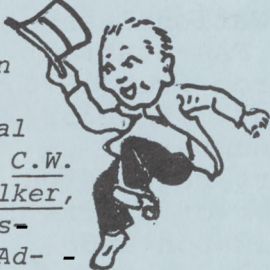
HEADQUARTERS intercom

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
service to man in flight

72-20 15 May 1972

TIPPING HATS TO 'TIP'

After more than 33 years of Federal service, C.W. (Tip) Walker, Deputy Associate Administrator for Operations, will hit the retirement trail next month. He joined the agency in '47, serving tours of duty with the Miami International Field Office, the Seattle Air Carrier District Office and Western Region Headquarters. After serving as Flight Standards Division Chief in the Southern Region from 1961 to 1964, he was appointed Deputy Director, Flight Standards Service at Headquarters. In 1966 he became Director of FS and assumed his present position in 1967. Tip Walker has won numerous awards, including the Meritorious Service Award in 1971. A retirement party honoring Walker will be held in Washington at the Fort McNair Officers' Club on the evening of June 2. For reservations call OP-1 in 426-3366 by May 26.



MILESTONE LEGISLATION TO IMPROVE ATC CAREERS

ATC BILL GOES TO PRESIDENT

"The passage of the Air Traffic Controller Career Legislation is a milestone in improving the careers of the air traffic controllers. It will assure a young, healthy, vigorous work force in this critical profession to provide the safest, most efficient air traffic system in the world," said Associate Administrator for Manpower Bertrand M. Harding about the recent Congressional passage of the ATC career bill. In recognizing the unique status of the controller's profession, the legislation provides for early retirement of a controller at one-half of his high three-year average salary at age 50 after 20 years of service or at any age after 25 years of service. The bill also provides for up to two years retraining for controllers removed from the service by the Secretary of Transportation in the interest of safety and efficiency or because of the controller's health. In addition, it provides controllers removed for the above reasons with the right to appeal the determination to a board made up of a representative designated by the controller, an agency representative and a CSC representative who will act as chairman. The hallmark legislation is something the agency has been working toward for some time. The findings of a "blue ribbon" committee appointed by the Secretary and recommendations from other sources throughout the Department resulted in the writing of legislation that was introduced to the 91st Congress in September 1970. Although this bill was tabled in the press of other business, the legislation was reintroduced to the 92nd Congress in April 1971. This bill passed the House in October 1971, and the Senate on 3 May. Now awaiting the President's signature, the bill will become effective 90 days after it becomes law.

O'HARE STAYS ON TOP . . . When it comes to being busy, Chicago-O'Hare International Airport is number one. O'Hare retained its position as the busiest airport during CY 1971. Figures for 1971 show O'Hare with 641,429 takeoffs and landings, but four Los Angeles area airports were very much in the running—Long Beach with 587,845, Van Nuys with 562,030, Santa Ana with 555,897 and L. A. International with 493,234. Other airports ranking in the top ten were Atlanta, San Jose, Dallas, New York's John F. Kennedy; and San Francisco. In terms of air carrier operations only, the busiest airports were O'Hare, Atlanta, Los Angeles, New York's Kennedy and La Guardia, San Francisco, Dallas-Love Field, Miami, Washington National and Boston Logan. The total number of operations at FAA-staffed control towers was 53,702,396, a three percent drop from 1970, although instrument operations were up six percent. The 332 domestic FSSs showed a five percent gain in the number of flight services provided. The 27 en route centers registered a one percent gain over 1970 figures in the number of aircraft handled, with Chicago, Cleveland, New York, Washington and Atlanta recorded as the busiest centers.

NEW CHIEF FOR AT . . . Carl M. Schanche has been named chief of the ATC Systems Program Division, Air Traffic Service. Prior to his new assignment, Schanche was Assistant Chief, Air Traffic Division, Southwest Region.

MULTI-MILLION\$ FOR ATLANTA CENTER . . . The agency awarded a \$3,068,000 contract for modernization and expansion of the Atlanta ARTCC. To be completed within a year, the work includes housing for new heating, air conditioning and ventilation equipment and a new cafeteria and conference room. The automation wing will be expanded by 50 feet and the engine generator room will be enlarged to hold an uninterruptible power system (UPS) to keep the automation equipment operating without a pause. The control room, electrical system and administrative offices will also be modernized. Network Building Systems, Inc. received the Atlanta contract. Similar modernization is already underway at eight other en route centers.

HEAR YE--AIRLINE DOCS??? . . . At the request of several airline and pilot associations, FAA will hold public hearings at Headquarters on June 26 on its proposal issued last October to provide continuing medical surveillance of airline flight crews. The new rule would require medical exams and certification of flight crews by designated physicians who are full or part-time employees of the airlines or perform medical services for them on a regular consultant basis, instead of by private FAA-designated physicians as at present. Interested parties must submit written comments by June 12 to be allotted time for oral statements at the hearings.

BONDS GROW WITH OFFSPRING . . . Savings Bonds purchased for the college education of an offspring can reap a tax advantage for you if you follow this method: Buy bonds in the child's name listing a parent as beneficiary. You needn't pay income tax on interest until the child begins to cash the bonds for college expenses. The child would then file a return each year reporting the interest on redeemed bonds along with any other income. This could mean "tax-free money" if the child's total income is low enough to place him in the "no tax" bracket. This is only one of many benefits savings bonds hold for you. Ask your keyman for the current campaign for information on other benefits.



QUICK PICK-UP FROM A WATERY LANDING . . . Communications problems forced a twin-engine plane with a crew of two flying from San Francisco to Hawaii to turn back to the west coast. But fuel was low and Oakland Center controllers figured it would run out about one and a half hours before the plane could reach San Francisco. The Center called the Coast Guard, Western Search and Rescue and the Aerospace Defense Command. Search planes sighted the sputtering aircraft about 300 miles off course and watched it ditch in the Pacific Ocean. Minutes later the crew were plucked from their raft by a helicopter. During April 312 FAA flight assists were reported--159 by flight service stations, 106 by towers and 47 by centers. There were a total of 524 people reported on board the aircraft involved. The primary causes for the assists included 188 lost pilots, 40 low on fuel, 59 involved in weather and 79 with some type of equipment malfunction. There were 116 pilots assisted by the use of radar, 147 assisted with DF, 73 with VOR orientation and 48 by the use of geographical locations. Reports indicate 22 student pilots involved, 18 gear-up landings averted, 53 flight assists at night and 17 assists aided by other aircraft.

THE FIRST BOEING--A LIGHTWEIGHT--FLIES AT TRANSPO . . . Wood, fabric and good wishes will fly daily at TRANSPO 72 in the form of a replica of the first plane built in the early days of World War I by William E. Boeing (as in Boeing 747) and Conrad Westervelt. ("Westervelt 747" doesn't sound so good anyway.) The gross weight of the B&W-1 float plane is 2,800 pounds. The gross weight of a 747 is 778,000 pounds. Five hundred transportation exhibits and thirteen air shows featuring precision flying teams, aerobatics, sky diving and wing walking will highlight TRANSPO during its May 27-June 4 run at Dulles International Airport. During that period, workload at the Dulles tower will be high due to increased air traffic, and exhibition sightseers, including agency people, are requested to restrict visits to the tower to official business only.

BOND DRIVE HAS EXTRA ADDED ATTRACTIONS . . . Eleven young ladies have been designated as FAA Bond Girls by their respective offices to assist in campaign promotion in Washington headquarters. They are: Jane Stolar, MN; Candy Sistrunk, LR; Rita Swope, PL; Libby Brothers, IA; Pat Schauer, LG; Suzanne Nalley, BU; Barbara Blick, VS; Marilyn Berkowski, RD; Tommie Johnson, AF; Kathy Puch, AT and Josephine Sgro, SE. Their first assist was launching the Dulles Airport campaign on May 10 with Director of Logistics Service M. P. Comulada, FAA Washington Area Campaign Chairman. FAA's bond campaign continues to pick up steam. Joining the 100 percent participation ranks last week was OP. Progress charts listing all offices and services are posted in the second floor mezzanine and are updated each Tuesday.

FOLLOW-UP TO UPWARD MOBILITY . . . In the April 24 issue of INTERCOM, 72-17, Washington headquarters employees holding the lower GS grades were offered an excellent career development opportunity in air traffic control or electronics technician work. Those who are interested in changing career fields and feel they have a potential for learning these jobs and are willing to work hard should report to conference rooms 6 A&B on May 22, 10:00-11:00 a.m., for a briefing on this program.

GET YOUR YELLOW PAGES . . . The 1972 edition of the Washington Yellow Pages telephone directory is now available in the "A" level garage lobby. Each office and service may obtain the number required at this location until May 31.

AWARDS AND REWARDS . . . The Logistics Service presented a Quality Within-Grade Pay Increase based on outstanding performance to Carlton E. Soderholm, and Special Achievement Awards to Katie M. Broadus, John J. Casey, Gerald T. Connors, Bobby E. Lovell and Bobbie J. Smith. The Office of Personnel presented a Special Achievement Award to Joe W. Bailey, who will retire this month. The Airway Facilities Service awarded John W. Meile a Special Achievement Award. The Office of Headquarters Operations presented a Certificate of Achievement to Nelson B. Jump; Special Achievement Awards to Howard M. Ryan and John A. Nugent; Quality Within-Grade Pay Increases to Marjorie L. Collins, Millard F. Bohler, Gayle E. Clark, Phyllis W. Burbank, Joseph G. Sellick, Louise F. Minchik (all based on outstanding performance), and to Abraham L. Coney; and Length of Service Awards to Joseph W. Cio and Elizabeth A. Gemmill, both 40 years, and Armin Roseman, 35 years.

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DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
service to man in flight

72-21 22 May 1972

CRESWELL APPOINTED ALASKAN DIRECTOR

Appointed the new Director of the Alaskan Region is Thomas J. Creswell, currently the Director of the Office of Training. He was appointed the first director of that office when Personnel and Training became two separate offices in 1968. Before that he was Chief of the Training Division, Office of Personnel and Training. He was selected by the agency to participate in the nine-month Congressional Fellowship Program in 1966-67. In 1966 Creswell served a brief stint as Special Assistant to the Associate Administrator for Personnel and Training. He came to the agency as a safety engineer with the Office of Personnel and Training in 1961. Creswell received the agency's second highest award, the Meritorious Service Award, in 1971. In 1963 he received a Special Act Award and Certificate of Achievement, while in 1964 he was nominated for the William A. Jump Public Service Award.

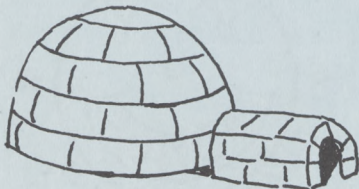
FORT WORTH, O'HARE AND PENSACOLA HONORED

PICK OF THE YEAR IN AT FACILITIES

Air Traffic Facility of the Year Award winners, named last week by Administrator Shaffer, are the Fort Worth Air Route Traffic Control Center, the Chicago O'Hare Airport traffic control tower and the Pensacola Flight Service Station. The winning facilities were selected from 26 facilities picked by the regional offices. They will receive their awards from the Director of Air Traffic Service, William M. Flener. The Fort Worth en route center was cited particularly for its success in implementing the agency directive of June 1971 to maximize ground control of military flights from takeoff to landing. O'Hare tower, the busiest of 347 towers operated by the agency, was selected for its success in reducing aircraft delays. The Pensacola FSS achieved an exceptional level of productivity in 1971, with more than 17,000 flight services for each fully qualified specialist. Regional nominations were: Centers: Boston, Miami, Minneapolis, Great Falls and Oakland. Towers: Norwood, Mass.; Buffalo, N. Y.; Jacksonville, Fla.; Wichita, Kans.; San Antonio, Tex.; Denver, Colo.; Seattle-Tacoma, Wash.; El Toro, Calif.; and Eilson AFB, Alaska. FSSs: Windsor Locks, Conn.; Roanoke, Va.; Cedar Rapids, Iowa; McAlister, Okla.; Indianapolis, Ind.; Grand Forks, N. Dak.; San Diego, Calif.; Walla Walla, Wash.; and Dillingham, Alaska.

