



U.S. Department  
of Transportation  
**Federal Aviation  
Administration**

# Headquarters Intercom

## Making a Difference

### *FAAer Brings Indian Culture to the Workplace*

Carole Bordeaux-Orr was constantly encouraged to "do something" for her people.

She has – by opening the eyes of hundreds of FAAers in the Central Region to Native American culture.

The only FAAer in the nation to receive the DOT Secretary's Award for Diversity last year, she was praised for her "outstanding achievement in furthering awareness of American Indian culture."

Bordeaux-Orr has worked for the agency for almost five years and wants others to know more about Native American culture.

Part Sioux, she grew up on the Rosebud Sioux Reservation in South Dakota, where her two brothers and two

*turn to Diversity on page 2*

## Highlights

**1,000 Years of Work.** Thirty-two Headquarters FAAers were recently presented career service pins for federal employment ranging from 35 to 50 years.

They have racked up more than a thousand years of federal service.

Find out who they are on page 4.

**Lots of Energy.** A 72-year-old retired Headquarters FAAer recently won a gold medal in a triathlon world championship in Australia.

Bill Hamm, who now lives in Texas,  
*turn to Highlights on page 2*



### **Drums Along the Potomac**

During FAA Headquarters recent celebration of National American Indian Heritage Month, several members of regional Indian tribes gave workers a glimpse of their culture and customs.

Mattaponi Indians of the River of High Banks Drummers, top photo, show off their talents on the plaza outside the building. Two members of the Chickahominy tribe wear native dress. Both tribes are from Virginia



Troy Adkins, a Chickahominy Indian, shows off his native costume.



FAAers join Chickahominy Indians in a friendship dance.

## Highlights *from page 1*

competed against four men in his age division – 70 to 75 year olds – doing a .9 mile swim off the coast of Australia, 25-mile bike ride and a 10 kilometer run.

Hamm finished all three events with a total time of three hours, six minutes and 16 seconds.

Of the 109 Americans who competed, Hamm was one of only six gold medal winners from all age divisions.

Hamm retired from the FAA in 1982 as an international operations staffer in the Office of International Aviation.

A three-time national triathlon champion, Hamm works out six days a week, nine months a year to stay in shape.

Hamm says he normally runs eight to 10 miles on Mondays, bicycles on Tuesdays, does speed work on a track on Wednesdays and swims a mile or two on Thursdays.

He bicycles through the Texas hill country on Fridays. Saturdays are optional, and he rests on Sundays.

**Executive Directors.** With recent top management reorganization, the FAA now has three executive director positions.

Several top FAAers have switched positions.

Here's the current organization.

→ **Joe Del Balzo** became Executive Director for System Operations in October.

→ **John Burt** became Executive Director for System Development at the end of last year.

→ **Monte Belger** became Executive Director for Acquisition and Safety Oversight at the end of 1991.

Del Balzo was formerly Executive Director for System Development and is currently acting Deputy Administrator.

Burt was formerly Executive Director for Acquisition.

Belger formerly held the position of Associate Administrator for Aviation Standards.

→ **Garland "Cas" Castleberry** leaves his post as Southern Regional Administrator to take Belger's former position.



*Carole Bordeaux-Orr holds DOT Secretary's Award for Outstanding Achievement in Diversity. To the left is a collection of Indian memorabilia.*

is also a member of the region's civil rights committee and the Federal Executive Board's Native American Employment Council. The board emphasizes the recruitment of Native American Indians into the federal work force.

She spearheaded organization of the first American Indian Special Emphasis Group in the region. Results of her leadership include formulation of the American Indian Committee's charter supported by the regional administrator.

At a Haskell Indian Junior College recruitment day in November, Orr and six other FAAers told students about job opportunities at the agency.

Recruiting in the region recently yielded two Native Americans who are working as technicians at the Kansas City enroute center.

Bordeaux-Orr also helped organize the first Central Region American Indian Day in 1990, which has become an annual event at the regional headquarters.

Her background influenced her pursuit of Central Region work force diversity and her educational goals.

Bordeaux-Orr was encouraged by her cousin, the president of a four-year Rosebud Sioux Indian college, Santi Gleska College. He continually asked her, "What are you going to do for your people?"

That prompted Bordeaux-Orr to finish her bachelor's degree in sociology. She is currently working toward a master's in social work.

"As the decade of the 90s advances, I look forward to a continued awareness within the federal work force and the American public of the status of the Native American Indian people, as well as other special emphasis groups," she says.

"Through an intense educational effort, cultures can be shared, as well as retained."

The result is more Native American Indians getting into the mainstream of society, she says.

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## Diversity

*continued from page 1*  
sisters still live.

They are fluent in their native tongue.

Bordeaux-Orr's heritage is diverse. She describes herself as a pot-pourri of half Sioux mixed with other nationalities, including French and Scandinavian.

A secretary in the Air Traffic Division's System Requirements Branch in Kansas City, Bordeaux-Orr

Coming from a reservation background, Bordeaux-Orr believes Native Americans want the same things for which others in the country strive.

"They want to see their children grow up to be educated and well-prepared citizens, to enjoy the benefits of productivity, to share their colorful and distinct culture, yet keep their heritage intact," Bordeaux-Orr emphasizes.

"I hope I can be of some small influence in helping my people realize these objectives."

## Flightplan

**Native Americans.** Interested in starting a Native American coalition of FAAers?

Contact John Ogden, AHR-140, x77379.

**Women in aviation.** The third annual Women in Aviation conference will be held *March 12 to 14* in Las Vegas.

The event is sponsored by Parks College of St. Louis University.

Highlights include talks by NASA astronaut Eileen Marie Collins, World War II Soviet woman pilot Nadya Popova and legendary test pilot Chuck Yeager.

To register or for more information, write: Women in Aviation Conference, Parks College of St. Louis University, Cahokia, IL 62206, or call (618) 337-7500, ext. 203.

**Asian-Pacific.** The Coalition of FAA Asian-Pacific Americans holds its monthly meeting on the *second Tuesday* of the month in conference room 1030, Office of Civil Rights, from 12 noon to 1 p.m.

The next meeting is *Tuesday, February 11*.

For more information, contact Matt Asai, x77542.

**Fire safety.** On *Thursday, January 16*, the National Air and Space Museum will present a lecture on how the FAA's ongoing research has made aviation safer.

Constantine Sarkos, manager of the agency's Fire Safety Branch, is the guest speaker. His topic is "Fire Safety Research in Airlines."

It begins at 7:30 p.m. in the Langley Theater.

**Golf tournament.** The Las Vegas airport tower is hosting its 9th annual golf tournament *February 23 to 25*.

It will be held at the Dunes Hotel and Country Club. Entry fees range from \$285 to \$340 per person, including double occupancy hotel room.

For more information, write Steve and Teri Byrum, 7121 Wedgewood Way, Las Vegas, NV 89117, or call (702) 871-6543.

**\$\$ deadline.** Open season ends on *Friday, January 31*, to join or make changes to the Thrift Savings Plan.

Employees covered under the Civil Service Retirement System (CSRS) and the Federal Employee Retirement System (FERS) may participate.

**Teambuilding.** The Federal Women's Program Committee will hold a teambuilding session on *Friday, January 31*, from 10 a.m. to noon in the 10th-floor Civil Rights conference room.

Regular meetings of the FWPC take place on the *first Wednesday* of each

month at 11 a.m., also in that conference room.

**Sign language.** A six-week sign language course is scheduled to begin *Monday, February 4*.

Contact Doretha Robinson, AAA-212, x78962 for details.

**Black coalition.** The National Black Coalition of Federal Aviation Employees will hold its next monthly meeting on *Tuesday, February 4*, in conference rooms 9 ABC from noon to 1 p.m.

For more information, contact Marcia Adams, x73488.

**Ski club.** The Pentagon Ski Club, open to all government employees and their families in the Washington area, will hold its next meeting at 7 p.m. on *Tuesday, January 21*, in the Cameron Station Officers' Club, Alexandria.

Prospective members who can't get to the meeting or need directions should call (301) 587-2073.

**FAA managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor.

They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings are on these *Wednesdays: February 12, March 18, April 8, May 13 and June 10*.

**Hispanic meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are scheduled for the *first Tuesday* of each month.

Contact David Benton, x78499, for more information.

**Aging aircraft.** An international workshop focusing on the structural integrity of aging aircraft will be held in Atlanta from *March 31 to April 2*.

The workshop is sponsored by the FAA, NASA and the Air Force Office of Scientific Research. It is organized by the Computational Modeling Center at Georgia Tech.

For registration information, contact S. N. Atluri, (404) 894-2758, fax (404) 894-2299.

## Healthbeat

**Glaucoma testing.** Testing for glaucoma will be held from 9 to 11 a.m. in the clinic, room 327, on *Mondays, January 13 and 27*.

Sign up in the clinic.

**Blood screening.** Blood screening will be held in the clinic, room 327, on *Wednesday, January 15*, from 8:30 to 11:30 a.m. by appointment.

Cost varies depending on the blood profiles performed.

Sign up in the clinic.

**Health videos.** The Health Awareness Program is sponsoring a series of videos during the next few months that zero in on specific health topics.

They will be shown at 1 p.m. on *Tuesdays* in conference room 5C.

Here is the January and February schedule.

"Premenstrual Syndrome, A Clinical Approach," *Tuesday, January 14*, 30 minutes.

"Advances in Hypertension," *Tuesday, January 21*, 28 minutes.

"Controversies in Diagnosis and Management of Prostate Cancer," *Tuesday, January 28*, 58 minutes.

"Lifestyle Magazine," *Tuesday, February 4*, 38 minutes, conference room 5AB.

"Advances in Asthma Therapy," *Tuesday, February 11*, 30 minutes.

"No Time to Waste," *Tuesday, February 18*, 30 minutes.

"Lifestyle Magazine," *Tuesday, February 25*, 27 minutes.

## People

**1,000 years of work.** Thirty-two Headquarters FAAers, who have racked up a total of more than 1,000 years of federal government service, were praised for their achievements during a special ceremony last month.

Then FAA Administrator James Busey presented career service award pins to the employees whose service ranged from 35 to 50 years.

Recognized for their working longevity are:

### 50 Years

*Thomas Higgins  
Cornelia Triplett*

Office of the Associate  
Administrator for System  
Engineering and Development

*Burton Gifford*  
Office of Acquisition Policy  
and Oversight

*Harvey Van Wyen*  
Office of Environment  
and Energy

### 38 Years

*Wilbert Bently*  
Acquisition Support

*Lynn Jackson*  
Office of International Aviation

*Stephen Cannistra  
Charles Ochoa  
Reuben Powell  
George Quinn*  
Office of Navigation and Landing

### 35 Years

*Charles Stith  
Carroll Workman*  
Office of the Program Manager  
for Advanced Automation

*Roberta Brown  
Ida Davis*  
Office of Personnel

*Allen Hochstein*  
Logistics Service

*Clarence Baron*  
Office of the Assistant  
Administrator for Airports

*Donald Swinney  
Frances Wirtanen*  
NAS Transition and  
Implementation Service

*Gloria Dant*  
Office of System Capacity  
and Requirements

*Gene Jensen*  
Office of the Associate  
Administrator for System  
Engineering and Development

*Cogan Marshall  
James Nocker  
James Wilkins*  
Systems Maintenance Service

*John Kale*  
Office of Airport Safety  
and Standards

*Marshall Munro*  
Office of Air Traffic  
Program Management

*Carl Fullner  
Floyd Woodward*  
Air Traffic Operations Service

*Alfred Benson  
John Gibbs  
Victor Makela*

*Norbert Owens*  
Office of the Associate  
Administrator for Air Traffic

*Chester Smerdzinski*  
Office of Air Traffic  
System Management

## Fancy Doors

### HQ's Decorating Winners

Three FAA organizations took top honors during the annual holiday door decorating contest sponsored by the DOT Employee Recreation Association.

Winners in the FAA Headquarters building are:

#### First Place "Air Santa"

Research and Development Program  
Analysis Division, APM-200

**Second Place**  
"Country Christmas"  
Associate Administrator for  
Airway Facilities, AAF-1

**Third Place**  
"Peace on Earth"  
Office of Acquisition Support,  
Industrial Division, ASU-400

## Feedback

**Lost art.** A framed Norman Rockwell print of Sturbridge, MA, was lost during a recent move from the seventh floor to the area of room 506 at FAA Headquarters.

The print measures approximately one by three feet.

A reward is offered by Joel Jacknow, ARD-80, x79730.

**Recycle it.** The white color of *Intercom* allows it to be recycled.

After reading the newsletter, make the extra effort to put it in one of the building's office recycling boxes.

**Missing something?** Did you know that items lost in the building can be retrieved if they have been turned in to the building's management?

If you recently lost something, call *Nat Mosby* in the DOT Nassif Building, x64683.

Mosby's office keeps a list of lost items and holds them for 30 days.

After that, they are turned over to the General Services Administration for disposal.



U.S. Department  
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## On the Road to the Future

### *FAA to Add Reliability, Speed to Controller-Pilot Voice Communications*

The FAA has awarded a 15-year, \$1.7 billion contract for a sophisticated radio and telephone voice switching system.

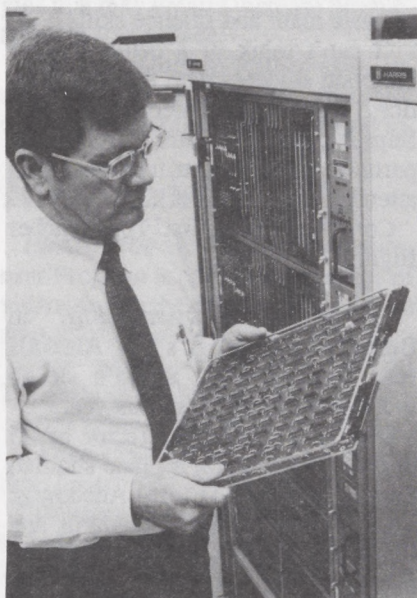
It will replace the aging leased communications systems currently in use in the air traffic system.

The FAA expects to spend \$97 million of the contract in the 1992 fiscal year.

The Voice Switching and Control System (VSCS), a major part of the FAA's air traffic control modernization program, will provide a computer-controlled voice system for communicating among air traffic controllers and between controllers and flightcrews.

The contract was awarded to Harris Corporation of Melbourne, FL.

It permits the FAA to order 25 systems over a four-year period, with the option of buying an additional 24 systems.



Also included are maintenance, training and installation services over a 14-year period.

The new system will significantly improve communications because it is flexible, expandable and highly reliable.

Highlights of the new system include:

→ Easy-to-use touch color screen displays with icons for simple and fast controller operation.

→ A sophisticated fiber-optic and

*turn to Future on page 2*

*Microprocessor-based, fiber-optic digital switches are at the heart of the Voice Switching and Control System, enabling controllers to connect calls to pilots, other controllers or ground personnel in a fraction of a second. The switches are fully redundant to ensure continuous communications between pilots and controllers.*

## Highlights

**Black Aviation History.** Learn more about the contributions of African Americans to aviation during a series of noon and evening lectures slated at the National Air and Space Museum.

FAA's Ted Robinson, a visiting historian at the museum, is on the agenda.

The series marks National Black History Month in February.

Turn to page 4 for details.

**Education Pact.** The FAA and the Aircraft Owners and Pilots Association  
*turn to Highlights on page 2*

## Recruiting Diversity

### *More Women, Minorities Join Work Force*

Adding diversity to the Great Lakes Region's work force drew praise from top officials recently.

Then DOT Secretary Sam Skinner presented "Way To Go" awards to the Human Resource Management Division's recruitment staff during a ceremony at Meigs Airport in downtown Chicago.

They were lauded for their "outstanding dedication, commitment and team spirit" in boosting cultural diversity within the agency.

Here's the breakdown of the women and minorities hired during the 1991 fiscal year in the Great Lakes Region: 211, or 48% of all personnel hired, were female and minority air traffic controllers; 11, or 60%, were female and minority aviation safety inspectors; 64, or 54%, were female and minority Airway Facilities engineers and technicians; and seven, or 58%, were female and minority security specialists.

Nineteen disabled employees were also added to the work force.

Regional Administrator Ed Phillips emphasized the importance of recruiting and retaining a diverse work force.

## Highlights *from page 1*



Acting FAA Administrator Barry Harris, right, and AOPA President Phil Boyer sign aviation education partnership.

tion have inked an aviation education partnership.

Acting FAA Administrator Barry Harris and AOPA President Phil Boyer agreed that the "FAA and AOPA are dedicated to enhancing the aviation education of America's young people, teachers and others through programs and resource materials at local and national levels."

The FAA cosponsors more than 50 Aviation Education Resource Centers across the country, youth programs and partnerships with industry and the education community.

The FAA-AOPA partnership was signed at College Park Airport, outside of Washington, DC, on December 17. That was the 88th anniversary of the Wright brothers' first powered flight.

The Wright brothers trained the



Alicia Coro, right, Director of School Improvement Programs for the Department of Education, took the first Fly-a-Teacher flight.

country's first two military pilots at College Park Airport.

This partnership with AOPA and other industry organizations helps the FAA make strong contributions to the President's "America 2000" goals.

During the event, AOPA also launched two new programs - America's Pilots Participating in Local Education and Fly-a-Teacher.

Pilots will offer aviation expertise to schools, and teachers will be flown on familiarization flights and given educational materials to help them show students real-world applications of basic math and science skills.

"I can't think of a better way to motivate students than through aviation," Alicia Coro, Director of School Improvement Programs for the Department of Education, told those who attended the kickoff at College Park.

Coro received the first Fly-a-Teacher flight.

**Frigid, but Heartwarming.** In Bethel, one of FAA's and Alaska's remotest outposts, Santa's sleigh looked a little different this year.

Despite a wind-chill factor of 75 degrees below zero, a plane shuttled Santas, disguised as three Anchorage managers from Flight Standards and Resource Management, to deliver donated gifts to the children and food baskets to the FAA families permanently stationed there.

Said one Bethel FAAer, "That was totally wonderful because we normally feel like the last outpost in America."

Bethel is 400 miles west of Anchorage and a major transportation hub for the Yukon-Kuskokwim delta - an area about the size of Montana.

Last June the Anchorage Flight Stan-

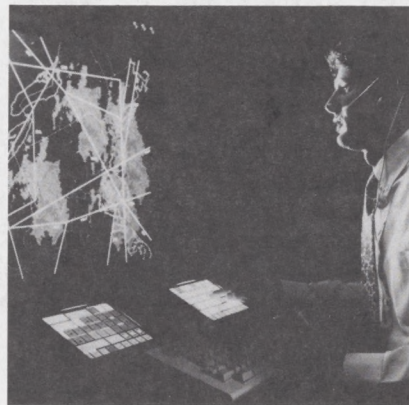
dards District Office opened a certification and surveillance unit in Bethel, staffed by rotating teams of inspectors.

## Future *from page 1*

digital switching system that ensures clear communications and reduces the time it takes for controllers to connect calls to a fraction of a second.

➔ Redundant processes with automatic troubleshooting to ensure continuous operation. It is designed to have less than three seconds of down time a year.

➔ Capability of handling more than 2,800 calls a minute, twice the number handled by the current system.



Air traffic controller communication tasks will be easier and faster with these full-color, interactive, touch-screen display monitors. Each controller position will have two monitors, either of which can access all air-to-ground and ground-to-ground functions. The advanced touch screens are infrared to eliminate optical distortion and utilize optimum touch pressure for error-free operation.

➔ Flexibility to expand during peak periods to handle up to 430 positions or to shrink to less than 50 positions covering the same airspace during off peak hours.

The Voice Switching and Control System will be installed at the Aeronautical Center, Technical Center, 22 enroute centers - beginning with the Seattle center - and the New York terminal radar approach control facility.

The contract award is a result of prototype development contracts awarded in 1986 to two competing contractors, AT&T Technologies, Inc., and Harris Corporation's Government Communications Systems Division.

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## New Frontiers

### Headquarters Seminars To Focus on the Latest in Information Technologies

Several presentations on the latest developments in information technology are on tap for Headquarters FAAers in the coming weeks.

Theron Gray, the agency's new Assistant Administrator for Information Technology (AIT), says the presentations will cover diverse and interesting topics.

The Information Technology staff encourages all information resources managers, other managers and staff to attend.

The next presentations include:

#### 'PCs: Current and Future Issues'

Tuesday, February 11  
10-11:30 a.m.

Nassif Building, room 2201  
Southwest entrance

Presented by Jonathan Yarmis  
Gartner Group  
Topics include:

- Windows versus XWindows
- User Interface - projections for choosing one approach over another
- Architecture - how to tie different operating systems together (UNIX, DOS, OS2, Apple)
- Shifting Architectures and the Dominance of IBM and Apple
- Pen-Based Computing

#### 'Client/Server - Mainframes, from Cathedrals to Condos'

Wednesday, March 4  
1:30-3 p.m.

FAA Headquarters, room 8 ABC  
Presented by Mike Morris  
Information Strategies Group

A client/server architecture consists of a system or program (the client) that requests the activity of other systems or programs (servers) to accomplish specific tasks.

Servers act as resources through interface standards, irrespective of the form of hardware platforms, networks, software and the like.

Planning to attend? Contact *Elli Klein* (AIT-310), x79972. Klein welcomes comments on the presentations and suggestions for future topics.

A recent presentation, for example,

focused on emerging developments in information technologies.

Robyn Rather, Information Strategies Group, related how business is moving from an era of dominance of data in the 1980s to an era of knowledge dominance - the expertise to appropriately apply available information - in the 1990s.

She identified promising technologies that may greatly increase productivity in this decade.

The technologies, Rather said, include broadband networks, electronic data interchange (EDI), graphic in-

formation systems, graphical user interfaces, imaging, optical storage, mobile and wireless systems, pen-computing, videoconferencing, data compression, groupware and virtual reality.

While these technologies are not fail-safe and may not be appropriate for all environments, strategic planning will help maximize their potential, she said.

Feedback on the information exchange included that of Ken McComber, Human Resource Management's information resources manager, who said he and his staff have found it very worthwhile.

drugs, for example - can also damage or destroy the unborn's hearing.

→ **Injury or noise.** A severe blow to the head or exposure to excessive noise, even loud music, can damage hearing. Noise-induced hearing loss is usually gradual, painless, and often permanent.

Warning signs are:

- Need to raise your voice to be heard.
- Not hearing someone less than two feet away.
- Speech sounds muffled or dull after leaving the noise area.
- Pain or ringing in ears after exposure to music.

→ **Disease.** Such diseases as measles, mumps, and chicken pox can cause hearing loss. Infection, accompanied by high fever, can damage hearing.

→ **Heredity.** Certain inherited characteristics can make a person more susceptible to diseases and defects that affect the ear and the ability to hear. Deaf parents are somewhat more likely to give birth to deaf children.

→ **Aging.** "Presbycusis" is a progressive deterioration of hearing in older people. The age of onset and severity varies from person to person.

Want to learn sign language? Turn to "Flightplan" on page 4.

Thanks to the National Association of the Deaf for this information.

## Healthbeat

**Health videos.** The Health Awareness Program is sponsoring a series of videos during the next few months that zero in on specific health topics.

They will be shown at 1 p.m. on Tuesdays in conference room 5C.

Here is the schedule.

"Advances in Hypertension," Tuesday, January 21, 28 minutes.

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"Advances in Asthma Therapy," Tuesday, February 11, 30 minutes.

**Glaucoma testing.** Testing for glaucoma will be held from 9 to 11 a.m. in the clinic, room 327, on Monday, January 27. Sign up in the clinic.

**About hearing.** More than 22 million Americans are hearing impaired - they have some degree of hearing loss.

They may be either deaf or hard of hearing.

Major causes of deafness and hearing loss are:

→ **Birth defects.** An infant's hearing can be damaged before birth by a mother contracting certain diseases such as German measles (rubella) during pregnancy. An expectant mother's dependence on chemical substances -

## Flightplan

**Looking ahead.** Acting Deputy Administrator Joe Del Balzo will talk about the future of air traffic control in the 21st century during a lecture at the National Air and Space Museum.

Del Balzo speaks on *Thursday, February 6*, at 7:30 p.m. in the museum's Einstein Planetarium.

**Indian culture.** Interested in starting a Native American coalition of FAAers?

Contact John Ogden, AHR-140, x77379.

**Sign language.** A six-week sign language course is scheduled to begin *Monday, February 4*.

Contact Doretha Robinson, AAA-212, x78962, for details.

Turn to "Healthbeat" on page 3 for facts about deafness.

**Golf anyone?** The Las Vegas airport tower is hosting its 9th annual golf tournament *February 23 through 25*.

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Regular meetings of the FWPC take place on the *first Wednesday* of each month starting at 11 a.m. in the same conference room.

**Black coalition.** The National Black Coalition of Federal Aviation Employees will hold its next monthly meeting on *Tuesday, February 4*, in conference rooms 9 ABC from noon to 1 p.m.

## African Americans in Aviation

### Special Lectures Highlight Black History Month

To mark National Black History Month in February, the National Air and Space Museum has scheduled several noon "brown bag" luncheons and evening lectures to highlight the role of African Americans in aviation. Here's the schedule:

#### 'Loving's Love: A Black American's Experience in Aviation'

*Monday, February 10, 7:30 p.m.*

Langley Theater

In the early 1940s, Neal Loving designed, built and flew his own airplanes. In 1944, he lost both legs in a glider accident. Despite the tragic accident, 15 months later he was flying again.

He is the founder of Wayne School of Aeronautics, which opened in 1946. Loving will share his knowledge of and enthusiasm for aviation, which has spanned 65 years.

#### Talk by Airline Captain Les Morris

*Thursday, February 13, noon*

Briefing Room (small auditorium on lower level)

Les Morris, president of Negro Airmen International, Inc., was the first African American airline captain for Eastern Air Lines. Morris will talk about his career and share his thoughts about the past and present roles of blacks in aviation.

#### Reflections of Benjamin Davis

*Thursday, February 20, 7:30 p.m.*

Langley Theater

Benjamin O. Davis traces his life from his cadet days at West Point through World War II and his service in the federal government in Washington. Following the program, Davis will autograph copies of his biography.

#### Talk by FAA's Ted Robinson

*Thursday February 27, noon*

Briefing Room

Ted Robinson, assistant program manager in the Aircraft Fleet Modernization Program and visiting museum historian, will talk about the struggle by African Americans to fly during the 1930s.

Look for the list of Black History Month events at FAA Headquarters in the next issue of Intercom.

For more information, contact Marcia Adams, x73488.

**FAA managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings are on the following *Wednesdays: February 12, March*

*18, April 8, May 13 and June 10.*

**Ground school.** The FAA Flying Club, Inc., will conduct private pilot ground school on *Tuesdays and Thursdays, January 21 through March 19*, from 6 to 9 p.m., in conference room 9AB, FAA Headquarters.

Textbooks and materials cost \$140.

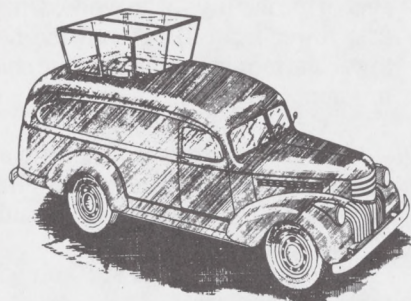
For more information, contact Geoffrey Sommer - day: (703) 845-7150, evening: (703) 971-5115 - or Brian James - day: (703) 739-3870, evening: (301) 292-2825.



U.S. Department of Transportation

Federal Aviation Administration

# Headquarters Intercom



## Then and Now Mobile Tower Cabs Go High Tech

Back in the 1940s, the FAA turned trucks into mobile airport tower cabs to pinch hit during problems. Today, mobile cabs are high tech. When an airport tower manager calls FAA's Logistics Center in

Oklahoma City for help, one of six mobile control towers, containing transmitting and receiving equipment, can be dispatched quickly.

The center's bright orange-and-white mobile cabs are on standby throughout the regions. They can be moved to any location within a matter of hours.

The temporary towers are used in emergencies when permanent facilities are damaged. They are also used when towers are being renovated.

In addition, cabs are moved to airports that do not have a tower or need expanded capability for special events, such as airshows.

Mobile towers are not new. They began to appear in the 1940s when air traffic pioneers converted trucks and outfitted them with communications equipment and observation platforms to provide a 360-degree field of vision.

The mission of the early cabs was to provide air traffic control when a tower was not available or an established tower became inoperative -- the same purposes cabs serve today.

H. C. Huff, supervisor of the Logistics Center's Communications Unit, says today's version of the mobile tower cab has changed considerably from the early models.

Today's cabs boast 12 receiving and 12 transmitting channels and can

*turn to Mobile Cabs on page 3*

## Highlights

**Work Problems?** What's a good way to avoid antagonism during meetings to solve problems in the office? Turn to page 4 for details.

**Tickets To Ride.** More than 850 FAAers took advantage of the DOT's new Transit Benefit Program during the week of January 13, receiving Metrobus tokens, worth \$20, and \$21 Metrorail farecards.

The transit benefit is available each month.

The program's new office in the FAA Headquarters building is located between the credit union and photocopy room on the fifth floor.

It is open during the second full week of each month, Monday through Friday, from 9 a.m. to noon and from 1 to 3 p.m.

The office will be open again from February 10 through February 14.

For those who missed picking up bus tokens or farecards in the FAA

building, they can go to room 2221, Nassif building, during the fourth full week of each month, from 9 a.m. to noon, Monday through Friday.

To be eligible for transit benefits, an employee must complete an application form, have it approved by the employee's funds certification official, hand-carry it to the DOT Transit Benefit Office and show an employee identification card.

Employees who receive the benefit must use Metrobus or Metrorail to commute to work. Tokens and

*turn to Highlights on page 2*



## Up the Ladder

### 30 Aim for Top Jobs, 35% Are Women and Minorities

Twenty-nine FAAers and one candidate from the Air Force have started the agency's second Senior Executive Service Candidate Development Program.

Of this year's group, 35% are women and minorities.

Those selected were chosen from 265 applicants nationwide last year. After a series of in-depth reviews of their qualifications, the original number of applicants was narrowed to 65, then to 34.

Late last year, 31 received final approval from the DOT Secretary.

*turn to SES Program on page 5*

## Highlights *from page 1*

farecards cannot be transferred to others.

For more information, contact Bill Gieck, Accounting Systems Division, x78996.

**Future Technicians.** To boost the FAA's applicant pool of future electronics technicians, the agency recently signed training agreements with two California technical schools.

The agreements require the schools to develop a two-year program modeled after the Airway Facilities technician program at the Oklahoma City Aeronautical Center.

Once the curriculum has been approved, the schools will provide students with training and a degree in electronics technology, also making them eligible to take the FAA electronics technician exam.

Top graduates will be offered jobs as electronics technicians in the Western-Pacific Region.

Fanny Rivera, Western-Pacific Deputy Regional Administrator, represented the agency at ceremonies at Los Angeles Trade Technical College and United Electronic Institute in Santa Ana.

"This is an excellent opportunity for the FAA to build a pool of highly qualified applicants to meet our future demands for well-trained technicians," said Western-Pacific Regional Administrator Carl Schellenberg.

**Kids' Views.** Kids often say and write the darnedest things.

After a recent visit by second and third graders to the control tower at the Bedford, MA, airport, students penned notes to controllers.

Here are a few comments:

*Roses are red, violets are blue, I'm lucky to live near that tower, thank you.*

Another jotted this down: *Thank you for the certificate and wine. I lookt out of the bonoclers. It look like*

*everything lookt so biger. Wat was the army thing?*

The "wine" was apple juice served by the tower staff.

**Pilots Convicted.** The DOT and FAA continue to identify, investigate and seek prosecution of pilots who don't disclose alcohol- or drug-related convictions when applying for a medical certificate.

As of the end of last year, a total of 138 pilots have been indicted with 101 convicted, reports the DOT Office of Inspector General.



Fanny Rivera, Western-Pacific Deputy Regional Administrator, and Thomas Stevens, president of the Los Angeles Trade Technical College, sign electronics technician agreement.

**Sixth Season.** The agency's vintage DC-3 recently ended its sixth season on the airshow circuit.

To mark the event, Bill Williams, director of the Office of Aviation System Standards in Oklahoma City presented crewmembers plaques honoring them for their commitment to the program.

The FAA's goal is to promote aviation by making the 44-year-old DC-3 available at aviation educational events

throughout the country.

The plane, N-34, was a military, commercial and flight inspection aircraft.

**50th Anniversary.** Oregon's Portland International Airport recently celebrated the 50th anniversary of civilian air traffic control.

Attending the November 13 event were several former controllers - including John Croft, the original manager of the facility - who worked in the first tower from 1941 until the new tower and terminal building were commissioned in 1958.

**Women Controllers.** The 14th annual Professional Women Controllers convention will be held in Seattle, March 19-22.

The conference costs \$110 if registered by February 17.

Hotel reservations begin at \$70 a night and can be made directly with the Sheraton Seattle, (206) 621-9000.

For more information, contact Rocky Wisniewski, (206) 255-9399.

**Houston Helicopters.** The first edition of the Houston Helicopter Route Chart debuts February 6 and joins five other cities that have helicopter route charts: Baltimore-Washington, Boston, Chicago, Los Angeles and New York.

The three-color chart, a cooperative effort of the Houston helicopter community and the FAA, depicts current aeronautical information useful to helicopter pilots navigating in the Houston metropolitan area.

Chart coverage extends to the southeast to include Galveston and the Galveston Bay area.

The Houston chart, like others in the series, is on a scale of 1:125,000.

It features helicopter routes, classes of heliports, frequencies for routes and heliports, lighting capabilities at certain heliports, area navigational aids, obstructions and pictorial symbols of landmarks, roads and easily identifiable geographical features to help pilots become familiar with information vital to safe flights.

Unlike other aeronautical charts,

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Employee Communications Branch, APA-340  
800 Independence Avenue, SW  
Washington, DC 20591  
(202) 267-8521

helicopter route charts do not have built-in expiration dates. They are normally in use for about two years until a new edition is required.

FAA requests for charts should be directed to regional chart distribution officers.

They can be purchased by the public for \$2.75 by calling (301) 436-6990.

**Flight Restriction.** The FAA has issued a temporary flight restriction advising pilots to avoid flights over the America's Cup yacht races off the coast of San Diego.

The restriction is in effect from 10 a.m. to sunset for 85 days. It ends on Sunday, May 24.

Pilots, other than those essential to the event, media and law enforcement, are advised to operate all aircraft clear of the area.

Operations within the Naval Air Station North Island and San Diego Lindbergh Airport traffic areas during the time of the race may be restricted due to the anticipated increase in transient air traffic essential to the America's Cup races.

The U.S. Coast Guard and the FAA will be present at the race site during restricted hours.

**Extra Copies.** If you need an extra copy of a past issue of *Intercom*, it's available in room 908.

**Recycle It.** The white color of *Intercom* allows it to be recycled.

After reading the newsletter, make the extra effort to put it in one of the building's office recycling boxes.

**Wednesday Deadline.** Headquarters *Intercom* is published weekly. The deadline for items is *no later than 11 a.m. every Wednesday* for inclusion in the following issue.

But don't wait until the last minute. Get items in as soon as possible.

Bring them to room 908 or call x78521.

**Job Hazards?** Headquarters FAAers are urged to be on the lookout for conditions in the building that can cause injury or property damage.

## Mobile Cabs Go High Tech *continued from page 1*

be linked to other ground-based communications to increase their effectiveness.

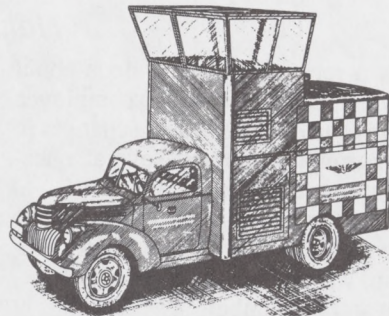
Modern cabs also contain weather instruments to give wind speed and direction. These solid-state circuitry cabs are fully self-contained units with heating and air conditioning.