PRESIDENT NIXON SIGNS ATC BILL

The President signed the ATC Career legislation into law last Wednesday, May 17, as reported to AT facilities by FACT message. Additional information on the legislation, including significant provisions of the bill, will be published in a Special INTERCOM later this week, and copies of the bill itself will be distributed to interested employees.



ANNUITY RAISE FOR SURE . . . The 1972 annuity raise is now a fact. Federal employees who are retired as of July 1, 1972 will receive a 4.8 percent increase in their annuities. To receive this "bonus" any present employee who is retiring must be off the rolls or his pay must have ceased on or before June 30, 1972. The hike resulted because the cost of living index rose more than three percent since the last annuity raise, June 1, 1971, and stayed up for three months in a row. Annuity increases should show up in checks received on or about August 1, 1972. Civil Service Commission officials believe that the hike may trigger a retirement surge which will ease the pressure on agencies--including the FAA--that must get down to lower manpower ceilings by the end of June. According to a CSC spokesman, of the 2.8 million Federal workers, a total of 185,000 meet the qualifications for optional retirement: at least age 60 with at least 20 years of Federal service or at least age 55 with at least 30 years of Federal service. Those employees wishing specific information about annuities and retirement should contact their Manpower office.

WRITTEN TRAVEL ORDERS ELIMINATED . . . The Administrator has approved procedures whereby routine temporary duty travel will be performed without written individual travel orders. These procedures are contained in Notice N 1500.27, dated May 9, 1972, which should reach the field about June 1. Routine temporary duty travel will be directed on the basis of verbal authority given to the employee by an authorizing official. The authorizing official will give instructions as to mode of travel, itinerary and travel reimbursements authorized.

NOW IS THE TIME FOR ALL GOOD MEN . . . At the end of the Bond Campaign's first week the agency participation rate was 74.0 percent--up from 71.7 at the start of the campaign. Comparative participation percentages are: AC, 87.6; PC, 84.9; SW, 83.2; CE, 83.0; WE, 77.6; NW, 73.8; NA, 73.5; RM, 71.7; SO, 70.1; GL, 69.0; AL, 67.0; EA, 63.4; NE, 55.2 and Headquarters, 79.5. The government-wide goal is 80 percent and last year the agency fell a bit short. Let's all try harder!



MAKE IT YOUR BAG!!

AND WEAR A SMILE!!



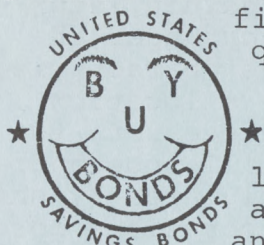
LARGEST AIRPORT GRANT OKED . . . A \$14 million allocation for the construction of a new 12,000-foot runway at Honolulu International Airport has been approved by the agency under the Airport Development Aid Program. The grant was characterized by Administrator Shaffer as the largest single allocation ever approved under either the ADAP or its predecessor, the Federal Aid Airport Program. The new runway will substantially reduce noise levels in the metropolitan Honolulu area by shifting a large number of civil and military jet operations more than a mile seaward, resulting in increased overwater arrivals and departures. In addition, it will help alleviate congestion and reduce delays during peak periods by providing the airport with increased capacity.

TRANSPONDER PROPOSAL MODIFIED . . . The agency recently modified its notice of proposed rule making (NPRM) which would require aircraft operating in designated airspace to carry improved radar transponders capable of reporting altitude and discrete identity information automatically for display on radar scopes used by air traffic controllers. In a supplemental NPRM, FAA said it believes its original proposal, which would have required this equipment in controlled airspace above 10,000 feet MSL (mean sea level), "was more restrictive than actually necessary." The modified proposal would require improved transponders above 12,500 feet MSL and in positive control airspace.

AVIATION WOMEN MEET AT OKE C . . . Aviation medicine will be a principal topic of discussion when the agency's Women's Advisory Committee on Aviation (WACO) meets at the Aero Center in Oklahoma City, May 23-25. Administrator Shaffer and Aeronautical Center Director A. L. Coulter will address the women at the opening session and Dr. J. Robert Dille, Chief of the Civil Aeromedical Institute (CAMI), will lead off the second day with an overview of FAA's medical programs. CAMI researchers will discuss a variety of aviation medicine topics including research efforts to define the physical capabilities of women in aviation. Organized in 1964, the Women's Advisory Committee on Aviation is composed of outstanding women pilots who also are eminent representatives of the aviation community, business, education, medical or civic interests.

BITTERSWEET HARVEST . . . "By carrying these projects to their completion, public funds already spent on them will not be wasted and the resulting technology will be available for advancement of aircraft design." So said Secretary Volpe in announcing a \$12,133,000 contract to the Boeing Company for completion of seven valuable projects begun in connection with the SST program. The work involves noise reduction, fuel tank sealants, flight controls, electronic displays, titanium structures and other projects. Before the contract was awarded, a special interagency panel drawn from the Departments of Transportation, Defense and Interior and the National Aeronautics and Space Administration reviewed the program to ensure that no new SST work was included and to determine that continuing projects be well advanced and have general application to current and future aircraft.

BOND BUYING BOOMS . . . Headquarters is up, up and away with a five percent increase in bond-buying participation at the end of the first reporting period. Nearly 80 percent of Headquarters employees are now buyer-believers with 179 joining up and 161 already on the rolls increasing their investments in this last period. Joining AD and OP at the 100 percent participation level are ED, PL, AP, and EQ. Offices and Services at 90 percent or better are OA, AS, BU, FS, LR, MS and VS (that's V/STOL, folks). The campaign still has four weeks to go, so if you haven't been contacted, seek out your keyman, learn the benefits bonds have for you and let's get even higher participation for all of Headquarters!



SECOND CHANCE . . . VIDICOM #7--Employee Drug Awareness Program-- will be shown again this week as a Mid-Day Matinee on May 23 and 24, two showings per day--11:30 and 12:30 in the auditorium. If you missed the showings earlier this month, mark your calendar for this week and make sure you don't miss this show. REMEMBER--A notice making this drug awareness program mandatory training for all employees is now being printed and will be distributed shortly. Employees who attend the Mid-Day Matinee showings and report it to their supervisors will have fulfilled the training obligation.

AWARDS AND REWARDS . . . The Air Traffic Service presented Special Achievement Awards to: Roy L. Faber, Horace E. Moore, Al Ridenour, Raymond Belanger, Robert W. Martin, Lorelei Anderson and Diane DeCesaris. AT gave Quality Within-Grade Increases to: John W. Baier, Ian G. Wolf, Robert C. Stevens, Arnold E. Price, Jeanette Giese, Maureen Kimberlin, Edmund Burke, Joseph P. Maye, Jean W. Smith, John R. Kennedy, James Ritchey and Frederick Ottersberg. The Airway Facilities Service presented a Quality Within-Grade Pay Increase Award based on Outstanding Performance to Jane S. Gillespie. The V/STOL Special Projects Office presented Quality Within-Grade Pay Increases based on outstanding performance to Donald R. Geofffrion and Carol A Strong, and the Associate Administrator for Engineering and Development presented a Quality Within-Grade Pay Increase based on outstanding performance to Jerold M. Chavkin. Based on outstanding performance, Capital Airports presented a Special Achievement Award to James P. Hefner, Jr. and a Quality Within Grade Pay Increase to Sally M. Hilleary. A Length of Service Pin for 30 years was presented to Osceola Madden by the Employee Communications Staff.

HEAR THE WORD ON FEDERAL WOMEN . . . Hear Helene S. Markoff, Director, Federal Women's Program, U. S. Civil Service Commission, on Tuesday, May 30 in Room 2230, Nassif Building at 12 noon. Ms. Markoff is one of a series of speakers sponsored by DOT's Federal Women's Program Coordinators, and she'll be talking about the Program's efforts to upgrade and advance women in the Federal Service.

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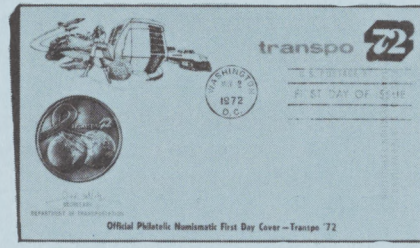
ALL ACCESS ROADS LEAD TO DULLES

72-22 30 May 1972

TRANSPO 72 OPENS IN HIGH GEAR

COOK APPOINTED CHIEF
The appointment of Claude F. Cook to Chief, Programs Division, Airway Facilities Service was announced last week. Cook has been Assistant Chief of the Division since last September. Before that he was chief of the Electrical Engineering Branch Airways Facility Division, Southern Region, and prior to that he was an electronics engineer with the Systems Maintenance Service at Headquarters. He joined the agency in 1958 as an electronics installation technician stationed at the Southwest Regional Office in Fort Worth.

SS-1 BECOMES ST-1
Routing symbol for the Supersonic Transport Office has been changed from SS to ST. This change in the internal FAA Zip Code is effective immediately. It is tied in with the overall plan for standardizing routing symbols within the DOT. An order is now in the works to have the letter "A" precede all FAA routing symbols.



The emphasis is on intermodal transportation at Dulles International Airport this week. The U. S. International Transportation Exposition, TRANSPO 72, is in full swing. The Special FAA Flight Service Station featuring video/audio mass briefings, radar weather from various locations throughout the nation and a facsimile method of transmitting flight plans, has been in full operation at the exposition site since last Tuesday. Besides participating in the Department of Transportation display, the agency, together with the National Aeronautics and Space Administration (NASA) is putting on a "live and in color" display explaining how aeronautics serves the community and the nation. TRANSPO will have many firsts to its credit. It is the first total transportation exposition in the world. It is the first exposition ever developed by the U. S. Government. Over 400 individual exhibitors will present the latest developments in transportation technology. Also it is going to provide a unique "first" for collectors of stamps and medals by offering a special medal and first day covers of TRANSPO 72. Among the most eye-catching of the outside exhibits will be four operating, pollution-free, electrically powered "people movers." Two of the systems will run on concrete "tracks" on enclosed roadways, another is a suspended monorail while the fourth is an "air cushion" vehicle. Besides these and many other modern transportation marvels, spectators at the show will be able to take in almost continuous, fabulous airshows. Also being held in conjunction with TRANSPO will be a three-day international congress of transportation conferences for transportation industry officials.