Four controllers can work in one cab.

Modern cabs can be removed from their carrier-trailers and lifted onto towers for better line-of-sight communications – another advantage the early cabs did not have.

Today's cabs were built in the Logistics Center during the mid-1960s. After spending many years in the field, they were refurbished and provided with solid-state electronics by the center's structural and electronics shops.

*Thanks to Bob Hoppers, Aeronautical Center Public Affairs, for this report.*



*In the 1940s trucks were converted into mobile tower cabs.*



*Jonathan More inspects a recently refurbished mobile airport tower cab in the FAA Logistics Center's storage area.*

Report all on-the-job hazards immediately by calling the PRIDE line, x77433.

**Missing Something?** Did you know that items lost in the building can be retrieved if they have been turned in to the building's management?

If you recently lost something, call *Nat Mosby* in the DOT Nassif building, x64683.

Mosby's office keeps a list of lost items and holds them for 30 days. After that, they are turned over to the General Services Administration for disposal.

## Solving Problems in the Workplace

### Answers to Questions about 'Feedback' Meetings, Helpful Videos on Tap for January 30

Two recently shown videos about how the results of the latest employee survey can be used to make changes in workgroups prompted several questions from FAAers.

The survey, part of the agency's Survey Feedback Action (SFA) program, was sent to all FAAers last August and September.

Survey questions gave employees an opportunity to identify strengths and weaknesses in their workgroups.

Results were forwarded to individual supervisors and managers in late November.

The next steps in the process are holding feedback and action planning



sessions, topics covered by the videos.

The videos, one for supervisors and managers and another for employees, will be shown again on *Thursday, January 30*, from 9 a.m. to 1 p.m. in the MacCracken Room on the 10th floor.

Summary sheets on the two videos are available through AHD-100, x78844.

Here are a few of the questions that came up during video showings earlier this month.

Answers are from the Office of Human Resource Development.

**Q. What if a supervisor/manager becomes defensive during the feedback session?**

A. Feedback, especially negative feedback, can be difficult for anyone. Imagine yourself in your supervisor's or manager's position.

One way to deal with this issue is to bring it up at the beginning of the feedback meeting and perhaps discuss how you might give negative feedback in a constructive manner.

Direct your comments on the behavior and avoid attacking the person.

Try leaving out the word "you" in your statements.

For example, instead of saying, "You ran the meeting all wrong," better feedback might be, "I'm frustrated we were unable to come to a decision. What can we do better the next time?"

Remember to focus on specifics.

**Q. How can you see supervisor and manager survey results, not just summaries?**

A. Supervisors and managers are not required to share their survey results with their employees.

These reports are protected by the Privacy Act of 1974.

However, they may voluntarily distribute their own reports to their employees and colleagues to facilitate feedback and action planning.

This is encouraged, but not required.

**Q. What if a manager or supervisor has moved on?**

A. Sometimes a supervisor or manager is no longer filling the position in which he or she was rated. Supervisors/managers who have moved to a new position after the survey was taken are not required to hold feedback meetings on their individual results.

However, they may voluntarily share their results with the new supervisor and former employees.

If a supervisor has moved into another supervisory position, they are still required to meet with their new employees to discuss their current workgroup's issues and recommendations for improvements.

Therefore, all supervisors are required to held a feedback meeting.

**Q. What if you didn't get survey results?**

A. A minimum of three respondents is required for a supervisor to get survey results. However, all supervisors should receive a training aid package to help them conduct their feedback and action planning meetings. If not, supervisors should contact their SFA site representative.

**Wednesday Deadline.** *Headquarters Intercom* is published weekly.

The deadline for items is *no later than 11 a.m. every Wednesday* for inclusion in the following issue.

## Healthbeat

**Health videos.** The Health Awareness Program is sponsoring a series of videos during the next few months that zero in on specific health topics.

They will be shown at 1 p.m. on *Tuesdays* in conference room 5C.

Here is the February schedule.

"Controversies in Diagnosis and Management of Prostate Cancer," *Tuesday, January 28*, 58 minutes.

"Lifestyle Magazine," *Tuesday, February 4*, 38 minutes, conference room 5AB.

"Advances in the Therapy of Asthma," *Tuesday, February 11*, 30 minutes.

"No Time to Waste," *Tuesday, February 18*, 30 minutes.

"Lifestyle Magazine," *Tuesday, February 25*, 27 minutes.



## Flightplan

**TQM.** All FAAers are invited to join the Quality Network.

The next meeting will be held on *Tuesday, February 4*, from 2 to 3:30 p.m., FAA Headquarters, room 5 AB.

Agenda topics will include feedback from the FAA's First Annual TQM Regional Conference, an update on actions of the Total Quality Management (TQM) Executive Steering Group

and other items.

Following the discussion a film entitled "Hidden Assets: Empowering Government Employees" will be shown.

Want to attend but can't? Contact Carol Dieterle, AXQ-3, x79129, for minutes of the meeting.

**Money advice.** A seminar, "Recession Proof Your Spending," will be held on *Friday, February 7*, from 11 a.m. to 1 p.m. at FAA Headquarters,

room 8A. It will give tips on how to do a better job of managing money during the economic recession.

For information, contact Valinda Lewis, x73230, and Ralph Beard, x79337.

The seminar is sponsored by the Black History Month Committee.

**Information technology.** Two presentations on the latest developments in information technology are on tap for Headquarters FAAers in the coming weeks.

All information resources managers, other managers and staff are invited to attend.

The next presentations include:

→ "PCs: Current and Future Issues," *Tuesday, February 11*, 10-11:30 a.m., Nassif Building, room 2201, Southwest entrance

It will be presented by Jonathan Yarmis, Gartner Group.

→ "Client/Server - Mainframes, from Cathedrals to Condos," *Wednesday, March 4*, 1:30-3 p.m., FAA Headquarters, room 8 ABC

It will be presented by Mike Morris, Information Strategies Group.

Planning to attend? Contact Elli Klein, AIT-310, x79972. Klein welcomes comments on the presentations and suggestions for future topics.

The first information technology presentation this year was a January 17 seminar, "Open Systems: Software Selection (Databases, CASE and more)," presented by Judy DeBrandt, Information Strategies Group.

**Sign language.** A six-week sign language course is scheduled to begin *Tuesday, February 4*.

Contact Doretha Robinson, AAA-212, x78962, for details.

**Asian-Pacific.** The Coalition of FAA Asian-Pacific Americans holds its monthly meeting on the *second Tuesday* of the month in conference room 1030, Office of Civil Rights, from 12 noon to 1 p.m.

The next meeting is *Tuesday, February 11*.

For more information, contact Matt Asai, x77542.

More "Flightplan" on page 6.

## SES Program *continued from page 1*

One of the finalists, Gerard Yoest of Washington Headquarters, opted for an SES position in another agency.

The program kicked off last week when all candidates convened in Washington. It is the beginning of a thorough, individualized development that lasts up to two years, depending on a candidate's needs.

Those who graduate from the program will be certified by the Office of Personnel Management for three years.

They will serve as the primary pool for selection into entry-level SES positions at FAA.

This is the FAA's second cycle for the program which finds and develops the agency's future executives.

So far, four graduates from last year's program have reached SES status. Here are this year's candidates:

### Alaskan Region

Andrew Billick  
Henry Elias

### Central Region

Douglas Murphy

### Eastern Region

Joyce Sexton  
John Walker

### Great Lakes Region

Robert Strong

### New England Region

P. Barry Birmingham  
Anne Harlan  
Jay Pardee

### Northwest Mountain Region

Le Anne Robbins

### Southern Region

Billy Jeffers  
Rubert Nobles

### Washington Headquarters

David Bennett  
Richard Birnbach  
John Brown, Jr.  
Peter Challan  
Richard Cox  
Mary Karen Cronin  
Marion Dittman  
Michael Gallagher  
Timothy Halpin  
Nancy Kalinowski  
Charles Reavis  
Daniel Salvano  
Donald Stadler  
Deborah Wilson  
Elizabeth Yoest

### Western-Pacific Region

C. Roger Wall  
George Williams

### U.S. Air Force

Michael Ball

## Flightplan

**Solving problems.** Two videos that give tips on how to run productive "feedback" meetings with results of the latest employee survey will be shown again on *Thursday, January 30*, from 9 a.m. to 1 p.m. in the MacCracken Room on the 10th floor.

Summary sheets on the two videos are also available through AHD-100, x78844. *Turn to story on page 4 for all the details.*

**Air traffic's future.** Acting Deputy Administrator Joe Del Balzo will talk about the future of air traffic control in the 21st century during a lecture at the National Air and Space Museum.

Del Balzo speaks on *Thursday, February 6*, at 7:30 p.m. in the museum's Einstein Planetarium.

**Indian culture.** Interested in starting a Native American coalition of FAAers?

Contact John Ogden, AHR-140, x77379.

**Teambuilding.** The Federal Women's Program Committee will hold a teambuilding session on *Friday, January 31*, from 10 a.m. to noon in the 10th-floor Civil Rights conference room.

Regular meetings of the FWPC take place on the *first Wednesday* of each month starting at 11 a.m. in the same conference room.

**Black coalition.** The National Black Coalition of Federal Aviation Employees will hold its next monthly meeting on *Tuesday, February 4*, in conference rooms 9 ABC from noon to 1 p.m.

For more information, contact Marcia Adams, x73488.

**Hispanic meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are scheduled for the *first Tuesday* of each month.

Contact David Benton, x78499, for more information.

**Ideas on diversity?** Have ideas on how to promote diversity at the FAA? The Staffing Policy Division, APN-200, wants to know.

Contact David Benton, x78499.

## Exploring African Roots

### Celebrating National Black History Month

Numerous events are planned for February to mark National Black History Month at FAA Headquarters and nearby locations.

This year's theme is: "African Roots Explore New Worlds: Pre-Columbus to the Space Age."

Here are some of the events on tap:

#### **DOT Black History Month Kickoff**

*Tuesday, February 4, 10 a.m.*

Nassif building, room 2230

Guest speaker is Major General Mathew Zimmerman, Chief of Chaplains, U.S. Army.

For more information, contact Ela Gram, x69367.

#### **African American History**

*Wednesday, February 5, 10 a.m.*

FAA Headquarters auditorium  
Zak Kondo, a Bowie State professor of African American history, shares insights on African American culture.

For more information, contact Lorraine Neal, x78848.

#### **Remembering Little Rock**

*Thursday, February 6, 10 a.m.*

FAA Headquarters auditorium  
Earnest Green, the first black to graduate from Little Rock Central High School, talks about his experiences.

For more information, contact Sheila White, x77184.

#### **'Loving's Love: A Black American's Experience in Aviation'**

*Monday, February 10, 7:30 p.m.*

National Air and Space Museum, Langley Theater

In the early 1940s, Neal Loving designed, built and flew his own airplanes. In 1944, he lost both legs in a glider accident. Despite the tragic accident, 15 months later he was flying again.

Loving will share a knowledge

of and enthusiasm for aviation spanning 65 years.

#### **Day Care Kids and African American History**

*Tuesday, February 18, 10 a.m.*

FAA Headquarters auditorium

Dr. Sharon Harley leads a discussion on black history for day care kids. FAA adults are invited, too. For more information, contact Sheila White, x77184.

#### **Voices and Musical Notes**

*Thursday, February 20, 10 a.m.*

FAA Headquarters Auditorium  
Eastern High School Concert Choir presents a musical interpretation of this year's Black History Month theme.

For more information, contact Leon Thomas, x78804.

#### **Navy Military Band Tunes**

*Thursday, February 20*

*11:30 a.m. - 1 p.m.*

FAA cafeteria

#### **Scholarship Breakfast**

*Thursday, February 27, 9 a.m.*

Shiloh Baptist Church

The National Black Coalition of Federal Aviation Employees holds a scholarship breakfast featuring remarks by Dr. Leonis Bias. She is the mother of Len Bias, the local basketball star who died from a drug overdose.

Tickets may be purchased from Black History Committee and coalition members. For more information, contact Mamie Mallory, x77890, or Ron Jennings, x77911.



U.S. Department of Transportation

Federal Aviation Administration

# Headquarters Intercom

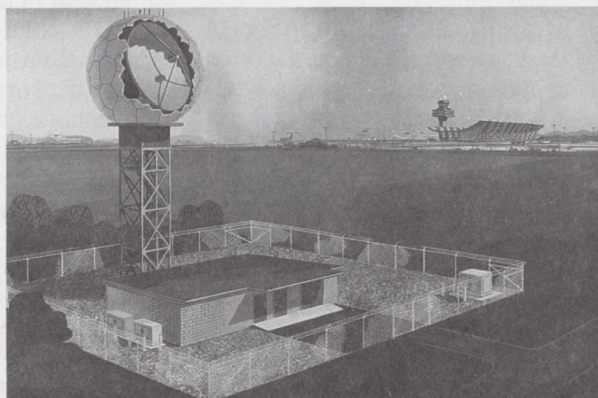
## Whipping Windshear

### Doppler Radar on the Way to Nation's Airports, Alerts Controllers, Pilots to Weather Dangers

The FAA moved a step closer to coping with one of Mother Nature's deadlier phenomenon - windshear - when it broke ground last month for a new radar system at Memphis International Airport.

Memphis will be one of the first airports in the nation to get Terminal Doppler Weather Radar - TDWR for short - when it goes operational in 1993.

During the January 16 groundbreaking ceremony, then Southern Regional Administrator Garland "Cas" Castleberry called use of Doppler radar "a major step forward



Artist's drawing of the new Terminal Doppler Weather Radar.

in the detection of severe weather conditions in airport terminal areas."

He noted the Doppler differs from conventional radar in that "it can actually look inside storms and measure dangerous wind shifts that turn to Whipping Windshear on page 3

## Top Job

### Andrew Card Tapped for DOT Secretary Post

President Bush has tapped Andrew Card, White House Deputy Chief of Staff, as his choice for DOT Secretary.

If confirmed by the U.S. Senate, Card, 44, will replace Sam Skinner.

Skinner left the transportation post in December to become White House Chief of Staff.

Former FAA Administrator James Busey who has moved to the post of Deputy DOT Secretary is currently acting DOT Secretary.

Card, of Holbrook, MA, has been Deputy Chief of Staff since Bush became President.

He previously served as deputy assistant to President Reagan and was director of the Intergovernmental Affairs Office.

Card also served in the Massachusetts House of Representatives for six years and was vice president of a Virginia computer software company.

turn to Card on page 3

## Highlights

**Air Traffic's Future.** Acting Deputy Administrator Joe Del Balzo focuses on the future of air traffic control.

Turn to *Flightplan* on page 5 for details.

**Overseas Jobs.** Interested in international travel?

The International Procedures Branch is looking for air traffic controllers interested in providing technical assistance for the agency's worldwide programs.

In previous years, assignments have included jobs in Singapore, Australia, Russia and several European countries.

Technical assistance, for example, was provided in selecting long range radar sites, sectorization of facilities, systems evaluation of overall improvements and radar and non-radar training programs.

Controllers with international experience, foreign language, training or turn to **Highlights** on page 2



## Aviation's Roots

Now in his 70s, Neal Loving still enjoys flying. The aviation pioneer is one of numerous African Americans who will share their flying experiences during National Black History Month. Turn to page 4 for a list of special events.

## Highlights *from page 1*

other technical skills should submit a letter outlining their work experience and technical skills to FAA Headquarters, ATP-140, attention Brigitte E. Still, 800 Independence Avenue, SW, Washington, DC 20591.

For more information, contact Still on FTS 267-9253 or (202) 267-9253.

**Transit Update.** FAAers who qualify for the DOT's new transit benefit can pick up \$21 Metrorail farecards and \$20 in Metrobus tokens during the week of February 10 at FAA Headquarters.

Those who were approved last month don't have to fill out another application form, but must show an employee identification card.

This month, the FAA office will be open Monday through Friday, February 10-14, from 9 a.m. to noon and from 1 to 3 p.m.

It is located between the credit union and photocopy room on the fifth floor.

Since late January, more than 900 Headquarters FAAers have been approved to receive the benefits.

Those who are applying for the first time must complete an application form, have it approved by the employee's funds certification official, hand-carry it to the fifth floor transit benefit office and show an employee identification card.

For more information, contact Bill Gieck, Accounting Systems Division, x78996.

**Speedler Travel Processing.** The Office of Accounting has wrapped up a seven-month Total Quality Management (TQM) experiment that has improved travel voucher processing.

Turnaround time on temporary duty vouchers has been significantly decreased.

The experiment showed that travel vouchers without advances could be processed 30% faster than those with advances.

Other cost and time savings identified during the experiment have been put into effect.

For example, the most recent change

of requiring submission of only an original voucher yielded immediate benefits.

Others include discontinuing validation of travel advances by accounting personnel.

Effective January 24, travel advances of \$250 or less may be taken directly to the imprest fund for cash payment.

The \$250 cash limit is consistent with DOT policy on cash management.

Advance requests of more than \$250 will be processed for payment by U.S. Treasury check or travelers may use their individual Diners Club card to get travelers checks.

Advance requests requiring payment by Treasury check should be delivered to the Accounting Operations Division at least 10 workdays before travel is scheduled to start.

Travelers are encouraged, however, to forgo collecting advances because of costs associated with recovering unused advances.

The Office of Accounting urges travelers to seriously consider obtaining advances by having travelers checks charged directly to their individual Diners Club card, which is not subject to the \$250 limit.

**Did You Know?** What does "CC" mean in listings for TV programs?

"CC" means that the television show is closed captioned for the hearing impaired. The dialog is printed on the bottom of the screen for deaf or hard of hearing viewers. Closed captions can only be viewed by using a telecaption decoder.

What is a telecaption decoder?

This device, similar in size to a VCR,

connects to a television set in much the same manner and enables hearing impaired viewers to watch closed captioned programs.

How does a deaf or hard of hearing person know when the phone rings, someone is at the door or wake up on time?

Many have a system of lights in their homes and offices that flash at different intervals when the phone or doorbell rings.

There are flashing alarm clocks and bed vibrators that can be set to wake a person at a specific time.

What is a telecommunication device for the deaf (TDD)?

A TDD - older versions are TTYs - is an assistive device enabling people who are deaf or hard of hearing to use the telephone. It has a keyboard similar to a typewriter and a special place for the handset of a telephone. Conversations are typed and appear either on paper and/or on a screen.

Both people involved in the conversation must have a TDD.

What is American Sign Language (ASL)?

ASL is a visual language with its own vocabulary, syntax, grammar, and idioms. Fingerspelling is a manual representation of the alphabet that can be used alone to communicate information or as is most commonly done, combined with ASL.

*Thanks to the National Association of the Deaf for this information.*

**Job Hazards?** Headquarters FAAers are urged to be on the lookout for conditions in the building that can cause injury or property damage.

Report all on-the-job hazards immediately by calling the PRIDE line, x77433.

**Lost Something?** Did you know that items lost in the building can be retrieved if they have been turned in to the building's management?

If you recently lost something, call **Nat Mosby** in the DOT Nassif Building, x64683.

Mosby's office keeps a list of lost items and holds them for 30 days.

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**Intercom**

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## Whipping Windshear with New Airport Radar

continued from page 1

pose a threat to aircraft during critical takeoff and landing phases of flight."

TDWR is designed to provide timely and accurate detection of hazardous

***Windshear, microbursts and wind gust fronts near airport terminals have been blamed as a cause or factor in at least 18 aviation accidents and 575 deaths in the United States since 1970.***

windshear in and near airport approach and departure corridors and quickly report the information to pilots and air traffic controllers.

The system activates aggressive au-

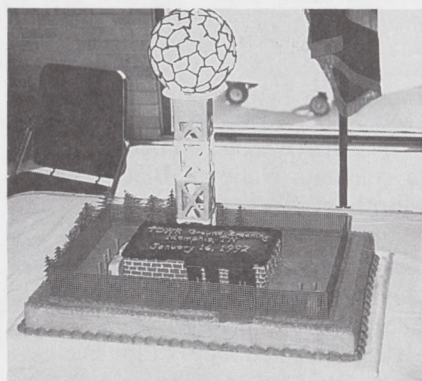
dio and visual attention-getting methods to alert controllers when a hazardous weather situation is detected.

TDWR also aims to improve the management of air traffic in airport terminal areas by forecasting sustained wind shifts and hazardous weather within 40 nautical miles of an airport.

A controller's workload will be minimized to a point where no TDWR interaction by a controller is required to get warning messages to pilots.

Windshear is a sudden change in wind speed and/or direction that can cause an aircraft to stall or lose altitude rapidly. A microburst is a small scale and particularly violent form of windshear.

Windshear, microbursts and wind gust fronts near airport terminals have been blamed as a cause or factor in at least 18 aviation accidents and 575



*A cake in the shape of the Doppler radar gave those attending the groundbreaking ceremony a slice of the future.*

deaths in the United States since 1970.

In November 1988, the Raytheon Company of Massachusetts was awarded the TDWR contract, currently valued at \$200.1 million, for production of 47 systems

Doppler radar was named for Austrian physicist Christian Doppler who discovered that an object's speed and direction can be determined by the wave lengths or frequency it emits.

Doppler radar transmits a round, narrow "pencil" beam to target objects as small as raindrops or minute dust particles and then determines their velocity by measuring the frequency shifts of the reflected signal.

### ***Air Traffic Seminar Slated for February 6***

A special seminar focusing on automated air traffic control is slated for Thursday, February 6, at FAA Headquarters.

Sponsored by the Operations Research Service, the topic is "stream option manager."

It runs from 10 to 11:30 a.m. in the MacCracken Room on the 10th floor.

"Stream option manager" is a method of automating several air traffic control functions that are usually handled separately.

William Niedringhaus of MITRE Corporation's Modeling and Simulation Center, is the guest speaker.

For more information, contact Bob Rovinsky, AOR-100, x73411, or David Winer, AOR-200, x73532.



*FAA, federal, state and local officials turned ceremonial spades of dirt to signal groundbreaking for Terminal Doppler Weather Radar at Memphis International Airport.*

## Card Gets Presidential Nod *continued from page 1*

He holds a bachelor of science degree in engineering from the University of South Carolina and attended the U.S. Merchant Marine Academy and the John F. Kennedy School of Government at Harvard University.

He has received an honorary degree in public administration and two honorary doctor of laws degrees.

Card is married to the former Kathleen Bryan. They have three children.

## From Little Rock to Astronauts

### Black History Month Events Explore African Roots

Special events are on tap this month to celebrate National Black History Month at FAA Headquarters and nearby locations.

African American art will be on display in the lobby during the weeks of February 10 and 24.

Here are some more of the events:

#### **African American History**

*Wednesday, February 5, 2-3 p.m.*

**FAA Headquarters auditorium**

Zak Kondo, a Bowie State professor of African American history, shares insights on African American culture.

For more information, contact Lorraine Neal, x78848.

#### **Remembering Little Rock**

*Thursday, February 6, 10-11 a.m.*

**FAA Headquarters auditorium**

Earnest Green, the first black graduate of Little Rock Central High School, talks about his experiences. For more information, contact Sheila White, x77184.

#### **Meet Benjamin Davis**

*Monday, February 10, 10 a.m.*

**NTSB, 490 L'Enfant Plaza**

**5th-floor board room**

Benjamin O. Davis, the first black to graduate from West Point, talks about his life. For more information, contact Lillie Isler, (202) 382-6711.

#### **A Black American's Experience in Aviation**

*Monday, February 10, 7:30 p.m.*

**National Air and Space Museum**

**Langley Theater**

In the early 1940s, Neal Loving designed, built and flew his own airplanes. In 1944, he lost both legs in a glider accident. Despite the tragic accident, 15 months later he was flying again.

Loving will share 65 years of aviation experience.

#### **DOT Guest Lectures**

*Tuesday, February 11, 10 a.m.*

**Nassif building, room 2230**

Guest speakers include Dr. Russell Adams, chairman of Afro-American studies, Howard University, and Delabian Rice Thurston, Parents United for DC Public

Schools. For more information, contact Ela Gram, x69367.

#### **African Art Walking Tours**

*Weeks of February 10 and 24*

View African art at nearby Smithsonian museums. Specific dates, times and locations will be announced soon.

For more information, contact Sheila White, x77184, or Andrea Toney, x77038.

#### **Talk by Airline Captain Les Morris**

*Thursday, February 13, noon*

**National Air and Space Museum**

**Briefing Room**

**(lower level)**

Les Morris, president of Negro Airmen International, Inc., was the first African American airline captain for Eastern Air Lines.

Morris will talk about his career and share his thoughts about the past and present roles of blacks in aviation.

#### **Day Care Kids and African American History**

*Tuesday, February 18, 10-11 a.m.*

**FAA Headquarters auditorium**

Dr. Sharon Harley leads a discussion on black history for day care kids. FAA adults are invited, too.

For more information, contact Sheila White, x77184.

#### **DOT Guest Lectures**

*Wednesday, February 19, 10 a.m.*

**Nassif building, room 4234**

Guest speaker is Dr. Marlene Kelley, administrator of DC's Ambulatory Health Care Administration. For more information, contact Ela Gram, x69367.

#### **Voices and Musical Notes**

*Thursday, February 20, 10 a.m.*

**FAA Headquarters auditorium**

Eastern High School Concert Choir presents a musical interpretation of this year's Black History Month theme.

For more information, contact Leon Thomas, x78804.

#### **Navy Military Band Tunes**

*Thursday, February 20*

*11:30 a.m.-1 p.m.*

**FAA cafeteria**

#### **Reflections of Benjamin Davis**

*Thursday, February 20, 7:30 p.m.*

**National Air and Space Museum**

**Langley Theater**

Benjamin O. Davis traces his life from his cadet days at West Point through World War II and his service in the federal government in Washington. Following the program, Davis will autograph copies of his biography.

#### **Career Day**

*Tuesday, February 25, 1-3:30 p.m.*

**FAA Headquarters, room 8 ABC**

Schools belonging to the Historically Black Colleges and Universities Program will participate in a career day to discuss degree opportunities. The event is sponsored by the Federal Women's Program Committee.

For more information, contact Marcia Adams, x73488.

#### **Scholarship Breakfast**

*Thursday, February 27, 9 a.m.*

**Shiloh Baptist Church**

The National Black Coalition of Federal Aviation Employees holds a scholarship breakfast featuring remarks by Dr. Leonis Bias. She is the mother of Len Bias, the local basketball star who died from a drug overdose.

Another son, Jay, died from shots inflicted during a drive-by shooting.

Tickets may be purchased from Black History Committee and coalition members. For more information, contact Mamie Mallory, x77890, Ron Jennings, x77911, or Suzanne Holloway, x73852.

#### **Talk by FAA's Ted Robinson**

*Thursday, February 27, noon*

**National Air and Space Museum**

**Briefing Room**

Ted Robinson, assistant program manager in the Aircraft Fleet Modernization Program and visiting museum historian, will talk about the struggle by African Americans to fly during the 1930s.

#### **Meet an Astronaut**

*Thursday, February 27, 2 p.m.*

**Nassif building, room 2230**

Astronaut Frederick Gregory talks about his experiences.

## Flightplan

**Trekles' delight.** The National Air and Space Museum continues its "Salute to Star Trek" series of films and lectures during February.

They are scheduled for *Fridays* at 8 p.m. in the Langley Theater. Admission is free. Seating is on a first-come, first-served basis.

Here's the schedule:

*Friday, February 7*

Film: "Star Trek IV — The Voyage Home."

*Friday, February 14*

Film: "Star Trek V — The Final Frontier."

*Friday, February 21*

Lecture and TV episode: Mary Henderson, curator of the museum's "Star Trek" exhibition, will lecture on the development of the gallery and its content.

The exhibition opens on *Friday, February 28*. Her presentation is followed by a classic TV episode, "Mirror, Mirror."

*Friday, February 28*

Classic TV episodes: "Shore Leave" and "The Trouble with Tribbles."

**Superbase 4.** A special group of Superbase 4 users is being formed by the Configuration Management Branch, AIT-320, of the Office of Information Technology.

The first meeting is slated for *Tuesday, February 11*, at FAA Headquarters, room 8 ABC, from 1 to 2:30 p.m.

The group will identify issues and concerns of OATS Superbase 4 users.

For more information, contact Jeff Lane, AIT-320, x79987.

**Money advice.** A seminar, "Recession Proof Your Spending," will be held on *Friday, February 7, and Monday, February 24*, from 11 a.m. to 1 p.m. at FAA Headquarters, room 8A.

It will give tips on how to do a better job of managing money during the economic recession.

The seminar is sponsored by the Black History Month Committee.

For more information, contact Valinda Lewis, x73230.

**Information technology.** Two pre-

sentations on the latest developments in information technology are on tap for Headquarters FAAers in the coming weeks.

All information resources managers, other managers and staff are invited to attend.

The next presentations include:

→ "PCs: Current and Future Issues," *Tuesday, February 11*, 10-11:30 a.m., Nassif building, room 2201, Southwest entrance.

Presented by Jonathan Yarmis, Gartner Group.

→ "Client/Server - Mainframes, from Cathedrals to Condos," *Wednesday, March 4*, 1:30-3 p.m., FAA Headquarters, room 8 ABC.

Presented by Mike Morris, Information Strategies Group.

Planning to attend? Contact Elli Klein, AIT-310, x79972. Klein welcomes comments on the presentations and suggestions for future topics.

**Air traffic's future.** Acting Deputy Administrator Joe Del Balzo will talk about the future of air traffic control in the 21st century during a lecture at the National Air and Space Museum.

Del Balzo speaks on *Thursday, February 6*, at 7:30 p.m. in the museum's Einstein Planetarium.

**Indian culture.** Interested in starting a Native American coalition of FAAers?

Contact John Ogden, AHR-140, x77379.

**Asian-Pacific.** The Coalition of FAA Asian-Pacific Americans holds its monthly meeting on the *second Tuesday* of the month in conference room 1030, Office of Civil Rights, from 12 noon to 1 p.m.

The next meeting is *Tuesday, February 11*.

For more information, contact Matt Asai, x77542.

**Women's committee.** Regular meetings of the Federal Women's Program Committee take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room.

**FAA managers.** The Federal Managers Association, FAA Headquarters

Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings are on the following *Wednesdays: February 12, March 18, April 8, May 13 and June 10*.

**Hispanic meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are scheduled for the *first Tuesday* of each month.

Contact David Benton, x78499, for more information.

**Ideas on diversity?** Have ideas on how to promote diversity at the FAA? The Staffing Policy Division, APN-200, wants to know.

Contact David Benton, x78499.

## Feedback

**Extra copies.** If you need an extra copy of a past issue of *Intercom*, it's available in room 908.

**Right number?** At FAA Headquarters, the *Intercom* is distributed on an "all employee count" basis.

This means that each employee should receive one copy.

If your office is not receiving the proper number of newsletters, it may not be getting the right number of other mailings.

Contact *Bernida Williams*, x78735, or the distribution representative for your office or service to update your organization's distribution.

**Recycle it.** The white color of *Intercom* allows it to be recycled.

After reading the newsletter, make the extra effort to put it in one of the building's office recycling boxes.

**Wednesday deadline.** Headquarters *Intercom* is published weekly. The deadline for items is *no later than 11 a.m. every Wednesday* for inclusion in the following issue.

But don't wait until the last minute. Get items in as soon as possible. Bring them to room 911 or call x78521.

## People

**All dolled up.** Four lucky youngsters received prize-winning dolls over the holidays thanks to the creative talents of four FAAers.

The four made outfits for dolls for an annual Salvation Army program that makes sure needy kids get holiday gifts.

Winning accolades for their hand-made creations were:

→ **Gail Smith Johnson**, ANC-500, who took first place in the bride doll category.

→ **Mary Carol Turano**, ACZ-300, took first place in the party dress category.

→ **Gwenda Claiborne**, AGC-10, won second place in the best costume category.

→ **Louise Oertly**, AFS-810, received honorable mention in the play clothes category.

This year's judges, who included ambassadors' wives, picked winners from 600 dolls dressed in hand-made costumes. Overall, 21 metro organizations dressed 1,100 dolls.

This was the third year Headquarters



**Bride Dress**  
By Gail Smith Johnson



**Party Dress**  
By Mary Carol Turano



**Best Costume**  
By Gwenda Claiborne



**Play Clothes**  
By Louise Oertly

FAAers contributed to the program, dressing 200 dolls and filling 150 holiday stockings

**Top honor.** FAAer **Paul Baker**, a member of the District of Columbia Air National Guard Engineering Squadron, recently received the Meritorious Service Medal.

Baker was given the highest civilian medal for outstanding performance as electrical superintendent of his squadron for the past five years.

Baker works in the Advanced Automation System Division, AAP-240, as a computer systems analyst.

**Commendations.** The Office of Civil Rights applauded Federal Women's Program Committee members for their vol-

unteer activities in initiating 1991's seminars, workshops and special programs focusing on career development for women.

The 12 employees receiving letters of commendation were:

*Diane Ables, Marcia Adams, Gloria Brown, Naomi Bryant, Carmen Carrion, Sheri Edgett Baron, Lynda Griffin, Pat Haynes, Loretta McNeir, John Ogden, Doretha Robinson and Pat Tomasetti.*

The FWPC helps the Office of Civil Rights and its Federal Women's Program manager find solutions to problems or conditions that adversely affect equal employment for women.

## Healthbeat

**Gift of life.** The Red Cross bloodmobile will be at FAA Headquarters on *Wednesday, February 19*, from 9:30 a.m. to 2:30 p.m. in conference room 5 ABC.

**Health videos.** The Health Awareness Program is sponsoring a series of videos that zero in on specific health topics.

They will be shown at 1 p.m. on *Tuesdays* in conference room 5C.

Here is the schedule.

"Advances in Asthma Therapy," *Tuesday, February 11*, 30 minutes.

"No Time to Waste," *Tuesday, February 18*, 30 minutes.

"Lifestyle Magazine," *Tuesday, February 25*, 27 minutes.

"Highlights from the National Conference on Cholesterol and High Blood Pressure Control," *Tuesday, March 3*, 60 minutes, room 5 AB.

"Beyond Angioplasty," *Tuesday, March 10*, 30 minutes.

"Recreation or Relaxation: The Difference Could Change Your Life," *Tuesday, March 17*, nine minutes.

"The Patient with Angina, Part 2," *Tuesday, March 24*, 28 minutes.

"Picture of Health: Hearing Aids," *Tuesday, March 31*, 30 minutes.

**Recycle it.** The white color of *Intercom* allows it to be recycled.

After reading it put it in one of the building's office recycling boxes.



Showing off their awards for their doll dressmaking talents are, left to right, Louise Oertly, Gwenda Claiborne, Mary Carol Turano and Gail Smith Johnson.



U.S. Department of Transportation  
**Federal Aviation Administration**

# Headquarters Intercom

## Jumping Language Barriers FAAers Bring Aviation Know-How to the Chinese

Imagine this assignment – break through language and cultural barriers to teach foreign aviation inspectors about FAA safety regulations and procedures.

It was a tough task undertaken by two FAA Flight Standards Airworthiness inspectors who recently traveled to Beijing, China, and conducted a two-week course covering FAA certification and surveillance of airmen, air carriers and repair stations.

John Johnson, FAA Academy, Oklahoma City, and Bob Carlisle, Chicago Flight Standards District Office, trained 19 supervisors and inspectors in the Civil Aviation Administration of China (CAAC) at the request of the People's Republic of China.

The CAAC, formed in 1986, is currently restructuring its oversight procedures to parallel those of the FAA.

Although it's not unusual for FAA's Flight Standards inspectors to train

*turn to Training on page 3*



FAA Flight Standards inspectors John Johnson and Bob Carlisle, front row center, pose with their Chinese students. The training marked the first time a Flight Standards class has been conducted in the People's Republic of China.