FAA CLEARED IN COURT . . . Ohio and California judges denied claims against the U. S. government for damages sustained in aircraft accidents allegedly caused by wake turbulence. In both incidents, the FAA tower controllers had not given wake turbulence warnings to the pilots, but the courts ruled that the pilots were primarily responsible for the safe operation of the aircraft and were chargeable with knowledge of the danger of wing tip vortices. In the Ohio case, the court found that the plaintiff had not sufficiently proved a wake turbulence encounter. In the California case, the court recognized the wake turbulence encounter, but determined that the controller was so occupied with other aircraft, including one without a radio, that he was not negligent in not furnishing a wake turbulence warning, and that the pilot was the sole proximate cause of the accident.

A PLASTIC PLANE FOR THE 80s? . . . The next generation of jet transports may be built largely of graphite=epoxy plastic, according to studies of a projected 1985 aircraft by Convair, Boeing and Lockheed. FAA representatives attended a NASA presentation on the Advanced Technology Transport Program, which included G.E. and Pratt & Whitney engine studies aimed at environmentally acceptable powerplants for the 200 to 600 passenger aircraft of the next decade. Such a plane could reduce operating costs and increase the return on investment compared to current wide-bodied transports.

BROOMSTICKS AND BASKETS . . . Business is cleaning up!! The agency's highly successful Biennial Operation Cleanup Campaign swept to a finish April 30, and personal property with an acquisition cost of \$1,085,534 was either reassigned, determined excess, scrapped or otherwise disposed of as a direct result of this agencywide whirlwind.

ATC CAREER LEGISLATION NOTES . . . Controllers presently requesting disability retirement should put the brakes on and re-think the possible benefits if they wait until 14 August, the effective date of the new ATC Career Act. Then a controller with at least five years of controller service is entitled to retraining at full salary and at the agency's expense for up to two years if he must be retired because of disability. Even better, a controller age 50 with 20 years controller service or 25 years controller time at any age and who must be retired is entitled to the same training benefits, including full salary, and can then retire with a minimum annuity of 50% of the average of his highest three years of salary. Any controller contemplating or in the process of retiring on disability should sharpen his pencil and recompute the difference between immediate retirement and 14 August. Basic purposes of the Air Traffic Controller Career Act of 1972 are second career training and a preferential annuity. They are worth giving serious consideration.

AGENCY AIMS FOR GOAL OR BETTER . . . The 1972 Savings Bond Campaign sees FAA's percentage of participation on the rise.



The campaign opened with 71.7% participation, rose to 74.0% during the first week and is up to 76.1% at the close of the second week. Judging from these increases, the agency is well on the way to meeting and perhaps exceeding the 80% Government-wide goal. Comparative participation percentages are: AC, 89.0; SW, 85.2; PC, 84.7; CE, 83.3; Washington Hq., 81.4; WE, 80.6; NW, 76.5; NA, 75.2; SO, 72.1; RM, 72.0; GL, 70.0; AL, 68.5; EA, 65.1 and NE, 59.2.

FOR THE WOMEN . . . A copy of the new CSC pamphlet, The Federal Women's Program - A Point of View, is being mailed to each woman in the agency. The pamphlet presents milestones in the Equal Employment Opportunity struggle for women, general aims of the Federal Women's Program, myths about women in the work force, and valuable facts regarding CSC regulations as they relate to part-time employment, maternity leave and rights and remedies for women. Other employees who are interested in obtaining copies of this informative booklet should request them from their local manpower division.

ANNUITIES, RETIREES . . . If you are planning to retire by 30 June 1972, you are urged to submit your application for retirement no later than June 9. Your early decision may help to reduce the number of persons to be separated by the RIF. The Civil Service Commission says some 1,075,000 retired Federal employees and survivors will receive a 4.8 percent automatic cost-of-living annuity increase effective July 1 which will be reflected in annuity checks mailed Aug. 1. Federal employees who retire on or before June 30 will also receive the increase, but they must not be in pay status after June 30. In pending disability retirement cases, applicants may request the agency to place them on leave without pay from and including July 1 to qualify for the annuity increase. If the disability claim is disallowed, sick or annual leave with pay may be substituted retroactively for the leave without pay. If the claim is allowed, accumulated annual leave will be payable in a lump sum and sick leave will be allowed in computing the annuity rate. Cost-of-living increases are automatic; therefore, annuitants need not write CSC to obtain them.

ENVIRONMENTAL ISSUE . . . FAA environmental and Flight Standards experts reviewed and approved with one exception the Environmental Protection Agency's proposal for aircraft emission standards. EPA plans to solicit comments from the aviation industry on the safety of modified ground procedures, and FAA contends that advance notices of proposed rules concerned solely with aviation safety are an FAA function. FAA has suggested that it issue the notice in support of EPA's objectives.

BONDS BOOMING . . . At the end of the second week in the current campaign, 15 of 34 headquarters' organizations have reached 90% or better in participation. AD, OP, ED, PL, AP, and EQ are at 100% with OA, AS, BU, FS, LR, MS, VS, LG, and PA at 90% or better. The 247 subscribers joining since the campaign began are saving at an annual combined rate in excess of \$78,000. The headquarters' campaign is now at 81.4% participation, up 1.4% over the prior weeks figure. There are still three weeks left to go to meet the campaign goal. So, Keymen, get your fellow employees going on a good thing!

EXHIBIT SHOWS SIGNS AND SYMBOLS . . . One of the largest exhibits of signs and symbols ever displayed in one place in the Washington area is now on display in the southwest lobby of the Nassif Building until June 6, 1972. This exhibit is drawn largely from a collection of symbols contained in a recently released book, the "Symbol Sourcebook", and has been loaned to the Department by the Hallmark Gallery in New York. The exhibit has already been acclaimed by many visitors as outstanding. The Office of Facilitation, OST, sponsored the exhibit and has formulated a program for industry and government representatives to develop a system of standardized signs and symbols to serve the U. S. domestic and international transportation needs. After proper testing, it may be suitable for use as a uniform standard. A DOT Advisory Committee has been organized to coordinate this program.

JMB 'NEWS' . . . New officers and new members were recently elected to serve on the Junior Management Board. During the next six months the JMB will be headed by Chairman, Rodney Guishard, RD; Vice Chairman, William Cress, AF; and Secretary, Phyllis Burbank, HQ. Six new members who will serve on the Board for one-year terms are Anthony Amato, TR; Patricia Beardsley, MS; Edward Faberman, GC; Johnny McQuaig, NS; William Reddick, VS; and Raymond Weil, EC.

SAFETY EFFORTS . . . An invitation from the Assistant Secretary for Safety and Consumer Affairs prompted the Training and Career Development Branch, HQ-130, to arrange for sixty-six FAA employees who frequently drive DOT vehicles to participate in driver safety and training exercises at Bolling AFB. The training was conducted by members of Liberty Mutual Insurance Company in conjunction with the National Highway Traffic Safety Administration and consisted of films and demonstrations, with the emphasis on skid control.

FWP SPEAKER . . . You are invited to hear Dr. Estelle Ramey, Specialist in Endocrinology, Georgetown U. School of Medicine, at 12 noon, Tuesday, June 6, FOB 10A, Rm. 9A, B and C. The topic is "Women's Capabilities for Leadership Positions." Sponsors are DOT's Federal Women's Program Coordinators.

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SPECIAL

Intercom

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

service to man in flight

31 May 1972

THE WHITE HOUSE
WASHINGTON

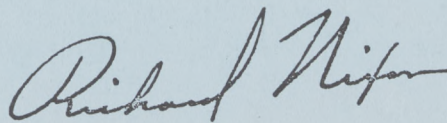
Problems in the nation's air traffic control system were evident on the day I became President. To get the facts, I appointed a high-level study group to review the system from the point of view of the people within it and to determine what needed to be done. The panel made its report late in 1970, and that formed the basis for a legislative proposal I sent to the Congress in 1971. The full Congress has now acted to recognize the needs of these Federal employees, and I am pleased today to sign into law the Air Traffic Controller Career Act of 1972.

Because of the tremendous responsibility placed on these able men and women, exceptional stress is a constant strain on their emotional and physical health. The new law provides that those who are adversely affected shall be able to retire at an earlier age and with a greater pension than other Federal employees in less demanding occupations.

Air traffic controllers are Federal professionals who have no counterpart elsewhere in Government, nor in the civilian side of our economy. Consequently, when required to leave the profession, they are hard put to find an outlet for their skills. In the past, we could do little to help them develop new talents that would permit their placement elsewhere in the Federal service or outside of Government. With this legislation, we will now be able to train those employees who can no longer work in our air traffic controls for a second career at Government expense. Thus, each will be able to earn his way and carry out a meaningful role in our society.

The air traffic controller is typically a proud man: proud of his profession, and proud of his unique service to our country. It is, therefore, with great pride that we recognize him today. The Air Traffic Controller Career Act of 1972 is a significant milestone in aviation progress, and represents a great contribution to continuing flight safety in the United States.

16 May 1972



STORY OF THE AIR TRAFFIC CONTROLLER ACT



Enthusiastic support was given to the bill by Secretary Volpe and Administrator Shaffer with Associate Administrator for Manpower Bertrand Harding and Air Traffic Service Director William M. Flener when they testified before the House Post Office and Civil Service Committee.

In signing the Air Traffic Controller Act of 1972, on 16 May 1972, President Nixon remarked, "This is a significant milestone in aviation progress and represents a great contribution to continuing flight safety in the United States." Although employees were kept informed on the status of the legislation as it progressed through Congress, it is of interest to quickly review the legislative history of the Act.

House of Representatives

Upon receiving our draft bill in April 1971, the Speaker of the House of Representatives referred it to the House Post Office and Civil Service Committee. Since this Committee is not normally involved in aviation affairs, it was necessary to extensively indoctrinate the Committee on the role of controllers.

This was accomplished by Committee Staff visits to various towers and centers to see controllers in action and to personally discuss with them issues that Secretary Volpe highlighted while outlining the Administration's effort to insure that we continue to maintain a safe and proficient work force. The following comments from Congressman Dominick V. Daniels (N.J.) are representative of Congressional reactions to these visits.

"Our on-site exposure to air traffic control systems and the role played by air traffic controllers will be of invaluable assistance in the consideration of legislative proposals to develop

a comprehensive air traffic controller career program which will serve the best interests of the employees, the Government, and the American public."

On 8 June 1971, Secretary Volpe and Administrator Shaffer testified before the House Post Office and Civil Service Committee in behalf of H.R. 8083, the Administration bill which had been introduced in the House of Representatives on 5 May 1971 by Chairman Thaddeus J. Dulski (N.Y.). Also testifying were Bertrand Harding, Associate Administrator for Manpower, William Flener, Director of Air Traffic Service, Dr. Peter Siegel, Federal Air Surgeon, and George Carneal, Jr., General Counsel.

Secretary Volpe told the Committee that "Despite these technological gains of the past and those which the future is sure to bring, our air traffic control system does, and will continue to have as its single most important element, its work force. We have a people system, Mr. Chairman and members of the Committee. Nearly 20,000 controllers staff our towers and centers and they will be the direct beneficiaries of the legislation which you have before you."

Administrator Shaffer in his testimony said, "H.R. 8083 represents an excellent, workable proposal. Mr. Chairman, I know that you and the members of this Committee share with us the sense of urgency we feel. Secretary Volpe joins me as I urge this Committee and the Congress to enact this bill into law during this session."

On 7 July 1971, Under Secretary Beggs and Administrator Shaffer hosted a familiarization trip to the Washington Air Route Traffic Control Center and the Dulles Air Traffic Control Tower for members of the House Post Office and Civil Service Committee. Attending were five members of the Committee, including Chairman Dulski. We considered this a tremendous show of interest by these members who set aside other duties in an effort to further their understanding of the problem at hand.