## Looking to Future Careers

Scores of students at Southeast Washington's Hine Junior High School got a chance to find out more about aviation careers during a special presentation on January 23.

The career day included career advice from FAAers and an agency exhibit. The program was sponsored by the DOT Volunteer Committee, which holds numerous events at the school every year.



## Best Budgeteers

### Technical Center Wins Top National Honor

The Technical Center Budget Branch has been honored with FAA's 1991 Budget Office of the Year award.

During the 1991 fiscal year, the Atlantic City facility's budgeteers not only crunched bunches of numbers, but they invested time and energy into developing and putting into practice numerous improvements to budget submissions and budget execution procedures.

FAAers in the Technical Center Budget Branch set up a budget estimating and strategy (BEST) team, a center-wide working group that reviewed budget submissions for all center appropriations.

Members of the office found ways to improve work products and customer service by using Total Quality Management principles across the board.

Using TQM involved the participation of service directors, division managers and administrative and technical FAAers.

The branch also applied matrix management principles by participating in cross-functional activities and recruit-

ing support from other activities.

On January 31, Ruth Leverenz, FAA's new director of budget, presented the Technical Center branch with an engraved plaque. Branch employees were lauded for their accomplishments and received personalized paperweights.

All FAA budget organizations are eligible to compete for the annual award.

## Highlights

**'It quit!'** A sobbing 17-year-old student pilot who ran out of fuel on a solo flight made a safe landing with the help of two airline pilots and FAA controllers.

The Northwest Airlink pilots were honored on January 22 by the FAA at Minnesota's Duluth International Airport.

After the engine quit, Northwest Airlink captain Marty Coddington and co-pilot Brian Smith, who are also flight instructors, talked student pilot

*turn to Highlights on page 2*

## Highlights *from page 1*

Denise Rau down to a successful glider landing in a nearby field.

During the award ceremony, taped conversations were played.

Here are details of the conversations and chilling incident as reported by the *Duluth News-Tribune*.

"It quit. It quit, I don't have it anymore. I tried to restart it. It doesn't restart," the sobbing student called out on her radio.

"Just concentrate on your airspeed. Don't let your airspeed get you in a serious situation. Make sure your airplane flies," radioed back Coddington, who was piloting a commuter plane from Duluth to Minneapolis.

When the student spotted a field, the Northwest pilot advised, "Go for it! Make sure you're belted up, your shoulder harness is fastened, and when you touch down, put it in a flare. Get your minimum speed, but don't slow down until you've got your spot made."

Then the student asked what to do when she landed, and Coddington answered, "Just - we're prayin' for you, darling - just hang on. Hit the brakes. Try to get it stopped."

Although radio contact with the student faded, the Northwest pilot kept giving instructions: "OK. Make sure you get set up. Remember you have your flaps. Open your doors....Open 'em up both, yup. Make sure you're strapped in good....They don't have to stay open, just so you don't get locked in your airplane if - if the airplane gets bent...."

"Are you on your final approach? Are you going to make the field?"

After she made it, the Northwest pilot put it this way: "You say it was a good landing? (laughter) Well, heck of a deal!"

The tower, which also had the student's instructor on the phone, was coordinating medical help and vectored a medical helicopter to the student's position.

"It's nice to have friends in high places," said Great Lakes Deputy Regional Administrator Jacqueline Smith who presented plaques to the Northwest pilots.

"Your decisiveness tipped the balance. We point to you with pride," FAA's Smith said.

Coddington said he had little choice but to help.

"When you hear the voice of another human being crying out as she did, you can't do anything but become involved," Coddington said. "My wife and I feel that the Lord must have put Brian and me there at that time," the local newspaper reported.

The television series, *Rescue 911*, has expressed interest in dramatizing the incident.

**\$7 Million Woman.** An executive, who said she was passed over for a promotion, has won a \$7 million lawsuit against American Airlines.

Last month, a New York State Supreme Court jury found that the airline had wrongly passed over Barbara Sogg for a promotion in 1984, giving the job of general manager at LaGuardia Airport to a less experienced, less qualified man.

The jury also found that a 1985 airline reorganization that eliminated 20 jobs, including Sogg's, was discriminatory.

Sogg was 47 when her job was eliminated. She had heart surgery in 1979 but had fully recovered.

During the trial, the airline said Sogg's dismissal was not related to her age, sex or disability, but her personality.

Airline officials testified that they found her inflexible, insensitive and stubborn.

The jury awarded Sogg \$4.5 million in compensatory damages and \$2.5 million in punitive damages.

American called the verdict and

money amount "totally unjustified" and says it plans to appeal.

**Airport Money.** The FAA will distribute a record \$909.7 million in formula funds this fiscal year from the Airport Improvement Program to the nation's airports.

More than \$621 million is targeted for primary airports which serve large air carriers.

Approximately \$228 million is earmarked for general aviation airports in the 50 states, District of Columbia, Puerto Rico and U.S. territories.

An additional \$10 million will go to certain Alaska airports and \$50 million to cargo hub airports.

The money will be spent on airport planning and development projects and noise compatibility planning and programs.

**See the World.** Interested in international travel?

The International Procedures Branch is looking for air traffic controllers interested in providing technical assistance for the agency's worldwide programs.

In previous years, assignments have included jobs in Singapore, Australia, Russia and several European countries.

Technical assistance, for example, was provided in selecting long range radar sites, sectorization of facilities, systems evaluation of overall improvements and radar and non-radar training programs.

Controllers with international experience, foreign language, training or other technical skills should submit a letter outlining their work experience and technical skills to FAA Headquarters, ATP-140, attention Brigitte E. Still, 800 Independence Avenue, SW, Washington, DC 20591.

For more information, contact Still on FTS 267-9253 or (202) 267-9253.

**Art Contest.** The FAA is looking for artistically talented youngsters to enter the annual International Aviation Art Contest.

This year's theme is "My Favorite Air Sport." Awards will be given in

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(202) 267-8521

three age categories: 5 to 8, 9 to 12 and 13 to 16.

The winners in each category will compete for a grand prize. They will also compete with entries from other countries for international medals.

All entries must be postmarked no later than *Tuesday, March 17*.

Rules and application forms are available from FAA Public Affairs offices or from the National Association of State Aviation Officials, (301) 495-2848.

The contest is sponsored by the FAA, National Aeronautic Association and National Association of State Aviation Officials in cooperation with France's Federation Aeronautique Internationale.

**Focus on Research.** Several FAAers will share their expertise during an Air Traffic Control Association symposium on *Wednesday, February 12*.

The topic is "FAA's New Research and Development Plan."

The symposium kicks off at 8:30 a.m. at the Regency Crystal City Hotel, Arlington.

**'Star Trek' Exhibit.** A major exhibit that examines the "Star Trek" television series of the 1960s premieres at the National Air and Space Museum on *February 28*.

The exhibit will be on view through *September 7*.

The "Star Trek" retrospective focuses on the historical, political, social and cultural issues and themes of the 1960s that were incorporated into weekly episodes.

More than 80 original props, costumes and models used in the creation of the original series and photographs will be featured.

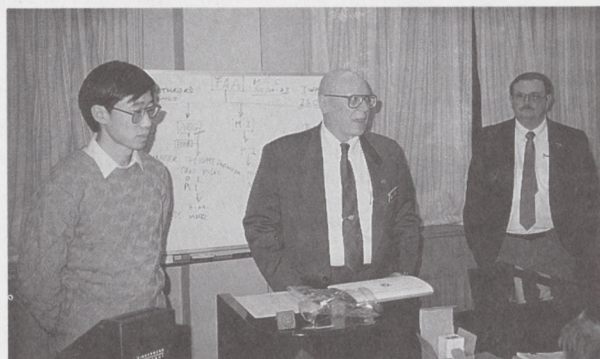
"Star Trek" is an important cultural artifact of the sixties," says Mary Henderson, the museum's curator of art, who organized the exhibition.

"In the guise of science fiction, the series dealt with substantive concerns such as Vietnam, the Cold War and civil rights. It explored many of society's cultural conflicts by projecting them into an idealized future."

## Training Chinese Inspectors *continued from page 1*

their foreign counterparts, this class marked the first Flight Standards training given in the People's Republic.

The FAA Academy put together the training plan by combining three inspector training courses into one integrated course.



John Johnson and Bob Carlisle ran nine days of classroom lectures and one day of on-the-job training. The FAA Flight Standards inspectors said the Chinese students were "very attentive" despite the use of interpreters.

Course materials, 435 slides, inspector handbooks and copies of FAA regulations and advisory circulars were shipped to Beijing for translation into Chinese before the course kicked off.

The project was coordinated by Jim Kenney, Flight Standards International Program manager, assisted by Barbara

***'It is customary for Chinese students to refrain from asking questions, although they answer questions. So, we continually asked questions to prompt our students to discuss the course material. This method worked very well.'***

Wright of the Headquarters Aircraft Maintenance Division.

Kenney and Carlisle praised the Academy for "an outstanding job" in quickly preparing highly tailored course material.

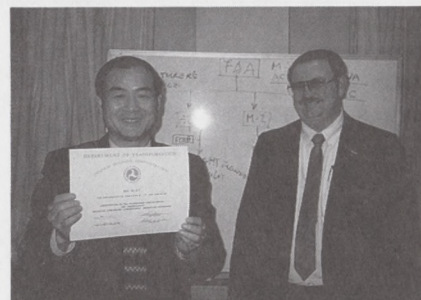
Without the help of Jeff Roy, the

Academy's Flight Standards manager, the course would have never materialized, they said.

By using two interpreters, Carlisle explained, the FAAers conducted nine days of classroom lectures and one day of on-the-job training.

The CAAC arranged for a Boeing 747 to be available for the on-the-job training so the FAA instructors could show the Chinese how to perform ramp and en route inspections.

Although Chinese inspectors were aware of these inspections, they did not understand how they were conducted or FAA inspectors' precise regulatory authority.



A smiling Chinese inspector receives a course completion certificate from Bob Carlisle.

Johnson felt that the lack of understanding of the scope of FAA inspectors' authority may have been due to differences between the two systems.

The Chinese government owns and operates Chinese airlines, while private corporations own and operate U.S. airlines.

"As a result of government ownership of Chinese airlines, there is no enforcement program like we have in the United States," Johnson said.

He noted teaching differences, too. "There are cultural differences. In a classroom setting, it is customary for Chinese students to refrain from asking questions, although they answer

*turn to Chinese on page 5*

## Flightplan

**Networking.** "Networking Do's and Don't's" is the topic of a lunchtime meeting sponsored by the Headquarters chapter of Professional Women Controllers.

It is scheduled for *Wednesday, February 12*.

The meeting will be held at 11:30 a.m. in FAA Headquarters room 9C.

Guest speaker is Nancy Kalinowski, Deputy Director, Office of Air Traffic Program Management.

The event kicks off a series of "PWC Table Topic Lunches" that will also be held every *second Wednesday* in April, June, August, October and December.

All FAAers are invited to bring their lunch to the meeting and participate in the forum.

For more information, contact Virginia Volk, x67582, or Ellen Gunnulfsen, x79859.

Professional Women Controllers is an association of air traffic control

specialists that encourages women to enter the air traffic control profession.

**Money advice.** A seminar, "Recession Proof Your Spending," will be held on *Monday, February 24*, from 11 a.m. to 1 p.m. at FAA Headquarters, room 8A

It will give tips on how to do a better job of managing money during the economic recession. The seminar is sponsored by FAA's Black History Month Committee.

For more information, contact Valinda Lewis, x73230.

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➔ "Client/Server - Mainframes, from Cathedrals to Condos," *Wednesday, March 4*, 1:30-3 p.m., FAA Headquarters, room 8 ABC.

It is presented by Mike Morris, Information Strategies Group.

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Contact David Benton, x78499, for more information.

**Diversity ideas?** Diversity includes you. Send ideas to David Benton, Staffing Policy Division, APN-200.

## Feedback

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**Job hazards?** Headquarters FAAers are urged to be on the lookout for conditions in the building that can cause injury or property damage.

Report all on-the-job hazards immediately by calling the PRIDE line, x77433.

**Missing something?** Did you know that items lost in the building can be retrieved if they have been turned in to the building's management?

If you recently lost something, call *Nat Mosby* in the DOT Nassif Building, x64683.

Mosby's office keeps a list of lost items and holds them for 30 days. After that, they are turned over to the GSA for disposal.

Wednesday  
Wednesday  
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Wednesday

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Bring them to room 908 or call x78521.

Wednesday  
Wednesday  
Wednesday  
Wednesday

## Healthbeat

**Stressed out?** Help yourself feel better by contacting FAA's Employee Assistance Program (EAP).

It's easy. Just call Jerry Meade or Kim Brams, x73945.

Appointments can also be made by stopping by the FAA health clinic, room 327.

All counseling services are confidential and are also available to immediate family members of FAAers.

**Give blood.** The Red Cross bloodmobile will be at FAA Headquarters on *Wednesday, February 19*, from 9:30 a.m. to 2:30 p.m. in conference room 5 ABC.



**Health videos.** The Health Awareness Program is sponsoring a series of videos that zero in on specific health topics.

They will be shown at 1 p.m. on *Tuesdays* in conference room 5C.

Here is the schedule.

"No Time to Waste," *Tuesday, February 18*, 30 minutes.

"Lifestyle Magazine," *Tuesday, February 25*, 27 minutes.

"Highlights from the National Conference on Cholesterol and High Blood Pressure Control," *Tuesday, March 3*, 60 minutes, room 5 AB.

## FAA Remembers

**Walt Greiner.** Walt Greiner, manager of the Office of Civil Aviation Security Operation's Dangerous Goods and Explosives Branch, died of cancer on December 15 at his home in Ashburn, VA.

Walt joined the FAA in 1973 as an aviation explosive security specialist and was active in all aspects of aviation security.

Since early 1980, he was responsible for the FAA's Hazardous Materials Compliance and Enforcement Program. He also served



Walt Greiner

"Beyond Angioplasty," *Tuesday, March 10*, 30 minutes.

"Recreation or Relaxation: The Difference Could Change Your Life," *Tuesday, March 17*, nine minutes.

"The Patient with Angina, Part 2," *Tuesday, March 24*, 28 minutes.

"Picture of Health: Hearing Aids," *Tuesday, March 31*, 30 minutes.

## Chinese from page 3

questions. So, we continually asked questions to prompt our Chinese students to discuss the course material. This method worked very well."

The FAA inspectors said students were always attentive, even with the use of interpreters.

"Because of the interpreters' excellent knowledge of both English and FAA regulations, communications was not a problem at all," Johnson said.

Johnson noted that several inspectors in the class had a good knowledge of the Air Transport Association's maintenance program for Boeing and McDonnell Douglas aircraft.

"The students were particularly interested in our own experiences in certification and surveillance of air carriers," Johnson said.

FAAers involved in the training project said the CAAC was "very enthusiastic" about the entire effort and the training results.

They called the hospitality received from Chinese authorities and people "excellent."

as the chief advisor to, and alternate U.S. panel member of, the International Civil Aviation Organization's Dangerous Goods Panel.

Prior to his employment with the FAA, Walt served 22 years in the U.S. Army, retiring as a lieutenant colonel.

He was buried with full military honors at Arlington National Cemetery.

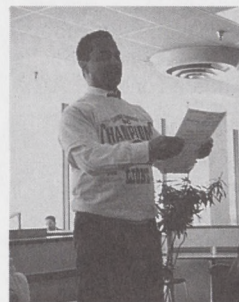
Walt is survived by his wife, Carrie, two daughters and two grandchildren.

## People

**A singing career?** All in the spirit of fun, FAAers *Frank Hatfield* and *Dennis Jackson*, both of Air Traffic System Management, bet each other that their favorite football teams, the Washington Redskins and the Detroit Lions would win the January 12 play-off.

If the Redskins won, Jackson, from Detroit, would wear a Redskins T-shirt, stand on a chair in the cafeteria and sing "Hail to the Redskins." Hatfield would wear a Lions T-shirt all day if the Lions won.

To Jackson's disappointment and Hatfield's delight, the Redskins beat the Lions 41-10.



Dennis Jackson belts out "Hail to the Redskins" to lunchtime crowd in the cafeteria.

"As you know I made a bet and lost. I guess I stuck my foot in my mouth again," said Jackson.

So, recently before an audience of 100 eager listeners Jackson debuted with his rendition of "Hail to the Redskins."

**New officers.** The Headquarters chapter of the Federal Women's Program Committee has new officers. They are:

Chairperson

*Sherie Edgett-Baron, ATM-612*

Vice Chairperson

*Naomi Bryant, AIR-530*

Secretary

*Mary Jo Blount, AIR-110*

Assistant Secretary

*Ann Bowman, AAF-20*

Treasurer

*Doretha Robinson, AAA-212*

Board Members

*Lynda Griffin, AIT-10*

*Marion Issac, AAA-300*

Alternate Board Members

*Donna Baldwin, ASM-300*

*Genise Stancil, AHR-10*

## Exploring African Roots

### Black History Month Events Highlight Art, Music, History and Aviation Pros

#### **'Influence of the Church on the Black Community'**

Wednesday, February 12, 10 a.m.

Nassif building, room 2230

Rev. Dr. Grainger Browning, pastor of Ebenezer Baptist Church, talks about religion and the black community.

For more information, contact Doris Logan, x66730.

#### **Sculpture Tour**

Thursday, February 13, 11 a.m.

FAA Headquarters lobby

View the works of Washington black sculptor Martin Puryear on display at the Hirshorn Museum.

Meet in the FAA Headquarters lobby.

For more information, contact Sheila White, x77184, or Andrea Toney, x77038.

#### **'Commercial Aviation: A Window of Opportunity'**

Thursday, February 13, noon

National Air and Space Museum

Briefing Room (lower level)

Les Morris talks about his aviation career. He is president of Negro Airmen International, and was the first African American captain for Eastern Air Lines.

#### **Day Care Kids and African American History**

Tuesday, February 18, 10-11 a.m.