On 27 September 1971, H.R. 8083 was favorably reported out of Committee, and on 4 October 1971, it passed the full House by

During their inspection tour Congressmen visited the IFR Room at Dulles Tower. Talking to the standing controller is Thaddeus J. Dulski (N.Y.), Chairman of the House Post Office and Civil Service Committee. Behind him is William L. Scott (Va.) and behind him Elwood H. Hillis (Ind.).



a vote of 293 to 0, under the floor leadership of Congressman Elwood H. Hillis from Indiana.

The following letter was sent by the Administrator to Chairman Dulski and conveys the appreciation felt by all of the FAA staff in Washington who had worked so hard, so long, in behalf of the air traffic controllers. "I want to express my thanks for the efforts of you and your Committee in the promotion of FAA's Air Traffic Controller Career Program. We are indebted to the House Post Office and Civil Service Committee who recognized a unique situation and did something about it."



Discussing the ATC Career Bill are Administrator Shaffer (left) and Thaddeus J. Dulski (N.Y.).

United States Senate

The Administration proposal for the Air Traffic Controller Career Program was introduced in the Senate on 6 May 1971 by Senator Warren G. Magnuson (Wash.). In an effort to persuade the Senate Post Office and Civil Service Committee to hold an early hearing, familiarization trips were also conducted for this staff, with Bertrand Harding and William Flener serving as escorts. As a result of these trips and visits by FAA officials to committee members, the hearings were held 13 March 1972. The Under Secretary of Transportation James M. Beggs and Administrator Shaffer appeared before the full Committee, chaired by Senator Gale W. McGee (Wyo.), and again expressed their strong support for early passage of the legislation.

On 1 May 1972 the full Committee reported favorably on H.R. 8083 with slight amendments, and the legislation was passed by the Senate on 3 May 1972 by unanimous vote. The House of Representatives agreed to the Senate amendments on 9 May 1972 and the bill was received at the White House on 11 May 1972.

The signing of the Act by President Nixon on 16 May 1972 culminated the efforts of the Department of Transportation, the controller organizations, and the Congress in recognizing the special needs of a unique group of employees.

Administrator Shaffer hosted Congressmen during a tour of Dulles Tower. Talking with the Administrator is Walter E. Powell (Ohio), and to Powell's left is John H. Rousselot (Calif.). Behind Shaffer, looking out of the window is Elwood H. Hillis (Ind.).



Q. & A. ON THE ACT

Question: *Should I retire before July 1 to take advantage of the 4.8% annuity increase or wait until this new Act becomes effective on August 14?*

Answer: It is a good question and serious consideration should be given to the fact that a controller age 50 with 20 years of controller service or at any age with 25 years controller time is guaranteed a minimum annuity of 50% of his average high three years of salary. Under the current civil service retirement system a controller who is age 55 with 27 years of total Federal service will also have an earned annuity of about 50%. The added 4.8% cost of living annuity increase will give him about 55%. However, this new law also entitles eligible controllers who must retire because of disability and other cited reasons up to the full-time equivalent of two years of training with full pay. It is worth checking into.

Question: *Will all controllers get the full-time equivalent of two years of training?*

Answer: No. Only those who have five years of service as controllers and who must be removed as controllers because they are medically disqualified for duties as controllers or other reasons stated in the law are eligible for up to two years of training. Other controllers who may receive training are those age 50 with 20 years service or at any age with 25 years service and who must be separated in the interest of aviation safety or the efficient control of air traffic or the preservation of the physical or mental health of such controllers.

Question: *What kind of training are we talking about?*

Answer: Since training entitlement applies primarily to medically disqualified controllers and those who must be retired for disability, the training will be to prepare such controllers for a second career either within the Federal service or outside the government. The regulations for training are being formulated. They will provide reasonable, fair and appropriate training for each controller who is medically disqualified and otherwise entitled to the training benefits of this Act.

Ninety-second Congress of the United States of America

AT THE SECOND SESSION

*Begun and held at the City of Washington on Tuesday, the eighteenth day of January,
one thousand nine hundred and seventy-two*

An Act

To amend title 5, United States Code, to provide a career program for, and greater flexibility in management of, air traffic controllers, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That (a) chapter 21 of title 5, United States Code, is amended by adding the following new section at the end thereof:

“§ 2190. Air traffic controller

“For the purpose of this title, ‘air traffic controller’ or ‘controller’ means an employee of the Department of Transportation who is actively engaged in the separation and control of air traffic, or who is the immediate supervisor of an employee actively engaged in the separation and control of air traffic, in an air traffic control facility. The Secretary of Transportation may prescribe regulations to determine the application of this section.”

(b) The analysis of chapter 21 of title 5, United States Code, is amended by adding the following new item at the end thereof:

“2109. Air Traffic controller.”

SEC. 2. (a) Section 3307 of title 5, United States Code, is amended to read as follows:

“§ 3307. Competitive service; maximum-age entrance requirements; exceptions

“(a) Except as provided in subsections (b) and (c) of this section, appropriated funds may not be used to pay an employee who establishes a maximum-age requirement for entrance into the competitive service.

“(b) The Secretary of Transportation may, with the concurrence of such agent as the President may designate, determine and fix the maximum limit of age within which an original appointment to a position as an air traffic controller may be made.

“(c) The Secretary of the Interior may determine and fix the minimum and maximum limits of age within which original appointments to the United States Park Police may be made.”

(b) Item 3307 of the analysis of chapter 33 of title 5, United States Code, is amended to read as follows:

“3307. Competitive service; maximum-age entrance requirements; exceptions.”

SEC. 3. (a) Chapter 33 of title 5, United States Code, is amended by adding the following new subchapter at the end thereof:

“SUBCHAPTER VII—AIR TRAFFIC CONTROLLERS

“§ 3381. Training

“(a) An air traffic controller with 5 years of service as a controller who is to be removed as a controller because the Secretary of Transportation has determined—

“(1) he is medically disqualified for duties as a controller;

“(2) he is unable to maintain technical proficiency as a controller; or

"(3) such removal is necessary for the preservation of the physical or mental health of the controller;
is entitled to not more than the full-time equivalent of 2 years of training.

"(b) During a period of training under this section, a controller shall be—

"(1) retained at his last assigned grade and rate of basic pay as a controller;

"(2) entitled to each increase in rate of basic pay provided under law; and

"(3) excluded from staffing limitations otherwise applicable.

"(c) Upon completion of training under this section, a controller may be—

"(1) assigned to other duties in the Department of Transportation;

"(2) released for transfer to another Executive agency; or

"(3) involuntarily separated from the service.

The involuntary separation of a controller under this subsection is not a removal for cause on charges of misconduct, delinquency, or inefficiency for purposes of section 5595 or section 8336 of this title.

"(d) The Secretary, without regard to section 529 of title 31, may pay, or reimburse a controller for, all or part of the necessary expenses of training provided under this section, including expenses authorized to be paid under chapter 41 and subchapter I of chapter 57 of this title, and the costs of other services or facilities directly related to the training of a controller.

"(e) Except as provided by subsection (d) of this section, the provisions of chapter 41 of this title, other than sections 4105(a), 4107(a) and (b), and 4111, shall not apply to training under this section.

"(f) The provisions of this section shall not otherwise affect the authority of the Secretary to provide training under chapter 41 of this title or under any other provision of law.

"§ 3382. Involuntary separation for retirement

"An air traffic controller who is eligible for immediate retirement under section 8336 of this title may be separated involuntarily from the service if the Secretary of Transportation determines that the separation of the controller is necessary in the interest of—

"(1) aviation safety;

"(2) the efficient control of air traffic; or

"(3) the preservation of the physical or mental health of the controller.

Chapter 75 of this title does not apply to a determination or action under this section. Separation under this section shall not become final, without the consent of the controller, until the last day of the second month following the day the controller receives a notification of the determination by the Secretary under this section, or, if a review is requested under section 3383 of this title, the last day of the month in which a final decision is issued by a board of review under section 3383(c) of this title, whichever is later. A controller who is to be separated under this section is entitled to training under section 3381 of this title. Separation of such a controller who elects to receive training under section 3381 shall not become final until the last day of the month following the completion of his training.

"§ 3383. Determinations; review procedures

"(a) An air traffic controller subject to a determination by the Secretary of Transportation under section 3381(a) or section 3382 of this title, shall be furnished a written notice of the determination and the reasons therefor, and a notification that the controller has 15 days after the receipt of the notification within which to file a written request for reconsideration of the determination. Unless the controller files such a request within the 15 days, or unless the determination is rescinded by the Secretary within the 15 days, the determination shall be final.

“(b) If the Secretary does not rescind his determination within 15 days after his receipt of the written request filed by the controller under subsection (a) of this section, the Secretary shall immediately convene a board of review, consisting of—

“(1) a person designated by the controller;

“(2) a representative of the Department of Transportation designated by the Secretary; and

“(3) a representative of the Civil Service Commission, designated by the Chairman, who shall serve as chairman of the board of review.

“(c) The board of review shall review evidence supporting and inconsistent with the determination of the Secretary and, within a period of 30 days after being convened, shall issue its findings and furnish copies thereof to the Secretary and the controller. The board may approve or rescind the determination of the Secretary. A decision by the board under this subsection is final. The Secretary shall take such action as may be necessary to carry out the decision of the board.

“(d) Except as provided under section 3382 of this title, the review procedure of this section is in addition to any other review or appeal procedures provided under any other provision of law, but is the sole and exclusive administrative remedy available to a controller within the Department of Transportation.

“§ 3384. Regulations

“The Secretary of Transportation is authorized to issue regulations to carry out the provisions of this subchapter.

“§ 3385. Effect on other authority

“This subchapter shall not limit the authority of the Secretary of Transportation to reassign temporarily an air traffic controller to other duties with or without notice, in the interest of the safe or efficient separation and control of air traffic or the physical or mental health of a controller; or to reassign permanently or separate a controller under any other provision of law.”

(b) The analysis of chapter 33 of title 5, United States Code, is amended by adding the following new items at the end thereof:

“SUBCHAPTER VII—AIR TRAFFIC CONTROLLERS

“Sec.

“3381. Training.

“3382. Involuntary separation for retirement.

“3383. Determinations; review procedures.

“3384. Regulations.

“3385. Effect on other authority.”

SEC. 4. Section 8335 of title 5, United States Code, is amended by inserting the following new subsection at the end thereof:

“(f) An air traffic controller shall be separated from the service on the last day of the month in which he becomes 56 years of age. The Secretary of Transportation, under such regulations as he may prescribe, may exempt a controller having exceptional skills and experience as a controller from the automatic separation provisions of this subsection until that controller becomes 61 years of age. The Secretary of Transportation shall notify the controller in writing of the date of separation at least 60 days before that date. Action to separate the controller is not effective, without the consent of the controller, until the last day of the month in which the 60-day notice expires.”

SEC. 5. Section 8336 of title 5, United States Code, is amended—

(1) by redesignating subsections (e), (f), and (g) as subsections “(f)”, “(g)”, and “(h)”, respectively; and

(2) by inserting after subsection (d) the following new subsection (e):

“(e) An employee who is voluntarily or involuntarily separated from the service, except by removal for cause on charges of misconduct or delinquency, after completing 25 years of service as an air traffic controller or after becoming 50 years of age and completing 20 years of service as an air traffic controller, is entitled to an annuity.”