FAA Headquarters auditorium

Storyteller Dr. Sharon Harley leads a discussion on black history for day care kids. FAA adults are invited, too.

For more information, contact Sheila White, x77184.

#### **Black Health Issues**

Wednesday, February 19, 10 a.m.

Nassif building, room 4234

Guest speaker is Dr. Marlene Kelley, administrator of DC's Ambulatory Health Care Administration. For more information, contact Ela Gram, x69367.

#### **African Art Tour**

Wednesday, February 19, 11 a.m.

FAA Headquarters lobby

View an exhibit, "Art of the Personal Object," at the Museum of African Art.

Meet in the FAA Headquarters lobby.

For more information, contact Sheila White, x77184, or Andrea Toney, x77038.

#### **Voices and Musical Notes**

Thursday, February 20, 10 a.m.

FAA Headquarters auditorium

Eastern High School Concert Choir presents a musical interpretation of this year's Black History Month theme.

For more information, contact Leon Thomas, x78804.

#### **Navy Military Band Tunes**

Thursday, February 20

11:30 a.m.-1 p.m.

FAA cafeteria

#### **Reflections of Benjamin Davis**

Thursday, February 20, 7:30 p.m.

National Air and Space Museum

Langley Theater

Benjamin O. Davis traces his life from his cadet days at West Point through World War II and his service in the federal government in Washington.

Following the program, Davis will autograph copies of his biography.

#### **Coast Guard Black History Ball**

Saturday, February 22

6:30 p.m.-1 a.m.

Andrews Air Force Base

Officers Club

The U.S. Coast Guard's Black History Month Benefit Ball features live entertainment and special speakers.

Attire is dinner dress blue for the military and formal for civilians.

For tickets and information, call these Coast Guard contacts: Raymond Brown, x76852, Stephen Rochon, x71729, or Myra Maxwell, x70036.

#### **African Dance**

Monday, February 24, 2 p.m.

Nassif building, room 2230

The Nubian Arts Cultural Center African Dance Troupe, Baltimore, performs.

For more information, contact Patrick Pietrzak, x69399.

#### **Voices and Tunes**

Tuesday, February 25, 10 a.m.

Nassif building, room 2230

Hear the voices of the Coolidge High School Choir, Wilson High Choir and DOT Chorale.

For more information, contact Ela Gram, x69367.

#### **African Art Tour**

Tuesday, February 25, 11 a.m.

FAA Headquarters lobby

View an exhibit, "African Art and History in the Benin Kingdoms," at the Museum of African Art.

Meet in the FAA Headquarters lobby.

For more information, contact Sheila White, x77184, or Andrea Toney, x77038.

#### **Career Day**

Tuesday, February 25, 1-3:30 p.m.

FAA Headquarters, room 8 ABC

Schools belonging to the Historically Black Colleges and Universities Program will participate in a career day to discuss degree opportunities.

The event is sponsored by the Federal Women's Program Committee.

For more information, contact Marcia Adams, x73488.

#### **Scholarship Breakfast**

Thursday, February 27, 9 a.m.

Shiloh Baptist Church

The National Black Coalition of Federal Aviation Employees holds a scholarship breakfast featuring remarks by Dr. Leonis Bias.

She is the mother of Len Bias, the local basketball star who died from a drug overdose.

Another son, Jay, died from shots inflicted during a drive-by shooting.

Tickets may be purchased from Black History Committee and coalition members.

For more information, contact Mamie Mallory, x77890, Ron Jennings, x77911, or Suzanne Holloway, x73852.

#### **'Struggles in Aviation's Golden Age'**

Thursday, February 27, noon

National Air and Space Museum

Briefing Room (lower level)

FAA's Ted Robinson, a visiting museum historian, will recount how determined blacks created their own flying clubs and schools and organized airshows during the 1930s.

#### **Meet an Astronaut**

Thursday, February 27, 2 p.m.

Nassif building, room 2230

Astronaut Frederick Gregory talks about his experiences.



U.S. Department  
of Transportation

Federal Aviation  
Administration

# Headquarters Intercom

## Streamlining the 'Screen'

### FAA Aims To Find and Train Controllers In a New Way: Faster and Better

A quicker and less costly way to select candidates for air traffic controller careers and a stronger controller training program are in the works at the FAA.

By using special computerized tests, the FAA will slice the selection time from nine weeks to one week and make it more objective.

The major overhaul of the way FAA finds and trains controllers was announced on February 3 at Washington Headquarters.

Acting FAA Administrator Barry Harris called it a "good news story" for the agency.

Harris projects it will be a big improvement over the old system and alleviate an unreasonable personal burden previously placed on controller candidates who had to quit their jobs to go through screening.

*turn to Streamlining on page 5*

## Planting 'CORN'

### Taking a Big Byte out of FAA's Computer Workload

The FAA has awarded a \$508 million contract to Electronic Data Systems (EDS), Plano, TX, to provide automated data processing services to replace its aging computer system.

Under the Computer Resources Nucleus (CORN) contract, the Texas systems integrator will convert FAA's existing information systems to its own equipment.

Over the next two to three years, the conversion will cover a wide range of approximately 110 applications.

They include payroll and safety analysis, which are currently run at FAA Headquarters, the nine regions and the Aeronautical Center.

The contract for up to 10 years will improve response time and give faster and more reliable access to information than the agency's current limited

capacity system. Over the life of the contract, FAA anticipates a significant increase in its automated data processing workload.

The new service will meet the agency's expanded needs while saving \$70 million from current workload costs.

The CORN contract award reflects a  
*turn to 'CORN' on page 5*

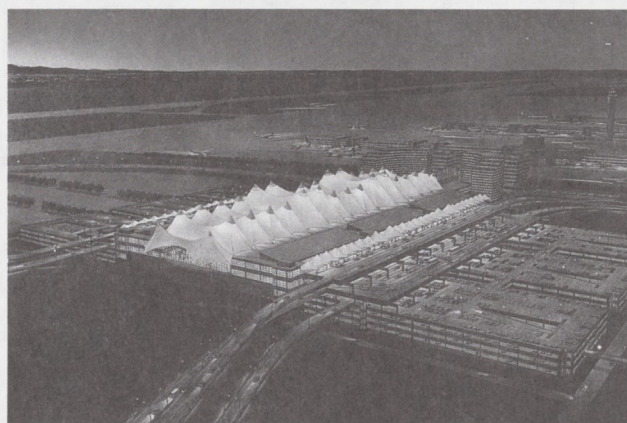
## Accolades for Accountants

### Aeronautical Center Wins Top National Honor

The Mike Monroney Aeronautical Center accounting office has won FAA's 1991 Accounting Office of the Year Award.

This is the sixth time the accolade has been given and the first time Oklahoma City accountants took the prize.

*turn to Accounting on page 4*



## Denver's Dandy Airport

Now in its second year of construction, the new Denver International Airport, DVX, will be the first in the nation to allow three aircraft to land simultaneously. FAA's aim is to increase Instrument Flight Rules capacity and decrease aircraft delays. Now, poor weather in Denver has a ricochet effect of slowing aircraft traffic across the country. This artist's drawing shows how the new airport will look when it is complete.

## Highlights

**Cultural Diversity.** Acting DOT Secretary James Busey says National Black History Month offers all DOT workers a time "to understand and reflect upon the contributions black Americans have made to the overall success of this nation."

In a memo to employees, Busey encourages everyone to participate in the month's many activities.

"Because work force diversity has been the key to many of the Department of Transportation's accomplishments, we are especially proud" to celebrate achievements of African Americans, Busey said.

Check out the calendar of events on page 6.

**Top Jobs.** Acting FAA Administrator Barry Harris recently announced  
*turn to Highlights on page 2*

## Highlights *from page 1*

these top management changes.

→ **Ted Beckloff** becomes Southern Regional Administrator in Atlanta replacing Garland "Cas" Castleberry who is now Associate Administrator for Aviation Standards at Washington Headquarters.

→ **Jacqueline Smith** becomes Alaskan Regional Administrator in Anchorage replacing Beckloff. Smith was Great Lakes Deputy Regional Administrator.

→ **David Morse**, former director of Systems Maintenance Service, becomes Alaskan Deputy Regional Administrator replacing Don Keil who is on assignment to the city of Anchorage.

**More Child Care.** The FAA broke ground on January 24 for an employee child care center at the Jacksonville Air Route Traffic Control Center.

The 3,700-square-foot facility will have a 5,000-square-foot playground.

When the Jacksonville center opens later this year, it will be the second child care facility at an enroute center.

The first opened on December 2 at the Oakland center. A dedication ceremony is planned at Oakland in March.

Both facilities have an enrollment capacity of 50 children, aged six weeks to five years.

**It's a Winner.** A bomb detecting device, funded by the FAA and State Department, has won a Federal Design Achievement Award, the highest honor in design given by the National Endowment for the Arts.

The EGIS Explosives Detector was one of 57 winners honored at a ceremony at Washington's Union Station on January 28.

The detector consists of a free stranding analytical unit and a hand-held sampling unit that checks people and objects for plastic explosives.

The sampling unit draws air from the object being screened and is then plugged into the analytical unit.

The operator pushes a button marked "analyze," and 18 seconds later the analysis is complete.

If the object contains no suspect

material, a green "all clear" light activates.

If the presence of explosive material is detected, a red warning signal activates, and the unit indicates the type of material detected.

EGIS was developed to provide airports, embassies and other high secu-



*An EGIS Explosives Detector goes through its paces at an airport security checkpoint.*

rity facilities with a system to detect plastic explosives and complement traditional security measures such as X-ray and metal detectors.

Here's what the awards panel said about EGIS. "From a quantifiable point of view, it accomplished its task seemingly without compromise....it is quite handsome as an industrial object although we recognize this as being a secondary consideration. To be more precise, we celebrate its reconciliation of purpose and aesthetics."

Accepting the award for the FAA were Harvey Safeer, Technical Center director; Paul Polski, director, Aviation Research and Development Service, Technical Center; and Lyle Malotky, scientific advisor for aviation security, Headquarters.

The EGIS Explosives Detector is manufactured by Thermedics, Inc., Woburn, MA.

**Better Budgeteers.** The Office of Budget held its first Quarterly Budget Workshop last month to talk about current budget issues and improve coordination, communications and teamwork within FAA's budget community.

More than 70 Washington Headquarters budget and program office representatives, who attended the January 21-22 workshop, along with budget

officers from the agency's regions and centers, gave it "very high" marks.

The workshop focused on the next quarter's budget workload including how to estimate hiring freeze savings uniformly, the 1994 fiscal year "call for estimates" and new budget reprogramming policies.

**'Flow Control' Spotlight.** Check out the February/March edition of *Air & Space* magazine.

In a seven-page article, the Smithsonian publication gives its readers a look at the Air Traffic Control System Command Center, or "flow control."

**Caribbean Air Safety.** Several FAAers from the Southern Region were the first agency air traffic experts to visit Cuba aviation facilities in more than three decades.

Five days of discussions late last year between air traffic officials from the Miami Air Route Traffic Control Center and the Havana Area Control Center were aimed at increasing efficiency and safety for more than 300 daily flights in the two centers' airspace.

U.S. carriers are prohibited from flying to Cuba, so most of the flights controlled by the two centers are overflights.

Flights over Cuba give access to Central and South America without circumnavigating Cuban airspace. That saves time and fuel. Most passengers on the routes are vacationing Americans.

The FAA group got a first-hand look at Cuban facilities and equipment, including a tour of the Havana control center.

Susan Cornell, Miami center air traffic manager and a member of the visiting U.S. team, said the trip provided an opportunity to improve procedures between the Miami and Havana centers. She said that would lead to better, safer and more efficient air navigation in the area.

**Extra Copies.** If you need an extra copy of a past issue of *Intercom*, it's available in room 908.

## Bolstering Capacity at Airports

### FAA Okays Passenger Fee at Savannah, More Airport Approvals Expected Soon

The FAA has given the green light to the first airport in the nation to charge a small fee on passengers to finance airport capacity improvements.

Savannah International Airport in Georgia will collect a \$3 "passenger facility charge" from departing passengers starting July 1.

The Savannah Airport Commission expects to raise about \$3 million a year to pay for \$39.5 million in airport improvements.

Money raised from these fees at Savannah will be used to build a new two-level passenger terminal, a new aircraft parking apron and related taxiways and new entrance and service roads.

Passenger facility charges are fees of \$1, \$2 or \$3 that could be collected by airports on departing passengers and those making connecting flights.

No more than \$12 can be collected from one passenger on a round trip.

As of the end of January, 19 airports had applied for FAA approval to charge fees to finance \$2 billion in airport development projects.

They include airports in Las Vegas,

**The program 'will dramatically increase the ability of airports to tailor expansion to meet their own needs.'**

James Busey  
Acting DOT Secretary

Minneapolis, Portland, OR, Tulsa and Austin, TX.

The FAA is expected to act on the Las Vegas request this month.

Another 75 airports have expressed interest in levying passenger facility charges to finance an estimated \$10.6 billion in projects.

In making the announcement last month, Acting DOT Secretary James Busey said that by the end of 1993 about 200 airports are expected to collect passenger facility charges.

Busey said the program "will dramatically increase the ability of airport authorities to fund improvements and to tailor expansion to meet their own needs."

Congress authorized passenger fa-

cility charges in the Aviation Safety and Capacity Expansion Act of 1990.

Funds must be used to improve capacity, safety and security; promote competition and reduce noise. Large and medium-sized airports levying a passenger facility charge will forego up to half of FAA airport grant entitlement funds.

## 6% Rise Asked

### Agency Aims for \$9.4 Billion in '93 Budget

A budget request of \$9.4 billion for the FAA in the 1993 fiscal year has been sent to Congress.

That's an increase of 6% over the amount okayed by Congress for the current fiscal year.

Acting DOT Secretary James Busey outlined the FAA and DOT budgets during a January 29 briefing in Washington.

Here are highlights of FAA's 1993 request:

- \$4.6 billion for agency operations.
- \$2.7 billion for facilities and equipment.
- \$1.9 billion for airport grants.
- \$230 million for research, engineering and development.

Busey said the proposed FAA budget would allow the agency to boost air traffic controller employment to 17,871, an increase of 150 over the expected 1992 fiscal year employment.

Busey also said that 85% of the budget would be financed by the Airport and Airway Trust Fund.

The 1993 budget request for all of DOT and its modes, including the FAA, totals \$36.6 billion in appropriations and obligation limitations.

Busey said that nearly \$27 billion, or 72%, of the DOT's budget is earmarked for programs directly supporting capital investments in highway, transit, rail and aviation infrastructure.

DOT's 1993 fiscal year request is 6.3% above the 1992 budget and represents a 41% growth since the 1989 fiscal year.

## People

**Talk, talk, talk.** The Speechmasters Club of Toastmasters recently singled out the best of its best during an awards luncheon.

Here are the honorees:

### **Best Evaluator of the Year**

**Kenneth Geisinger**  
Operations Research Service

### **Best Speaker of the Year**

**Lynn Brown**  
Aircraft Certification Service

### **Best Table Topic**

**Participant of the Year**  
**Paul Alexander**

NTSB

Toastmasters aims to develop leadership, speaking, organizational and listening skills.

Visitors are welcome to attend its meetings, which are held on the first

and third Tuesdays of each month at noon in FAA Headquarters room 9C.

For more information, contact Thelma Bagley, x78875.



Kenneth Geisinger, Lynn Brown and Paul Alexander show off their awards.

## Flightplan

**Traveling controllers.** Interested in international travel?

The International Procedures Branch is looking for air traffic controllers interested in providing technical assistance for the agency's worldwide programs.

Controllers with international experience, foreign language, training or other technical skills should submit a letter outlining their work experience and technical skills to FAA Headquarters, ATP-140, attention Brigitte Still.

For more information, contact Still, x79253.

**Art contest.** The FAA is looking for artistically talented youngsters to enter the annual International Aviation Art Contest.

This year's theme is "My Favorite Air Sport."

Awards will be given in three age categories: 5 to 8, 9 to 12 and 13 to 16.

The winners in each category will compete for a grand prize. They will also compete with entries from other countries for international medals.

All entries must be postmarked no later than *Tuesday, March 17*.

Rules and application forms are available from the Office of Public Affairs.

**'Star Trek' exhibit.** A major exhibit that examines the "Star Trek" television series of the 1960s premieres at the National Air and Space Museum on *Wednesday, February 28*.

The exhibit will be on view through September 7.

**Money advice.** A seminar, "Recession Proof Your Spending," will be held on *Monday, February 24*, from 11 a.m. to 1 p.m. at FAA Headquarters, room 8A.

It will give tips on how to do a better job of managing money during the economic recession.

The seminar is sponsored by FAA's Black History Month Committee.

For more information, contact Valinda Lewis, x73230.

**Information technology.** Here's the next presentation on the latest developments in information technology.

→ "Client/Server - Mainframes, from

Cathedrals to Condos," *Wednesday, March 4*, 1:30-3 p.m., FAA Headquarters, room 8 ABC.

It is presented by Mike Morris, Information Strategies Group.

All information resources managers, other managers and staff are invited to attend.

Planning to attend or have suggestions for future topics? Leave a message with Elli Klein, AIT-310, x79972.

**Indian culture.** Interested in starting a Native American coalition of FAAers?

Contact John Ogden, AHR-140, x77379.

**Asian-Pacific.** The Coalition of FAA Asian-Pacific Americans holds its monthly meeting on the *second Tuesday* of the month in conference room 1030, Office of Civil Rights, from 12 noon to 1 p.m.

The next meeting is *Tuesday, March 10*. For more information, contact Matt Asai, x77542.

**Women's committee.** Regular meetings of the Federal Women's Program Committee take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room.

**FAA managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor.

They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings are on the following *Wednesdays: March 18, April 8, May 13 and June 10*.

**Hispanic meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are scheduled for the *first Tuesday* of each month.

Contact David Benton, x78499, for more information.

**Diversity ideas?** Diversity includes you. Any ideas? Send them to David Benton, Staffing Policy Division, APN-200.

**FAA items.** Whether it's an FAA logo watch, key chain, earrings, sweater, cap, jacket or shirt, the FAA

Employee's Association at the Aeronautical Center in Oklahoma City has it.