SEC. 6. Section 8339 of title 5, United States Code, is amended—

(1) by redesignating subsections (e), (f), (g), (h), (i), (j), (k), (l), and (m) as subsections “(f)”, “(g)”, “(h)”, “(i)”, “(j)”, “(k)”, “(l)”, “(m)”, and “(n)”, respectively; and

(2) by inserting after subsection (d) the following new subsection (e):

“(e) The annuity of an employee retiring under section 8336(e) of this title is computed under subsection (a) of this section. That annuity may not be less than 50 percent of the average pay of the employee.”

SEC. 7. Subchapter III of chapter 83 of title 5, United States Code, is amended—

(1) by striking out the reference “8339(h)” each place it appears in section 8332(b) (3) and (8), and by inserting the reference “8339(i)” in place thereof;

(2) by striking out the reference “section 8339(m)” in section 8334(g) (5), and inserting the reference “section 8339(n)” in place thereof;

(3) by amending section 8339—

(A) by striking out the reference “subsections (a)-(d)” in redesignated subsection (f), and inserting the reference “subsections (a)-(e)” in place thereof;

(B) by striking out the references “subsections (a), (b), and (e)”, “subsections (c) and (e)”, and “section 8336(f)”, in redesignated subsection (h), and by inserting the references “subsections (a), (b), and (f)”, “subsections (c) and (f)”, and “section 8336(g)”, respectively, in place thereof;

(C) by striking out the reference “subsections (a)-(g)” in redesignated subsection (i), and inserting the reference “subsections (a)-(h)” in place thereof;

(D) by striking out the reference “subsections (a)-(h)” in redesignated subsection (j), and inserting the reference “subsections (a)-(i)” in place thereof;

(E) by striking out the references “subsections (a)-(h)” and “subsection (i)” in redesignated subsection (k), and inserting the references “subsections (a)-(i)” and “subsection (j)”, respectively in place thereof;

(F) by striking out the reference “subsections (a)-(j)” in redesignated subsection (l), and inserting the reference “subsections (a)-(k)” in place thereof; and

(G) by striking out the references “subsections (a)-(d)” and “subsection (e)”, in redesignated subsection (n), and inserting the references “subsections (a)-(e)” and “subsection (f)”, respectively, in place thereof;

(4) by amending section 8341—

(i) by striking out the references “section 8339 (a)-(h)”, “section 8339(i)”, and “section 8339(j)” in subsection (b), and inserting the references “section 8339 (a)-(i)”, “section 8339(j)”, and “section 8339(k)” respectively, in place thereof;

(ii) by striking out the reference, “section 3339(j)” in subsection (c), and inserting the reference “section 8339(k)” in place thereof; and

(iii) by striking out the reference “section 8339 (a)-(e) and (h)” in subsection (d), and inserting the reference “section 8339 (a)-(f) and (i)” in place thereof; and

(5) by amending section 8344(a)—

(A) by striking out the reference “section 8339 (a), (b), (d), (g), and (h)” in subparagraph (A) and inserting the reference “section 8339 (a), (b), (d), (e), (h), and (i)” in place thereof; and

(B) by striking out the references "section 8339(i) of section 8339(j) (2)" in the sentence following immediately below clause (ii), and inserting the references "section 8339 (j) or section 8339(k) (2)" in place thereof.

SEC. 8. Section 8335 (f) of title 5, United States Code, as added by this Act, does not apply to a person appointed as an air traffic controller by the Department of Transportation before the date of enactment of this Act.

SEC. 9. The Secretary of Transportation shall make a report to the Congress of his operations under the amendments made by this Act. The report shall include a detailed statement of the effectiveness of this Act in meeting the needs of the air traffic controller career program and of the air traffic control system, and any recommendations which the Secretary considers necessary or desirable for sound management of the program or the system. The Secretary shall make his report not later than 5 years after the date of enactment of this Act.

SEC. 10. This Act shall become effective at the beginning of the ninetieth day after the date of enactment of this Act.

SEC. 11. The Act of September 26, 1969 (Public Law 91-73; 83 Stat. 116), relating to age limits in connection with appointments to the United States Park Police, is repealed effective at the end of the eighty-ninth day after the date of enactment of this Act.



ATC CAREER ACT NOTES

Just because you're retiring doesn't mean your money has to.

Buy Series H Bonds.

Retirement isn't much fun if there's no income to support yourself. But your money doesn't have to retire when you do. You can buy Series H Bonds.

Series H Bonds keep your savings working—and paying—full time. Unlike Series E Bonds, which hold your interest until maturity, H Bonds pay interest as fast as it's earned. You get an interest check every six months. A steady income that shows your money is working.

Your local banker has purchase applications for Series H Bonds. They are sold at face value for \$500, \$1,000 and \$5,000. Or you can buy them by exchanging

Series E Bonds in denominations of \$500 or more.

Go ahead. Sit back and enjoy your retirement. But don't retire your savings. Keep 'em working harder, than ever with Series H Bonds.



Now H Bond interest rates average $5\frac{1}{4}\%$ per year when held to maturity of 10 years. Bonds are replaced if lost, stolen, or destroyed. H Bonds are redeemable after six months. When needed they can be cashed in through your bank.



Take stock in America. Buy Series H Bonds.



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DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
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5 June 1972

RETIREMENTS EXCEED EXPECTED NORMS

RIF NOTICES ARE WITHDRAWN

A-1 EXEC ASSISTANT NAMED
Garland Castleberry is the new Executive Assistant to the Deputy Administrator. Already well known by Headquarters officials, Castleberry's last job was Assistant Executive Secretary in the Office of the Administrator. He has a broad range of experience in agency programs having also worked as a senior policy analyst in the Office of Plans, Management Analyst in the Office of Management Systems, Center radar controller, and senior power controller. While working as a controller in Memphis ARTCC he attended Memphis State University and graduated cum laude with a BBA in Management in 1963. In 1965, he was selected as Congressional Fellow.

The RIF is off, Administrator Shaffer announced last week. Approximately 1300 RIF notices, 600 of which were separation notices, have been withdrawn, primarily because retirements surged to three times what was expected. The only exception to the RIF withdrawal order is the Wake Island cutback. Here's what happened. As a result of the Administration's economy program, a 30 June 1972 employment ceiling for FAA was established which was smaller than our on-board strength as of last January. Because the best available estimates of normal attrition indicated that we would still be over our ceiling by the end of the fiscal year, the proposed RIF was announced last January. At that time, however, agency officials pointed out that if attrition exceeded these estimates, the severity of the RIF would be (Continued Page 2)

AWARD FOR ONACHILLA

man who has served as Director of the agency's Executive School for 12 years--Victor J. Onachilla--received the Meritorious Service Award last week from the Administrator. Attending ceremonies held in Washington headquarters auditorium were several office/service heads, numerous coworkers and friends of the recipient, and a number of Executive School graduates. Onachilla was cited for his (Continued Page 2)

TCA PROPOSED FOR SAN FRANCISCO

A Terminal Control Area (TCA) has been proposed for the San Francisco terminal area to insure the safe and efficient utilization of that airspace. Under the proposal which includes new air traffic rules and procedures, the area at San Francisco International Airport would extend upward to 8,000 feet and outward to as much as 25 nautical miles. The TCA would reduce the collision potential in the vicinity of the high density airports by controlling and separating all aircraft within the designated airspace. Pilots would be required to receive a clearance from air traffic control before penetrating the boundaries, and follow controller instructions once inside. Non-participating aircraft would be required to bypass the TCA. In addition, aircraft would be required to have radio navigation equipment (a VOR or TACAN receiver), a radar beacon transponder (an electronic device that provides controllers with a positive radar target) and a two-way radio.

RIF (Continued from Page 1) . . . diminished accordingly. In order to have the work force pared down by the deadline, it was necessary to put the RIF machinery into motion by early spring. Last month the unpredictable occurred. A cost-of-living bonus in annuities was announced for those who retired by 30 June; presumably as a result, retirement commitments jumped approximately 300 percent above normal. Inquiries have been made on whether or not discontinued retirement options will be extended beyond June 30th in view of the withdrawal of RIF notices. The answer is no, except in local cases as appropriate. However, withdrawal of RIF notices still leaves small pockets of necessary reorganization adjustments which may be made during the next fiscal year. Only those directly affected by RIF actions would be eligible for discontinued service retirement after June 30. Also, since withdrawal of RIF notices was based on actual and expected retirements through June 30, it is of the utmost importance that these be consummated by this date.

ONACHILLA (Continued from Page 1) . . . dedicated service and high caliber direction of this important phase of training. As Director of the Executive School since 1960, Onachilla has seen 42 classes and a total of 1,238 persons graduate the courses. The school is generally conducted in Charlottesville, Va., but has been held at other locations also.

VIRGINIA COURT REFUSES TO ENJOIN WNA JETS . . . The U. S. District Court in Alexandria, Va., refused to enjoin Washington National jets after Georgetown and Northern Virginia residents asked the court to halt or limit the jet operations on health and environmental grounds and to transfer them to Dulles. While finding that aircraft noise is annoying, the Court determined that it did not directly affect health. The judge noted that FAA was making substantial efforts to reduce aircraft noise, and that any transfer of traffic from DCA to Dulles would "merely transfer the problems to somebody else's back yard." The Court considered the convenience of DCA to the traveling public, its economic value to the metropolitan area, its role in the national transportation system, and the complexities of airline scheduling, and then concluded that the public interest in the airport exceeded the annoyance factor it had for some people.

AIR TRAFFIC, FLIGHT STANDARDS AWARDS PRESENTED . . . Both James F. Rudolph, Director of Flight Standards Service, and William M. Flener, Director of Air Traffic Service, spent last Wednesday, May 31, in the Dallas/Fort Worth area presenting top FAA awards. Rudolph presented the National Flight Standards Field Office Award to the Dallas Air Carrier District Office while Flener presented the Air Traffic Facility of the Year Award to the Fort Worth En Route Center which was picked as the top ARTCC. Flener had previously presented an award to the Pensacola Flight Service Station for winning the FSS competition while ATS Deputy Director Raymond G. Belanger gave the airport tower award to O'Hare Tower last week.

BOND GOAL CLOSER . . .

With three of the five weeks of the Savings Bond Campaign under our belt, the agency's participation rate of 77.5 percent nears the 80 percent goal. Although 2476 FAAers have increased their allotments and 3075 are new bond buyers, only six major organizations have bettered the 80 percent goal. Standings are: AC, 90.1%; SW, 86.7%; PC, 85.5%; CE, 85.0%; WE, 83.0%; Wash. Hq., 82.3%; NA, 76.5%; NW, 76.3%; SO, 73.5%; RM, 73.0%; GL, 72.0%; AL, 69.5%; EA, 66.0%; and NE, 61.2%. The Administrator asks that all agency employees "Take Stock in America" by buying U. S. Savings Bonds--one of the best investments around.



GROUP AUTOMOBILE INSURANCE . . .

In the 17 April 1972 INTERCOM you were provided a brief follow-up to the first status report on group auto insurance. At that time we reported that some details concerning payroll deductions had to be worked out with the interested financial institution. After a thorough review of the problems inherent in the use of the computer process, that financial institution decided it could not handle the FAA account on a sufficiently timely basis and withdrew from the program. Another financial institution (the second largest in Maryland and self-computerized) has indicated its interest and negotiations are underway to firm up its participation in our program. We have hopes that the program will be fully launched by the end of August, 1972. In the meantime, don't cancel or let your present auto insurance lapse.

ADVANCE COPIES OF FAA ISSUANCES . . .

Region and center distribution officers are receiving an increasing number of requests from operating divisions for FAA issuances which have not been printed or distributed. In many cases the requests result from the receipt of "advance hot copies" being sent from Washington offices. There is a definite need for the use of advance copies where short deadlines are involved. This procedure is prescribed in Order 1320.1A, FAA Directives System, and has been further encouraged in the FAA EXECUTIVE DIGEST. However, when advance copies are sent, they should be clearly marked "ADVANCE COPY" and the quantity should be minimum.

ORIENTAL ARTS . . .

At the request of the Republic of China, an agency representative recently visited Taiwan to review their plans for an ARTS III type automated air traffic control facility at Taipei. Hugh McEvoy, RD, also visited the Japan Civil Aeronautics Bureau in Tokyo concerning their pending decision to install ARTS III in one or two towers. The one-and-a-half week trip followed up an earlier visit by an FAA group headed by William Flener, Director, Air Traffic Service.

BONDS STILL RISING . . . As of the end of the third week in the campaign, the Washington Headquarters had 82.3% participation-- up 1% from the last report. Since the campaign started, Headquarters has registered a 7.8% increase overall. AM joined the 90% group by recording a "whopping" 10% increase since the last report and now has 98% participation. AF is pressing close to the 90% mark with 89% as of the most recent report. With only one week to go from now, keymen are urged to give one final big push to make certain that the benefits of saving through bonds have been explained to all potential new subscribers.

FAA INVITED TO CAMP . . . The American Meteorological Society (AMS) has invited Ed Bromley, Chief, Aviation Weather Branch, RD, to serve on their Committee on Aeronautical Meteorological Problems (CAMP) for a term ending January 1975. CAMP is charged with keeping abreast of and prompting meteorological requirements of aviation with other AMS committees; assisting the AMS in coordinating aeronautical meteorology with other societies and international organizations; and advising the AMS on technical matters related to aeronautical meteorology.

ENGINEER IS SENIOR SCOUT . . . Donald D. Asker, Detection Systems Branch, RD, recently was cited for his significant service as Scouting Advisor, Explorer Post 711. Don received a Certificate of Appreciation from the Seabrook (Md.) Acres Citizens League. Congratulations, Don!

PLEASE DON'T LITTER . . . Trash receptacles are conveniently placed throughout the building. Please use them rather than the corridors and stairwells to dispose of paper cups, wrappers and other forms of litter.

YOUR SERVE . . . Badminton equipment is available at the FA Club for members who wish to play midday matches on the lawn behind FOB 10-A, off "C" Street.

AWARDS AND REWARDS . . . Systems Research and Development Service presented Special Achievement Awards to Margaret E. Wilson and Sharon Smith and a Quality Within-Grade Increase to Joseph K. Power. Dulles International Airport presented Quality Within-Grade Pay Increase Awards to Mary Jane Mercer and Robert B. Smithes; Special Achievement Awards to Paul F. Weitzel, Christine E. Thompson, Douglas Dennison and Edward G. McDade; and 30-year Length of Service Awards were presented to James W. Schuyler and Gilbert Camacho. The Office of Training presented a 30-year Length of Service Award to Victor J. Onachilla.

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72-24 12 June 1972

"IN RECOGNITION OF..."

Receiving Certificates of Achievement last week for their work on the recently enacted Air Traffic Controller Career Bill were Alan W. Markham, Chief, Legislative Staff, GC, and Hobart Douglass, Chief, Career Systems Division, PN. Markham's certificate, presented by General Counsel George U. Carneal, Jr., cited him for "his outstanding legal work in drafting and coordinating the agency's Air Traffic Career Bill of 1972. Through his leadership the complex procedures of legislative drafting and Congressional approval were surmounted, and the new and innovated legislation was assured passage." Associate Administrator Bertrand M. Harding made the presentation to Douglass, citing him for "his demonstrated leadership qualities in directing the Administrator's task force study of the Air Traffic Controller Career Program, the development and drafting of the necessary legislation to establish the program and for guiding the legislation through the hearing process until its culmination in law."

"I AM PROUD TO HAVE SERVED..."

SMITH BACK TO PRIVATE INDUSTRY

Kenneth M. Smith, Deputy Administrator since May 1970, has resigned to accept the position of Executive Vice President of E-Systems, Inc., Administrator Shaffer announced last week. "Mr. Smith's service to the agency has been a source of the highest personal satisfaction to me," said Shaffer. "He has given this vital element of the Department of Transportation a great spirit of purpose and dedication." He added that his Deputy imparted the sense of urgency needed in the continuing development of the National Aviation System and contributed significantly to the implementation of the Airport and Airway Development Act of 1970. Smith, who was also commended by Shaffer for the management innovations and the personnel and training programs he introduced, said, "While my reasons for returning to private industry are compelling, I leave the FAA and its wonderful people with a deep sense of reluctance and regret." He added, "I am proud to have served (Continued Page 2)

THE GOAL IS NEAR, AS IS THE FINALE

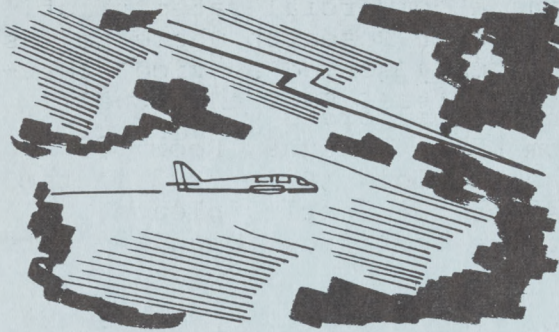
At the close of the fourth weekly reporting period for the 1972 Savings Bond Campaign, the agency had reached a 78.6 percent participation rate. With only one week to go, the 80 percent goal is within our reach. Let's go over the top this year and maintain FAA's reputation for supporting the "Take Stock in America" effort. Only six of our fourteen reporting headquarters have met or exceeded the goal. The standings with participation percentages are: AC, 90.9%; SW, 87.5%; PC, 86.9%; EC, 86.5%; WE, 86.0%; Wash Hq., 82.8%; NW, 77.1%; NA, 77.0%; RM, 74.8%; SO, 74.6%; GL, 73.0%; AL, 69.8%; EA, 67.3%; and NE, 65.4%. The wrap-up will appear in next week's INTERCOM.

SMITH (Continued from Page 1) . . . President Nixon and Secretary Volpe in the finest agency in government." Long a top executive in the aerospace industry and a commercial-rated pilot, Smith came to the agency from Windecker Research where he was board vice chairman. He had previously served as vice president of such firms as Consolidated Vultee, Bell and Howell and Rockwell Standard. He is a World War II Navy veteran.

TOP FAA EXECUTIVES RETIRE . . . At the top of the list of FAA executives who are planning to take advantage of the latest 4.8 percent annuity hike and retire before the end of the month is Associate Administrator for Administration Clarke Harper. Also announcing their retirements are Harold B. Alexander, Deputy Associate Administrator for Administration, Airports Service Director Chester G. Bowers, and Office of Headquarters Operations Manager Mary E. Healy. Harper has been an Associate Administrator since 1967. Before that he was Deputy Associate Administrator for Administration and prior to that Assistant Administrator for Appraisal. A U.S. Army veteran, during his career with the agency he earned the Federal Accounts Award, 1963; the Meritorious Service Award; 1964; the DOT Award for Meritorious Achievement, 1970; the FAA Decoration for Exceptional Service, 1971; and the National Civil Service League Award this year. Alexander has been the Deputy Associate Administrator for Administration since 1967, and before that was the Director of the Office of Budget. An Air Force veteran, he joined the agency as a budget analyst in 1947. He was awarded the FAA Meritorious Service Award in 1971. Bowers was the Deputy Director of Airports Service before assuming the director's job in 1967. He was appointed deputy after serving as Chief, Airports Operation Branch. A U.S. Army veteran, he joined the agency in 1946 as Chief, Compliance Division and Airport Disposal Representative, Office of Airport Requirements Service. He was awarded the FAA Meritorious Service Award in 1968. Miss Healy has been Manager of the Office of Headquarters Operations since September 1969. Before that she was Deputy Manager and prior to that was Chief, Administrative Services Division, Office of Management Services. During her career she has earned the following awards: Nominated for the First Annual Woman's Award, 1960; nominated for the Federal Woman's Award, 1963; Meritorious Service Award, 1964; nominated for the Federal Woman's Award, 1965; and DOT Award for Meritorious Achievement, 1971.

AIRPORT DEVELOPMENT FAR ADOPTED . . . The agency has adopted new Federal Aviation Regulations (Part 152) prescribing the policies and procedures for administering FAA's Airport Development Aid Program (ADAP) and the Planning Grant Program (PGP). Both programs were established by the Airport and Airway Development Act of 1970, signed by President Nixon in May 1970, which greatly increased the money available for both airport construction and airways modernization. The Act authorizes allocations of \$280 million a year for the Airport Development Aid Program. It also created a new Planning Grant Program with an annual funding level of \$15 million.

WEATHER INFO "NOW" . . . Up to the minute, "real time" weather information from National Weather Service radars is being



used to help reduce flight delays by routing aircraft around severe weather areas. The weather info is obtained by telephone facsimile equipment which links FAA's Central Flow Control Facility with 19 National Weather Service radar weather sites primarily along the east coast and in the Chicago-Boston-Washington "Golden Triangle." The facsimile equipment produces

pictures of weather on radar scopes in less than two minutes. Radar maps previously used showed only generalized thunderstorm patterns and were at least an hour old when received. The Central Flow Control Facility helps to keep air traffic moving smoothly nationwide by anticipating bottlenecks and coordinating any re-routing or re-scheduling with the FAA's Air Route Traffic Control Centers and major airport control towers.

SCHOOL DAYS . . . Eleven FAA people were selected for long-term training programs, beginning this fall and lasting a full academic year. Orbin Clark, Jr., Southern Region, will attend the Industrial College of the Armed Forces in Washington; Charles S. Irwin, Great Lakes Region, goes to the Air War College in Alabama; Murray E. Smith, NASPO, to the Princeton Mid-Career Educational Program; going to Education for Public Management are Benjamin Demps, Jr., Eastern Region, attending Cornell University, N.Y. and Kenneth Thomasson, Southwest Region, attending the University of Washington; and going into the Air Transportation Systems Specialist Program at the University of California at Berkeley are Paul A. Larson, Rocky Mountain Region; Lloyd Golden, Western Region; William C. Wilson, New England Region; Michael T. Forrester, Eastern Region; Robert B. Karp, Office of Air Transportation Security; and Alphonso J. Barr, Airports Service.

ESIS SELECTIONS . . . Clifford Skoog, Chief, Aeronautical Quality Assurance Field Office, GL; Richard L. Collie, Chief ACDO, Des Plaines, Illinois, GL; George W. Woger, Chief, General Aviation Branch, Flight Standards Division, GL; Le Roy McCarthy, Sector Manager, Aurora, Illinois, GL; William S. Thomas, Chief, Propulsion Branch, Aircraft Engineering Division, WE; Leslie R. Eichen, Chief, General Aviation Branch, Flight Standards Division, CE; and Keith D. Anderson, Chief, Engineering and Manufacturing Branch, Flight Standards Division, GL.