For a brochure and current price list, contact Larry Thompson, x78838.

**Recycle it.** The white color of *Intercom* allows it to be recycled.

After reading the newsletter, make the extra effort to put it in one of the building's office recycling boxes.

**Wednesday deadline.** Headquarters *Intercom* is published weekly.

The deadline for items is *no later than 11 a.m. every Wednesday* for inclusion in the following issue.

But don't wait until the last minute. Get items in as soon as possible.

Bring them to room 909 or call x78521.

## Accounting *from page 1*

The Aeronautical Center was chosen as the 1991 fiscal year's best accounting office by a panel of FAA Headquarters managers.

They reviewed and scored each accounting office's organizational and human resource management accomplishments.

Data was also taken from the Departmental Accounting and Financial Information System and from a survey of accounting office customers asking about the quality of service provided.

The Aeronautical Center scored "exceptionally high" in several categories.

In the near future, Director of Accounting Ernest Keeling will present an engraved plaque to the center's accounting staff.

Each office employee will also receive a certificate of recognition.

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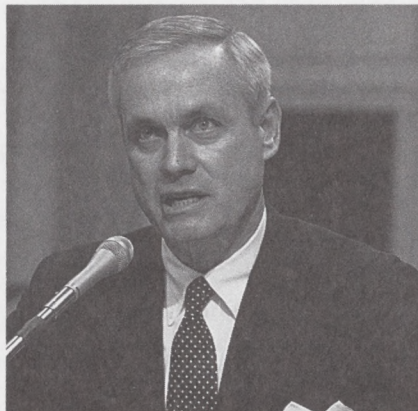
## Streamlining Air Traffic Controller 'Screen'

continued from page 1

Harris also emphasized the fairness of the new selection process to women and minorities, even those with little knowledge or experience in aviation.

Training for those selected will be strengthened and the curriculum expanded to more fully prepare students for controller jobs.

Changes in the way the agency selects controller candidates will result in significant savings, which will be



Acting FAA Administrator Barry Harris announced the new, shorter controller screen to reporters in Washington. He emphasized the fairness of the new selection process to women and minorities, even those with little knowledge or experience in aviation.

used to fund state-of-the-art technology and instructional methods, including more realistic simulations, for air traffic training.

The new testing system, which measures aptitudes needed to be a successful controller, proved effective during trial tests last year.

Use of computerized tests is scheduled to begin this spring.

## 'CORN' Contract Awarded

continued from page 1

trend in government and industry for "outsourcing" in which a contractor provides computer automated data processing hardware, software and facilities.

The contract will provide for the expansion necessary to support the agency's processing requirements for the next 10 years.

The main facility provided by EDS will be located in Plano with a backup facility in Herndon, VA.

Initially the tests will be given at the Aeronautical Center. After the first year, plans call for testing to be done at various locations throughout the country.

The first students selected by the tests are slated to start training this summer.

Under the old system, applicants spent nine weeks in training and testing at the FAA Academy in Oklahoma City. Only about 50% were successful and moved on to air traffic control facilities for more training.

The new computerized tests will allow controller candidates to have their aptitudes checked without having to quit their present jobs.

Applicants must score 90 or more points on a preliminary aptitude test administered by the Office of Personnel Management to be eligible for the additional computerized aptitude screening.

Those who score high on the computerized tests will be eligible to return to the FAA Academy for air traffic control training.

The heart of the training program will be a performance verification process to make sure that every student demonstrates high skills in every facet of air traffic control before going on to further training at field facilities.

The revamped training curriculum will quickly reflect the agency's major upcoming advances in air traffic control technology, such as the Advanced Automation System, and will focus on creating a team environment.

Projections call for the upgraded training program to prepare students better and more quickly for controlling aircraft when they move on to an

air traffic control facility, while reducing the time for reaching the full certification level.

Read more about the new way the FAA will recruit and train air traffic controllers in the February issue of FAA World.

## Healthbeat

**Diabetes screening.** Sign up now in the FAA health clinic, room 327, for diabetes screening.

Screenings are scheduled on the following dates: *March 4, 9, 11, 16 and 18.*

A diabetes lecture will be held in Headquarters room 5C on *Tuesday, March 24* at 2 p.m. Guest speaker is Dr. Donald Watkins, manager of the Employee Health Branch.

**Work problems?** Help yourself feel better by contacting FAA's Employee Assistance Program (EAP).

It's easy. Just call *Jerry Meade* or *Kim Brams*, x73945.

Appointments can also be made by stopping by the FAA health clinic, room 327.

All counseling services are confidential and are also available to immediate family members of FAAers.

**Give blood.** The Red Cross bloodmobile will be at FAA Headquarters on *Wednesday, February 19*, from 9:30 a.m. to 2:30 p.m. in conference room 5 ABC.

**Health videos.** The Health Awareness Program is sponsoring a series of videos that zero in on specific health topics.

They will be shown at 1 p.m. on *Tuesdays* in conference room 5C.

Here is the schedule.

"No Time to Waste," *Tuesday, February 18*, 30 minutes.

"Lifestyle Magazine," *Tuesday, February 25*, 27 minutes.

"Highlights from the National Conference on Cholesterol and High Blood Pressure Control," *Tuesday, March 3*, 60 minutes, room 5 AB.

"Beyond Angioplasty," *Tuesday, March 10*, 30 minutes.

"Recreation or Relaxation: The Difference Could Change Your Life," *Tuesday, March 17*, nine minutes.

## Celebrate Black History Month

February Events Focus on African American Art, Music, History and Aviation Pros

### **Day Care Kids and African American History**

Tuesday, February 18, 10-11 a.m.

FAA Headquarters auditorium

Storyteller Dr. Sharon Harley leads a discussion on black history for day care kids. FAA adults are invited, too.

### **Black Health Issues**

Wednesday, February 19, 10 a.m.

Nassif building, room 4234

Guest speaker is Dr. Marlene Kelley, administrator of DC's Ambulatory Health Care Administration.

### **African Art Tour**

Wednesday, February 19, 11 a.m.

FAA Headquarters lobby

View an exhibit, "Art of the Personal Object," at the Museum of African Art.

Meet in the FAA Headquarters lobby.

For more information, contact Sheila White, x77184, or Andrea Toney, x77038.

### **Voices and Musical Notes**

Thursday, February 20, 10 a.m.

FAA Headquarters auditorium

Eastern High School Concert Choir presents a musical interpretation of this year's Black History Month theme.

### **Navy Military Band Tunes**

Thursday, February 20

11:30 a.m.-1 p.m.

FAA cafeteria

### **Reflections of Benjamin Davis**

Thursday, February 20, 7:30 p.m.

National Air and Space Museum

Langley Theater

Benjamin O. Davis traces his life from his cadet days at West Point through World War II and his service in the federal government in Washington.

### **Coast Guard Black History Ball**

Saturday, February 22

6:30 p.m.-1 a.m.

Andrews Air Force Base

Officers Club

The U.S. Coast Guard's Black History Month Benefit Ball features live entertainment and special speakers.

For tickets, contact Raymond Brown, x76852, Stephen Rochon, x71729, or Myra Maxwell, x70036.

### **Airport Exhibit**

Throughout February

Baltimore-Washington Airport

BWI Airport highlights an exhibit of accomplishments of African Americans in the field of aviation from the Baltimore and Washington areas.

### **African Dance**

Monday, February 24, 2 p.m.

Nassif building, room 2230

The Nubian Arts Cultural Center African Dance Troupe, Baltimore, performs.

### **Voices and Tunes**

Tuesday, February 25, 10 a.m.

Nassif building, room 2230

Hear the voices of the Coolidge High School Choir, Wilson High Choir and DOT Chorale.

### **African Art Tour**

Tuesday, February 25, 11 a.m.

FAA Headquarters lobby

View an exhibit, "African Art and History in the Benin Kingdom," at the Museum of African Art.

Meet in the FAA Headquarters lobby.

For more information, contact Sheila White, x77184, or Andrea Toney, x77038.

### **Career Day**

Tuesday, February 25, 1-3:30 p.m.

FAA Headquarters, room 8 ABC

Schools belonging to the Historically Black Colleges and Universities Program will participate in a career day to discuss degree opportunities.

For more information, contact Marcia Adams, x73488.

### **Scholarship Breakfast**

Thursday, February 27, 9 a.m.

Shiloh Baptist Church

The National Black Coalition of Federal Aviation Employees holds a scholarship breakfast featuring remarks by Dr. Leonis Bias.

She is the mother of Len Bias, the local basketball star who died from a drug overdose.

Another son, Jay, died from shots inflicted during a drive-by shooting.

Tickets, which cost \$15, may be purchased from Black History Committee and coalition members.

For more information, contact Mamie Mallory, x77890, Ron Jennings, x77911, or Suzanne Holloway, x73852.

### **'Struggles in Aviation's Golden Age'**

Thursday, February 27, noon

National Air and Space Museum

Briefing Room (lower level)

FAA's Ted Robinson, a visiting museum historian, will recount how determined blacks created their own flying clubs and schools and organized airshows during the 1930s.

### **Meet an Astronaut**

Thursday, February 27, 2 p.m.

Nassif building, room 2230

Astronaut Frederick Gregory talks about his experiences.

### **Food Tasting**

Friday, February 28, 11:30 a.m.

FAA Headquarters, room 8ABC

## Wanted: Interview Volunteers

Volunteers are needed to interview more than 100 candidates for the SOAR program, an FAA-wide initiative targeting GM-14 women and minorities. SOAR stands for System of Advancement and Recognition.

FAAers in the GS/GM-15 grade level and above are needed to interview candidates from March 9 through March 20 in the Washington, DC, area.

A one-week commitment is acceptable if a volunteer's schedule can't accommodate both weeks. Travel expenses will be funded by the SOAR program office.

For more information, contact Lynn Strazzini, Headquarters, FTS 267-8213, or Janis DiFabio, Technical Center, FTS 482-5760.



U.S. Department of Transportation  
**Federal Aviation Administration**

# Headquarters Intercom

## The Fight's Not Over

### Pass the Torch, Black Integration Pioneer Urges

"I made up my mind as a kid in Little Rock that if I had an opportunity to change some things I wanted to step forward."

And Ernest Green did.

He was one of nine black teenagers in 1957 who integrated Central High School in the Arkansas capital.

Green recalled his ordeal to FAAers earlier this month as part of Headquarters' celebration of National Black History Month.

Green, who is today a successful businessman, was the first black to graduate from Little Rock's Central High on May 28, 1958.

The event is indelibly etched in his mind.

Dr. Martin Luther King attended

the ceremony, but when Green was awarded his diploma, there was eerie silence.

No one clapped among the other 601 white graduates.

Those were the days when federal troops enforced the Supreme Court's integration ruling by protecting Green and his fellow black students despite vitriolic opposition from the state's governor.

Many white supporters of integration were afraid to voice their opinions. "The worst thing you could call a white in Little Rock was a nigger lover," Green said.

Green described the 8 a.m. to 3 p.m. school day as "like going into combat."

turn to Remembering on page 4

## Off the Streets

### Retired FAAer Battles Crime with Basketball

For most of Van Standifer's life, admits the retired FAAer, he was "caught up" with himself and possessions.

Things are different now.

Standifer has received accolades from the national news media, Con-



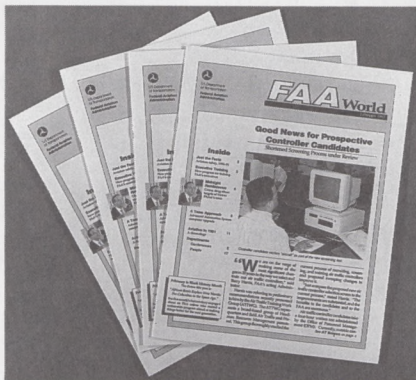
President Bush selected Van Standifer's Midnight Basketball League as his 124th Daily Point of Light. Here, the President visits Standifer and the team at the Glenarden Community Center.

gress and the President for changing the lives of hundreds of young black men across the country.

It all began in 1986 in Maryland's Prince George's County when Standifer was town manager of Glenarden.

To help solve the community's problems with escalating crime and illegal drug activities, he came up with an idea to start a late night, summer basketball league aimed at older youth.

Standifer's Midnight Basketball League works partly because it oper-  
turn to Midnight Basketball on page 4



## Spiffier

The February issue of FAA World sports a crisper, spiffier look.

Watch for it, and read about the new streamlined way FAA will screen candidates for air traffic controller jobs.

The publication has a new editor, too. Check out "People" on page 5.

## Highlights

### Alternative Work Schedule.

What's happening with a proposal for an alternative work week schedule at Headquarters? Find out on page 5.

**Virus Alert.** Watch out for the latest computer virus. Turn to page 3 for details.

**On the Move.** Acting FAA Administrator Barry Harris recently announced these top management changes.

→ Stan Rivers becomes director of Systems Maintenance Service, Washington Headquarters. Rivers leaves  
turn to Highlights on page 2

## Highlights *from page 1*

his post as Central Regional Administrator.

→ *Jim Haight* becomes Central Regional Administrator, Kansas City. Haight moves from the New England Region where he was deputy regional administrator.

→ *Bart Bartanowicz* takes over as New England Deputy Regional Administrator. Bartanowicz leaves his post as superintendent of the FAA Academy, Oklahoma City.

**Aviation 'Gusto.'** When it comes to aviation kudos, Senator Wendell Ford gives them out judiciously.



Len Griggs

The chairman of the Senate aviation subcommittee said former FAA Administrator and Acting DOT Secretary James Busey, "worked very hard at the FAA to stabilize an agency that was adrift."

The Kentucky Senator said Busey made "overdue reforms and gained the confidence of the aviation community. I think he deserves our admiration and thanks."

Ford also honored Len Griggs, FAA's Assistant Administrator for Airports, saying Griggs "has done a terrific job of implementing the passenger facility charge" and does his job "with a gusto that I admire."

**'SOAR' Interviews.** Volunteers are needed to interview more than 100 candidates for the SOAR program, an FAA-wide initiative targeting GM-14 women and minorities.

SOAR stands for System of Advancement and Recognition.

FAAers in the GS/GM-15 grade level and above are needed to interview candidates from March 9 through March 20 in the Washington, DC, area.

A one-week commitment is accept-



Acting DOT Secretary James Busey was recently named an "aviation oscar" winner by Senator Wendell Ford. This photo, taken in 1989 after Senate confirmation hearing for FAA Administrator, shows Busey, left, with Ford.

able if a volunteer's schedule can't accommodate both weeks.

Travel expenses will be funded by the SOAR program office.

For more information, contact Lynn Strazzini, Headquarters, FTS 267-8213, or Janis DiFabio, Technical Center, FTS 482-5760.

**Airport Security.** The FAA has proposed regulations that would require background investigations, including criminal record checks, of airport and airline employees who have access to security-sensitive areas of U.S. airports.

The rule is designed to make sure that persons convicted of serious crimes do not have access by themselves to aircraft parking and other areas.

The proposed regulations call for a five-year employment and reference verification check and a 10-year FBI criminal history record check.

Individuals whose records show a conviction in the past 10 years for a crime listed in the regulation will not be authorized, or allowed to authorize others, to have unescorted access to secured areas.

**Feedback Tips.** For supervisors who have been putting off their initial Survey Feedback Action (SFA) action planning meetings -- or those who are conducting extra sessions -- here are some helpful hints.

When FAAers give feedback at a workgroup meeting, the Office of Human Resource Development advises them to:

- Focus on behaviors, instead of personalities.
- Avoid mixed messages.
- Be specific.
- Provide clear explanations.
- Make it timely.
- Be constructive.

When receiving feedback, it's a good idea to:

- Listen.
  - Be objective.
  - Be specific.
  - Be open.
- Avoid defensive behavior. Try not to:
- Explain rather than listen.
  - Take it personally.
  - Be protective.
  - Feel attacked.
  - Deny the input.
  - Resist.

In addition to support materials provided in an SFA report package that managers and supervisors received last November there are several video tapes available to help make meetings productive.

They include "The Follow-Through Process" and "Making a Difference," both available from the Organizational Planning and Development Division, AHD-100, and "Communicating

Headquarters

**Intercom**

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(202) 267-8521

Nondefensively," available from the Center for Management Development's lending library, Palm Coast, FL.

The feedback meetings are the result of a survey which went to all FAAers last August and September.

It gave employees an opportunity to identify the strengths and weaknesses of their workgroups.

**Aviation Forecasts.** "Aviation opportunities for the decade of the 90's" is the focus of FAA's 17th Annual Aviation Forecast Conference to be held *Friday, February 28* in Washington, D. C.

Panel discussions at the Mayflower Hotel event will concentrate on the aviation environment and domestic and international competition.

The FAA will also sponsor its Second Annual General Aviation Forecast Conference, *Thursday and Friday, March 12 and 13* at the Hyatt Newporter Hotel, Newport Beach, CA.

**People and Machines.** In its continuing effort to mesh people resources with FAA's vast modernization of the National Airspace System (NAS) Plan, Human Resource Management steering committee recently reconvened a task force, the Human Resource Re-

quirements Validation Team (HRRVT).

The team, which met at Washington Headquarters last month, is zeroing in on human resource issues that are vital to air traffic and airway facilities modernization.

The team reviewed and commented on the 1991/1992 NAS Human Resource Management Plan, a document the agency plans to publish in mid-June.

Members of the Human Resource Requirements Validation Team include: William Ball, NATCA; Owen Bridgeman, NATCA; John Fung, AWP-11; Sam Hendrik, AAC-935; George Peurifoy, ZLT-560; Pat Pierce, ANM-14 and Dave Pinner, AGL-13.

Also Nick Richards, AAC-940A; Tom Rourke, PASS; Ed Saylor, AFS-840; Sue Spurgeon, ACM-104; Ken Towery, AAC-402 and Dwayne Williams, ASM-250.

**LAX Report.** An operational assessment report on Los Angeles International Airport is out.

Western-Pacific Regional Administrator Carl Schellenberg said the 84-page report reaffirms that the airport is safe and efficient.