ASPA ELECTION . . . Mary E. Healy, Manager, Office of Headquarters Operations, was recently elected for a three-year term to the National Council of the American Society for Public Administration (ASPA). She will serve as a member of the Finance and Administrative Committee and a member of the Board of Editors of the Public Administration Review. Ms. Healy is currently a vice president of the local National Capital Area Chapter of ASPA and has been nominated as president-elect of the Chapter for 1973.

A BOAT LOAD OF FUN AND FAREWELLS . . . All friends and associates of Clarke Harper, retiring Associate Administrator for Administration, are invited to set sail with him on a rollicking riverboat cruise down the Potomac to Marshall Hall on June 30, 1972--boarding time, 7:30 p.m.; castoff time, 8 o'clock; and return-to-dock time, Midnite (same nite). Music, games and relaxed fun, buffet (with plenty chairs for lap-holding of plates and sitting), cash bar, and casual dress will be the scene. Tickets available now from Norma Vanagas, Room 500 West in FOB 10A and from Geraldine Winfield, Room 9202 in the Nassif Building. Mary Healy says get them early, please, as the logistics on launching a boat are terrific. Deadline date is Monday, June 26.

EMPHASIS ON 'FLIGHT' . . . The title of the Operations Division, Flight Standards Service, has been changed to Flight Operations Division. The new title is more descriptive of the division's responsibilities which encompass the operational aspects of the certification and surveillance of airmen, air carriers, air agencies and commercial operators. The Administrator approved this CHG 114 to Order 1100.2 on 25 May 1972.

LET US ENTERTAIN YOU . . . This week a special Mid-Day Matinee will be showing VIDICOM #8--Retirement. A spicy mixture of slides, cartoons, film clips, script and music, the 20-minute production serves to inform all employees about the important Civil Service retirement benefit, and is dedicated in part to the many employees who will join the retirement ranks this month. The program will be shown in the auditorium of FOB 10A on June 15 and 16 at 11:30 a.m., 12 noon and 12:30 p.m. both days. Find out what the retirement benefit means to you--it's your money and your future!

INTERNATIONAL AVIATION PARTY . . . All friends of John Korsch (35 years service); Vincent Speer, (34 years service); Vera Rothenberger (27 years service); and Eula Bushong (26 years service) are invited to attend a retirement party on Tuesday, 13 June, at Fort McNair (McNair Room) from 7:00 to 9:00 p.m. Also, Colonel Stewart Gable, who is leaving us to attend the Naval War College at Newport, R.I., will be honored along with Hattie Parker whose husband is being transferred from the area.

AWARDS AND REWARDS . . . The Logistics Service presented a Quality Within-Grade Pay Increase based on outstanding performance to Richard T. Golrick, and Special Achievement Awards to Anna Mae Bowers, Merle D. Foehner, Clementine Little, Fitzhugh R. Murfree, Joseph Patchan, Samuel Rosenberg, Patricia R. Schauer and Eloise B. Singleton. Also presented were Length of Service Awards to Melvin J. Bergman, William R. Carnaghi, Samuel Rosenberg, all 30 years. The Employee Communications Staff, MN-30, presented a Quality Within-Grade pay increase to Carol B. Lencki.

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HEADQUARTERS

intercom

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
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HOW TO ACT AS AD-1

James E. Dow will become Acting Associate Administrator for Administration on July 1, upon Clark Harper's retirement from the agency. Dow is presently Director of Budget and was previously Deputy Director of NASPO. He joined the agency in 1943 as a supervisory air traffic control specialist in the Central Region.

QUICK ACTION

Action for additional new electronic test equipment was triggered last week by a VIDICOM discussion between John Meyer, an electronics technician from the Denver Airway Facilities Sector, and Deputy Administrator Smith. During the filming of the July VIDICOM, Meyer said that tolerances in the new, sophisticated navigation and ATC equipment arriving in the field are so precise that the old test equipment is no longer adequate. As a result of these remarks, the Deputy Administrator stepped up the effort to provide the higher quality test equipment.

OFFICE OF HQ ABOLISHED

WASHINGTON READY TO REORGANIZE

In a continuing effort to improve management within the agency's Washington headquarters, Administrator Shaffer last week announced organizational changes that will be implemented within 90 days. The Office of Headquarters Operations will be abolished and its functions will be absorbed into existing offices and services under the Associate Administrator for Administration and the Associate Administrator for Manpower. All accounting and audit functions will be combined under a new Office of Accounting and Audit. Currently, three separate headquarter's offices have accounting and audit responsibilities--Accounting Operations Division, HQ; Accounting Programs Division, MS; and the Office of Audit. The new office will report to the Associate Administrator for Administration. Finally, and effective immediately, the Office of Appraisal, which now reports to the Administrator, will report to the Associate Administrator for Administration.

GREEN BAY TAKES BLUE RIBBON

The National Airway Facilities Sector of the Year Award for 1971 was presented last week to the Green Bay AFS; Wisc., in recognition of its outstanding performance and reliability record in maintaining air traffic control and air navigation equipment in northern Wisconsin and Michigan. The national award, which includes an engraved plaque, was presented by Warren Sharp, Deputy Director, Airway Facilities Service, to D. E. Roberts, Jr., Green Bay Sector Manager. Attendees from the Great Lakes Region included: Bob Ziegler, Deputy Director, Alan H. Glass, Chief, Airway Facilities Division, and George Smith, Assistant Chief, Air Traffic Division. Sharp also presented each sector employee with an individual citation.

SAVINGS BOND CAMPAIGN OVER THE TOP . . . The 1972 Savings Bond campaign came to a successful conclusion last week with the goal of 80 percent participation achieved. Actually, FAA went over the top and scored an 80.4 percent participation. Helping to achieve this rate are the 4582 new bond buyers and 3266 who increased their allotments. They have done right by themselves, FAA, and the Nation's economy. Congratulations are in order all the way around. Our best advice now for all concerned is to hang onto the bond investment; it will pay off in a sound return in the near future. Final participation percentages are as follows: AC, 92.3; WE, 88.4; PC, 88.2; SW, 88.2, CE, 87.3; Wash. Hqs., 84.0; NA, 79.2; EU, 78.1; NW, 78.0; SO, 76.4; GL, 76.2; AL, 75.8; RM, 75.5; EA, 69.8; NE, 69.7.

AFTER THE ACT . . . A work group and sub-groups under the direction of Hobart Douglass, Chief, Career Systems Division, are wrestling with the many questions and issues of the Air Traffic Controller Career Act of 1972. Target dates include having regulations for putting the law into effect ready for review and coordination in OST by 17 July. Plans include meetings with representatives of Manpower and Air Traffic regional divisions and facilities for input and reactions in early July. A set of regulations are to be ready for implementation on August 14.

ICAO SEEKING APPLICANTS . . . The following assignments are now available with the International Civil Aviation Organization. MONTREAL - 3 years: 7/72 Legal Officer, Legal Bureau, P=4 (GS-14/15). Command of Russian language essential . . . 2 years: 8/72 Technical Officer, Aerodromes, Air Routes and Ground Aids, P-4 (GS-13/14). Applications due in IA-29 by 29 June 1972. Additional information about duties, qualifications, salary, and benefits as well as applications are available at your personnel office. FAA employees accepting ICAO assignments are entitled to restoration rights.

MORE POWER CONDITIONING . . . Power conditioning systems (PCS) for the agency's 20 domestic air route traffic control centers and one for training at the FAA Academy will be built by the Airesearch Manufacturing Company, a division of Garrett Corp. under a \$9,787,962 agency contract. At each center, the PCS (formerly known as UPS, uninterruptible power source) will assure a continuous and stable flow of electrical power of the precise voltage and frequency necessary for proper operation of computers, radar displays and other components of the automated en route system. Because of the critical nature of the various components, any power disruption or variation, even of a few milli-seconds duration, results in a loss of vital air traffic data. Such disruptions adversely affect the computers and radars and require several hours to return the components to a stable condition. Delivery of the PCSs will begin in 12 months. The first two units are scheduled for delivery at the Los Angeles Center and the FAA Academy. The remaining systems will be delivered to domestic centers at a rate of one per month thereafter.

RAPID CITY RELIEF FUND SET UP . . . In an effort to lend a helping hand to FAA flood victims of Rapid City, S. D., Mervyn Martin, Director of the Rocky Mountain, made the following plea: "To assist our personnel in the flood torn area of Rapid City, we are starting a disaster fund in the Rocky Mountain region. Fortunately, of the 35 FAA employees at Rapid City, only a few were affected by the flood. The full extent of their damages has not been assessed at this time, but it is believed the amount will be substantial. RM-5, the Public Affairs Office, will be the collection point in the region for contributions to this fund. I urge each of you to open your hearts and your pocketbooks to assist our fellow employees during this period of crisis. Make your checks payable to the FAA Rapid City Relief Fund." Although no FAA facilities were damaged and there were no FAA deaths or injuries, some employees did suffer extensive property damage. For instance, four feet of water swept through the main floor of the home of Don Barnes, Rapid City AFS, destroying furniture, carpeting--literally everything in sight. Don's biggest loss was his collection of first-edition books and several antiques--all irreplaceable. Also, two cars belonging to the Barnes' family were carried off by the flood waters and have not yet been found.

BOSTON ARTCC MODERNIZATION MOVES AHEAD . . . The agency has awarded a \$2,520,000 contract to Harvey Construction Company of Manchester, N.H., for additional modernization work at the Boston Air Route Traffic Control Center in Nashua, N.H. The contract is part of a nationwide program to provide air traffic controllers with better equipment and a more efficient working environment. Phase I of the program included the construction of automation wings to house the computers and other elements of the new "third generation" air traffic control system now being implemented at the 20 domestic centers. Phase II involves the modernization of existing center buildings. The Boston center is the tenth to contract for Phase II construction. Phase I has been completed or is underway at all 20 centers.

WADS OF \$\$ FOR LONG RANGE RADAR . . . To eliminate clutter, improve tracking and accuracy and provide additional weather information in long range radar, the agency has awarded two contracts worth \$2.8 million. Eighty-five radars will be modified to make them compatible with the new automation systems in the 20 domestic en route centers. Work on the radars is set for completion by June 1973. The contracts went to Cardion Electronics Unit of General Signal Corp. and to Bendix Field Engineering Corp.

WHOOPS! ANOTHER SCHOLAR . . . Last week's INTERCOM carried an article entitled "School Days" in which selectees were named for long-term training programs to begin this fall. Nathan Aronson, SRDS, was inadvertently omitted from the list submitted for publication. Aronson will attend the Air Transportation Systems Specialist Program at the University of California at Berkeley.

Hq. BOND CAMPAIGN CLOSES AT 84% . . . Thanks to the fine efforts of keymen throughout the Washington headquarters, especially during the final week of the campaign, the goal exceeding last year's campaign participation level of 83.7 percent was realized. A summary shows that during the campaign 342 new subscribers joined the payroll savings plan and 254 persons taking bonds increased their allotments. The new subscribers signed up for savings at an annual rate in excess of \$117,000. Highlights of the campaign included nine of the 34 offices and services involved achieving 100 percent participation and another nine reached 90 percent or better. Overall, 23 of the 34 offices and services exceeded the 84 percent level achieved by Washington headquarters. A summary of participation percentages for each office and service in the campaign follows: OA, AD, ED, OP, PL, AP, AU, AM, EQ, All 100; MN, 83; AT, 82; SE, 89; AS, 95; EC, 89; AV, 76; BU, 91; CR, 69; AF, 91; FS, 93; GA, 83; GC, 78; HQ, 85; *IA, 76; IE, 18; LR, 93; LG, 92; MS, 91; ***CA, 70; PN, 83; PA, 91; VS, 91; EM, 65; **RD, 86; TR, 85.



*IA (Washington Headquarters), 85%; IA (field); 53%.
**Includes SS, 91%
***DCA, 71%; IAD, 69%.

PLAY IT AGAIN . . . VIDICOM #8--Retirement--will be shown again this week as the special Mid-Day Matinee on June 20 and 21. If you didn't catch it last week, don't miss it this time. Shows in the auditorium at 11:30, 12 noon and 12:30 both days. It's to your benefit!

40 PINTS TO QUOTA . . . The FAA Blood Donor Program must have 40 more pints of blood before the end of June in order to meet our quota for the Red Cross Blood Bank. If you can donate blood, now is the time--and it's growing short. Please give! Remember, the Blood Bank is for you and your family. Remember also that it has been a life-saving benefit to so many of our employees in the past. The quota must be met in order to keep this benefit alive.

GSI COMES TO FAA . . . FAA has invited the president of Government Services, Inc. (GSI) and his key officials to talk to FAA Washington employees on Friday, 23 June, at 3:00 p.m. in the cafeteria. GSI has been asked to advise us on: how they are organized to serve the government employees; fiscal management; pricing policies and procedures; recent improvements in the system; future plans; menu planning; and other appropriate subjects. Constructive suggestions for added or new services in FOB-10A will be solicited from all employees attending the meeting. Clarke Harper, AD-1, will introduce the GSI officials and Mary Healy, an active member of GSI, will participate in the meeting.

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HEADQUARTERS intercom

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION
service to man in flight

2-26 26 June 1972

POTOSKY, TOP DOLLAR

Norman Potosky will take over as Acting Director of Budget on July 1, when Director of Budget James E. Dow becomes Acting Associate Administrator for Administration. Presently Deputy Director, Potosky has served in the Office of Budget since 1966, following a tour as Administrative Officer in the European Region from 1965. He joined the agency in 1944 and worked until 1957 in several Alaskan facilities as aircraft communicator, airways operations specialist, senior watch supervisor and station manager. He then held several positions in the Alaskan budget and air traffic divisions before going to Europe.

"AT GREAT SACRIFICE..."

A medallion, a certificate and \$500 were presented to Dr. John J. Swearingen of the Aero Center's Civil Aeromedical Institute for his outstanding work in initiating and promoting aviation safety through original research on human tolerances to vertical impact acceleration at great personal physical sacrifice." The 1972 Laura Taber Barbour Award was given to Swearingen by the Flight Safety Foundation whose president is former FAA Deputy Administrator D.D. Thomas.

BUYING BONDS PAYS OFF

SHAFFER SAYS THANKS TO ALL



In a letter to region and center directors and to Logistics Service Director M.P. Comulada, who coordinated the Washington headquarters' Savings Bond Campaign, Administrator Shaffer said, "FAA met the governmentwide goal in this year's campaign by achieving an 80.4 percent participation rate. You may also be interested in knowing that the agency finished third among all the DOT components, topped only by Coast Guard (95.7%) and NTSB (85.0%). We at Headquarters sincerely thank all of you for this successful campaign and special thanks and congratulations go to those who have invested so wisely by 'Taking Stock in America.'"

THIS IS CONFIDENTIAL...

It's time again to get ready to submit the annual supplemental statement, which is required from all employees who submit a Confidential Employment and Financial Interest Statement. Supplemental statements, due by July 31, update the Confidential one, which is designed to ensure that employees do not become involved in conflicts of interest. Paragraphs 4 and 8 of FAA Order 3750.3A contain more information on these statements, as well as on the yearly requirement of supervisors to call employees' attention to standards of conduct while serving the agency.

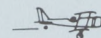


Take stock in America.
Buy U.S. Savings Bonds

AIRPORT REG LANDS . . . A new Federal Aviation Regulation affecting more than 500 airports sets standards for the maintenance of the marking and lighting of airport areas used for operations; maintenance and availability of firefighting and rescue equipment and services; and establishment of an emergency plan and the development of means and procedures for handling other features of an airport, such as ground vehicle control and public protection. All U.S. airports serving the air carriers must meet the standards and be certified by the agency by May 21, 1973, as required by the Airport and Airway Development Act of 1970. The agency has established a new operations division in the Airports Service to formulate the certification program and provide policy guidance, and the eleven regions will conduct the certification program. A series of advisory circulars have been prepared to assist airport operators in complying with the new regulation, Part 139.

ARTS COMMISSIONED AT DULLES . . . Secretary Volpe led the contingent of officials who witnessed the commissioning of ARTS III at Dulles International Airport June 20. Including Dulles, 17 ARTS systems have been fully commissioned. The agency ordered 64 systems with 61 scheduled for installation at high and medium-density, radar-equipped towers and the remaining three for training and research and development purposes. All 61 airport systems should be operational by mid-1973. The computer-based systems process radar beacon signals from aircraft to show their identity and altitude directly on radar displays used by air traffic controllers.

THE LONG, STRONG ARM OF A UCR . . . The erratic behavior of a vehicle assigned to the Atlanta ACDO and operated on the airport ramp made Granville Marshall, the ACDO chief, worry that a costly accident could occur, possibly involving multi-million dollar equipment and aircraft. He submitted an Unsatisfactory Condition Report recommending a modification, and the UCR had far-reaching results. It was forwarded all the way from the ACDO through GSA to one of the largest motor vehicle manufacturers in the country for investigation and corrective action. One UCR can go far and carry a lot of weight...but YOU must start it on its way.



HOLIDAY DATE. . . .Some employees have indicated their confusion as to whether the Monday holiday law, PL 90-363, effective 1 Jan. 1971, makes Monday, July 3, the observance for Independence Day this year. The answer is "no" for employees who work the normal Monday through Friday tour of duty. July 4, which falls on Tuesday this year, is one of three holidays that retains its established observance date. The other two are Christmas Day, Dec. 25, and New Year's Day, Jan. 1. Employees planning leave should take this into consideration.

ICAO SEEKING APPLICANTS....The following assignments are now available with the International Civil Aviation Organization. MONTREAL = 2 years: 9/72 Language Officer (Translator/Interpreter), Spanish Section, Language Branch, Bureau of Administration and Services, P=3 (GS-11/13), command of Spanish language essential. . . .2 years: 10/72 Chief, Project Operations; Project Operations, Technical Assistance Bureau, Principal Officer (GS-15/16). . . .2 years: 11/72 Assistant Implementation Officer, Implementation Section Area C, Project Operations, Technical Assistance Bureau, Montreal, P=3 (GS-11/13). Applications due in IA-29 by 18 July 1972. Additional information about duties, qualifications, salary, and benefits as well as applications are available at your personnel office. FAA employees accepting ICAO assignments are entitled to restoration rights.

NO CRASH, JUST ROUTINE LANDING. . . .Professionalism--know-how, that's what it took to help a pilot get the landing gear down on an airborne single-engine aircraft. The plane was flying in the dark, night-time sky toward St. Louis for a possible emergency landing with the landing gear stuck in the up position. That's when controller James M. Smith stepped into the picture. After reviewing the situation, he called the plane on VOR radio and suggested that the pilot slow down -- cut back the airspeed -- before trying to lower the gear manually. When this was done, the gear came down and locked into place. This was just one of the "saves" FAAers were involved in during the month of May. In all there were 256 flight assists reported -- 140 by flight service stations, 91 by towers and 25 by centers. There were a total of 379 people reported on board the aircraft involved. The primary causes for the assists included 156 lost pilots, 18 low on fuel, 34 involved in weather and 67 with some type of equipment malfunction.

WHEN IS A SUGGESTION A SUGGESTION? . . .When submitting a suggestion, make sure it meets the criteria of a suggestion; that is, it will benefit the government by accomplishing a job better, faster, cheaper or safer. Ideas intended solely to promote a more healthful work environment or to improve working conditions, that require legislative action or that improve morale through the introduction of desirable and feasible employee services or facilities and personnel policies or practices, are not eligible for processing through the employee suggestion system. They may be processed through normal supervisory channels or as unsatisfactory condition reports, as appropriate. For further information and help, contact your local Recognition and Awards Coordinator.

LOCK YOUR DRAWERS. . . . Several retirement luncheons are being planned now and large sums of money are being collected for luncheons and gifts for retirees. Frequently, this money is kept in locked desk drawers and this practice has led to a number of thefts. The Investigations and Security Staff, HQ-10, cautions all persons making collections to avoid placing money in desks and recommends that it be kept in adequate security containers. In the event one is not available, contact HQ-10, room 535D, for safekeeping.

DON'T CLOSE OUT. . . . If you are planning to retire, you may still retain full membership and receive full services from the Transportation Federal Credit Union. If you remain in the area you can use Credit Union services in person or by mail, and if you leave the area you can still transact business by mail. Visit the office in FOB 10A, room 532 before retiring to pick up deposit and withdrawal forms and mailing envelopes, and to verify the status of your account.

ALL UNDER CONTROL. . . . Join the festivities at Evans Farm Inn for 23 persons retiring from the Air Traffic Service. A cocktail buffet at the Inn on June 29, 6:30 p.m., will honor: John D. Whiteside, 40 years service; Robert Stevens, 38 years; LaVere Budge and Ralph Fletcher, both 37 years; James Dalton, 35 years; Conrad Pilkenton and Felton Jackson, 34 years; J. Griff Edwards, 33 years; Robert Carnahan, George Robertson, Paul Moore and Leigh Reynolds, all 31 years; Henry Van Sant, Ward Saunders, Dan Cronin, Dominic Rosi, Addison Scott, Noble Laesch, William Andrews, Charles Stephenson and Robert Taylor, all 30 years; and John Knoll and Albert Ridenour, 29 years. And the people taking reservations are: Audrey Breeding, x68508; Betty Tate, x68466; Eva Chacalos, x68505; Susan Lockwood, x68802; Natalie Miller, x63758; and Marla Nalisnick, x68777.

AND ANOTHER PARTY. . . . Where else can you eat all you want, dance all you want and have a chance to push Clarke Harper overboard....only at his Riverboat Retirement Party June 30, 7:30 p.m. Do come.

AWARDS AND REWARDS. . . . The Logistics Service presented Length of Service Awards to Edward M. Bushong, Frank P. Lee, Dana E. Linden and Luther Pugh, all 30 years; and Fred S. Bustam, 25 years. The Office of Management Systems presented a Quality Within-Grade Award to Jeanne Ende and Special Achievement Awards to John Monchak and George Hendon. Airports Service presented a Special Achievement Award based on outstanding performance to Alphonso J. Barr; Quality Within Grade Pay Increases based on outstanding performance to Mary D. Carter, Mary M. Goldfield, James K. Thompson, Helen M. Shields, Harvey T. Dove, Jr., Sandra L. Williams, and Henry A. Rich; and a Special Achievement Award to Constance E. Wims.

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