"This report follows a professional

assessment by aviation experts who took an intensive top-to-bottom look at LAX," Schellenberg said. "The assessment team reported that many enhancements are currently underway at LAX. Based on their findings, air travellers are assured that they are using one of the safest and most efficient airports in the world."

During two weeks in November, a committee of FAA and Los Angeles Department of Airports experts assessed four areas: the airport as a public facility; air traffic control operations and procedures; navigational aids and equipment; and communications.

**Wednesday Deadline.** *Intercom* is published weekly.

The deadline for items is *no later than 11 a.m. every Wednesday* for inclusion in the following issue.

But don't wait until the last minute. Bring them to room 909 or call x77311

## What is the Headquarters EPG?

The Headquarters Employee Participation Group is a committee made up of representatives of organizational EPGs from offices and services throughout Headquarters.

This group serves as a communications avenue for employees and upper management to voice and address concerns that affect working conditions, personnel, organizational policies and much more when those interests go beyond the boundaries of their organization.

The Headquarters EPG will soon announce a new Headquarters employee scholarship fund. Other concerns are cafeteria conditions and employee safety issues.

The Headquarters EPG meets on the *second Thursday* of each month in the "MOC" room on the 10th floor.

The next meeting is scheduled for *Thursday, March 12*.

Offices and services that would like to set up an EPG committee or have a representative participate on the committee should contact Headquarters EPG chair David Cook, x78053, or co-chair Bob Cripe, x78211.

## Computer Virus

### *Beware of the Ides of March*

A computer virus is hitting DOT and FAA MS-DOS-based personal computers across the country.

Known as "Michelangelo," the virus is relatively new and only newer versions of anti-viral software will detect it.

FAAers who use "VirHUNT" are advised that only the current 3.0C version will locate and remove Michelangelo.

If Michelangelo has already infected a personal computer, the virus will start wiping out information on the hard disk on March 6.

DOT's Office of Information Resource Management says the virus is "very subtle" and usually requires virus software to detect it.

To make sure personal computers are virus-free, DOT and FAA workers should contact their local computer security officials for assistance.

At FAA Headquarters, contact the Internal Security Branch, ACO-320, (202) 724-0585.

Computer security specialists can provide additional information on Michelangelo and measures to take to reduce the risk of viruses.

In the meantime, employees should back up their information.

## Remembering Little Rock: 'Like Going into Combat' from page 1

Green recalls epithets, harassment and pushing and shoving from white classmates. Breaking into black students' lockers was routine.

"They broke into our lockers so often the school board probably spent \$50,000 to replace our books," Green quipped.

At the time Green didn't think he was doing anything unusual and wasn't afraid.

The "real heroes," he said, were black students' parents who didn't know what would happen to their children after they left home for school.

He had many role models including Rosa Parks who refused to give up her bus seat in Montgomery in 1956.

Green's grandfather was one of the first African Americans to try to vote in a Democratic primary.

And his aunt joined a lawsuit to try to bring black teachers' salaries up to white teachers' pay.

While Green remembers his "moment in the sun" at 16, he's uncertain about the future.

He said he is "pessimistic" about transferring the commitment to change and equality of the 1950s and 1960s to the next generation.

"Today the issues aren't as simple as getting into school," he said.

It's more complicated. It's a daily struggle for many young African Americans who must fight to get out of school with an education despite crime

**'We've got to make our kids – whether they are black, white, yellow or red – feel good about themselves and feel good about the future, so they can make a contribution and do the same thing that we did.'**

Ernest Green



Ernest Green recalls his high school days in Little Rock when he was harassed by white students.

and drugs. And the recession has "knocked a hole in lots of employment opportunities."

He encouraged people to become "messengers" of African Americans' "living, evolving history."

Green emphasized, "We've got to make our kids – whether they are black, white, yellow or red – feel good about themselves and feel good about the future, so they can make a contribution and do the same thing that we did."

Green also said one of the biggest challenges facing African Americans today is to "figure out where we go from here."

He said, "We have one hell of a legacy. We built on it. People have died and fought, cried and sacrificed...."

## Midnight Basketball continued from page 1

ates between 10 p.m. and 2 a.m., three nights every week, during the summer. The late-night games coincide with a four-hour period when temptations to crime and drug activities are the greatest.

Basketball is the sport of choice for the league's target population – black males, ages 17 to 21.

Today there are 25 Midnight Basketball League programs across the country including teams in California and Puerto Rico. More are joining.

Before retiring from the FAA in 1985, Standifer worked as a supervisory computer systems analyst in Management Systems, Washington Headquarters.

Find out more about the Midnight Basketball League in the February issue of FAA World.

## Healthbeat

**Health videos.** The Health Awareness Program is sponsoring a series of videos that zero in on specific health topics. They will be shown at 1 p.m. on *Tuesdays* in conference room 5C. Here is the schedule.

- "Lifestyle Magazine," *Tuesday, February 25*, 27 minutes.
- "Highlights from the National Conference on Cholesterol and High Blood Pressure Control," *Tuesday, March 3*, 60 minutes, room 5 AB.
- "Beyond Angioplasty," *Tuesday, March 10*, 30 minutes.
- "Recreation or Relaxation: The Difference Could Change Your Life," *Tuesday, March 17*, nine minutes.

**Diabetes screening.** Sign up now in the FAA health clinic, room 327, for diabetes screening. Screenings are scheduled on the following dates: *March 4, 9, 11, 16 and 18.*

A diabetes lecture will be held in Headquarters room 5C on *Tuesday, March 24*, at 2 p.m. Guest speaker is Dr. Donald Watkins, manager of the Employee Health Branch.

**Work problems?** Help yourself feel better by contacting FAA's Employee Assistance Program (EAP). It's easy. Just call *Jerry Meade* or *Kim Brams*, x73945.

Appointments can also be made by stopping by the FAA health clinic, room 327. All counseling services are confidential and are also available to immediate family members of FAAers.

## Workday Update

### EPG Chair David Cook Answers Questions About Alternative Work Schedules

Because there's a lot of interest in alternative work schedules (AWS), David Cook, who chairs the Headquarters Employee Participation Group, answers some questions.

The group, along with Human Resource Management, sent out a survey last year showing that 94% of Headquarters FAAers favored working longer days to get time off during the regular work week.

Of those, 66% said they preferred to work eight nine-hour days, one eight-hour day and take one workday off during a two-week period.

The current schedule, five eight-hour days a week, was the least preferred, with 38% favoring it.

Cook gives an update by answering the following questions about AWS.

#### Q. What is happening with the alternative work schedule?

A. The Headquarters Employee Participation Group met with Herb McLure, Assistant Administrator for Human Resource Management, to discuss the results of the survey.

As a result of that meeting, we formed an Alternative Work Schedule project team consisting of representatives from the Headquarters EPG, the Human Resource Management and Position and Pay Policy divisions.

That team wrote a draft directive which consisted of excerpts from regional and service directives that had already been approved.

The team circulated that initial draft to Headquarters organizations through their EPGs to "headquarterize" the document.

We then prepared an official draft that went to office directors, then assistant and associate administrators. It is being coordinated at the executive director level now. It will then be forwarded to the Administrator.

#### Q. Will we have alternative work schedules at Headquarters?

A. That decision is entirely up to the Administrator. The Administrator has reviewed the results of the survey. The

Administrator is aware of the support for alternative work schedules by most employees and management and concerns about it by other employees and management.

We hope to forward the document to the Administrator this month for a decision.

#### Q. If the alternative work schedule plan is approved, when would it start?

A. If the directive is approved, the Human Resource Management Division will conduct briefings to explain it.

The Accounting Division will train time and attendance clerks.

Since the alternative work schedule plan is new to Headquarters, it is critical that everyone understand what can and cannot happen.

We all want to implement AWS without any problems.

#### Q. What could be a problem?

A. Well, one potential misunderstanding is the broad range of alternative schedules included in the directive.

That range of schedules, two compressed and five flexible schedules, was included to ensure that the widely diverse demands of organizations would be covered.

It never was intended that every employee would have every option available to them.

There are a few organizations that have regulatory or investigative requirements that may need more flexible schedules for specific people.

However, the survey indicated that most supervisors and most employees would be more comfortable with conservative schedules.

#### Q. Is it fair?

A. Yes. A few people have questioned the fairness of alternative work schedules since people working near each other may be on different schedules.

But, that flexibility is precisely its value. It provides the ability for man-

agement to accomplish its required work and address the personal needs of each employee.

The fact is some offices may have to work under more conservative schedules than others and some adjacent office may agree to work similar schedules.

Under the alternative work schedule plan, the question is, at the end of the pay period, did the work get done and was everyone held accountable for their scheduled 80 hours?

By the way, that is the same question one can ask without AWS.

#### Q. If an alternative work schedule plan is approved, what does the Headquarters EPG propose to do to ease implementation?

A. Ask everyone to talk and listen to each other. Alternative work schedules at Headquarters will be new for everybody.

Employees need to understand their management's concern for getting the work accomplished. And, management can find out how employees see themselves accomplishing the work under alternative work schedules.

Our EPG representatives say that many organizations are already beginning to talk and plan.

In fact, as a result of the coordination and open discussion about alternative work schedules, another major organization has started a new EPG.

Find out more about the Headquarters EPG on page 3.

## Feedback

**Indian culture.** Interested in starting a Native American coalition of FAAers at Headquarters? Contact John Ogden, AHR-140, x77379.

**B-ball update.** Several FAAers, who are trying to start a winter basketball league, have hit a snag.

The group hasn't found a suitable gym yet, but is trying to find a local gym so a league can start next January.

Contact Ray Taylor, x78963.

## Flightplan

**Warpilot.** Clarence E. "Bud" Anderson talks about his World War 11 experiences on *Thursday, March 5* at the National Air and Space Museum's Langley Theater.

The event begins at 7:30 p.m.

During the war in Europe, Anderson was credited with shooting down 16 enemy aircraft.

**Technology seminar.** Here's the next presentation on the latest developments in information technology.

→ **"Client/Server - Mainframes, from Cathedrals to Condos,"** *Wednesday, March 4, 1:30-3 p.m.*, FAA Headquarters, room 8 ABC.

It is presented by Mike Morris, Information Strategies Group.

All information resources managers, other managers and staff are invited to attend.

Planning to attend or have suggestions for future topics? Leave a message with Elli Klein, AIT-310, x79972.

**Asian-Pacific.** The Coalition of FAA Asian-Pacific Americans holds meetings on the *second Tuesday* of the month in conference room 1030, Office of Civil Rights, from 12 noon to 1 p.m.

The next meeting is *Tuesday, March 10*. For more information, contact Matt Asai, x77542.

**Women's committee.** Regular meetings of the Federal Women's Program Committee take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room.

**FAA managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor.

They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings are on the following *Wednesdays: March 18, April 8, May 13 and June 10*.

**Hispanic meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees

are scheduled for the *first Tuesday* of each month.

Contact David Benton, x78499, for more information.

**FAA items.** Whether it's an FAA logo watch, key chain, earrings, sweater, cap, jacket or shirt, the FAA Employee's Association at the Aeronautical Center in Oklahoma City has it.

For a brochure and current price list, contact Larry Thompson, x78838.

**Foreign travel.** Interested in international travel?

The International Procedures Branch is looking for air traffic controllers interested in providing technical assistance for the agency's worldwide programs.

Controllers with international experience, foreign language, training or other technical skills should submit a letter outlining their work experience and technical skills to FAA Headquarters, ATP-140, attention Brigitte Still.

For more information, contact Still, x79253.

## People

**New editors.** *FAA World* and *Headquarters Intercom* have new editors.

*Pat Tomasetti* heads up *FAA World*, the monthly employee publication that goes to all FAAers.

*Diane Spitaliere* is the new editor of the weekly *Headquarters Intercom*.

Tomasetti has worked at Headquarters for four years in several positions in the Office of Public Affairs.

She replaces *Fraser Jones* who has moved to the Media Operations Branch in Public Affairs.

A 19-year veteran of the FAA, Spitaliere recently moved to Washington from Eastern Region Headquarters.

Among other position in New York, Spitaliere was editor of the region's *Intercom* for two years.

Spitaliere replaces *Pat Cariseo* as *Intercom* chief. Cariseo now heads up the Employee Communications Branch of Public Affairs.

### 'All Races and Creeds'

#### Library of Congress Exhibit

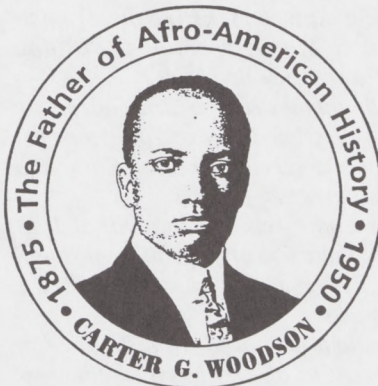
#### Highlights Carter Woodson's Legacy

"Just as thorough education in the belief in the inequality of races has brought the world to the cat-and-dog stage of religious and racial strife, so may thorough instruction in the equality of races bring about a reign of brotherhood through an appreciation of the virtues of all races, creeds and colors."

Those words are stenciled on the wall of a exhibit honoring Carter G. Woodson, founder of National Black History Month.

The exhibit of Woodson's life and African American history runs *through April 26* in the atrium lobby of the Library of Congress' Madison Building on Capitol Hill, just a few blocks from FAA Headquarters.

Almost 70 years ago, Woodson



founded what was then called Negro History Week.

Born in New Canton, VA, in 1875, Woodson spent 30 years Washington, DC. An historian, Woodson spent his life collecting and documenting the achievements of African Americans.



U.S. Department of Transportation  
Federal Aviation Administration

# Headquarters Intercom

## A Real Sweetheart



*"It makes us feel like kids again." That's what acting FAA Deputy Administrator Joe Del Balzo had to say about Valentine's Day during a holiday visit to the residents of Greenleaf Senior Citizens Center where he chatted and gave out chocolates.*

*Del Balzo, making his second annual appearance at the home, asked, "Remember when we used to decorate our schoolrooms with cutouts like this?" as he showed off a paper heart valentine chain. He then singled out individuals for special kudos for milestones such as "most senior" and "most grandchildren."*

*The event was organized by the FAA and DOT Volunteer Committee.*

## Presidential Praise

### Broderick Wins High Civil Service Award

FAA's Tony Broderick recently received a Presidential pat on the back for his "extraordinary" government service.

Broderick was the only FAAer, and one of 69 federal executives from across the country, to receive the 1991 Distinguished Presidential Rank Award—the government's highest accolade given to career members of the Senior Executive Service.

Each winner was singled out for "excellence" and "personal initiative" in addressing major issues affecting the nation and the world.

The award carries a \$20,000 stipend.

Broderick is FAA's Associate Administrator for Regulation and Certification.

Jon Seymour, DOT Assistant Secretary for Administration, also received the Distinguished Presidential Rank Award.

Eleven other current and former FAAers were honored with Meritorious Presidential Rank Awards which carry a \$10,000 stipend.

Keith Potts, the agency's former Assistant Administrator for Aviation Safety, was granted the honor posthumously. He died on September 28, 1991, after a long illness.

turn to **Presidential Praise** on page 3

## EEO's Best

### 26 FAAers to Receive Awards

Twenty-six of FAA's top equal employment opportunity performers will receive special awards later this month at a Headquarters ceremony.

The recipients of the 15th Annual Awards for Excellence in Equal Employment Opportunity will receive their honors from acting Deputy Administrator Joe Del Balzo on March 26.

Earlier this year, a Headquarters selection panel reviewed the accomplishments of 74 nominees from throughout the agency and narrowed the field to 26.

The winners will be announced during a ceremony in the third-floor auditorium.

## Highlights

**'How Am I Doing?'** It's time to rate employees on their job performance. Details on page 3.

**50 Years on the Job.** When Dave Kress retires this spring he wraps up a government aviation career spanning half a century.

Most of his federal service, 45 years, is with the FAA.

Kress, who works in the Air Transportation Division, AFS-250, at Headquarters, was a Navy pilot before joining the FAA in 1947 as an aeronautical inspector in Chicago.

Kress moved to Washington Headquarters in 1976 to manage the rewrite of Part 135 regulations.

He was also instrumental in improving the safety record of airborne emer-

turn to **Highlights** on page 2

## Highlights *from page 1*

gency medical operators.

Involved in an in-depth evaluation of the operators in 1986 and 1987, Kress worked closely with industry officials to bolster safety.

Kress will retire as manager of the Commuter and Air Taxi Branch.

**Unbearable.** FAA and state transportation officials tackle some quirky problems in Alaska.

Two unique challenges cropped up at recent airport planning meetings in the small communities of Kake and Klawock.

Eagles have built nests in trees adjacent to the Klawock airport to feed on toads and large worms that cross the runway.

New types of grass and clover planted at the Klawock and Kake airports have spawned a new food chain.

At Kake, 20 to 30 black bears eat the grass and clover along the side of the runway.

The critters end up bending and knocking down runway lights in their attempt to use them as scratching posts.

During the summer, planes often need to buzz the airport before landing because bears lie on the pavement.

**Hispanic Survey.** Headquarters Hispanic employees have an opportunity to answer a questionnaire to assess their needs and concerns.



The survey is being conducted by the Capital Chapter of the National Hispanic Coalition of Federal Aviation Employees.

The organization is also setting up a Hispanic database to form an employee network and increase Hispanic visibil-

ity to senior management.

The database will also be used to let the Hispanic community know about opportunities at the FAA.

The coalition urges all Hispanic employees - whether they are coalition members or not - to complete the 10-question survey and register with the database.

Interested in participating in the survey or database? Contact Francisco Estrada, ASD-10, x73140, or Michael Flores, AOR-100, x75843.

**Airport Grants.** The FAA has approved almost \$150 million in allocations under the Airport Improvement Program during the first quarter of the 1992 fiscal year.

The money went for 149 planning and development projects in 33 states and Puerto Rico.

The largest single approval was a project for nearly \$10.3 million for runway improvements and acquisition of land as a noise buffer zone at North Carolina's Charlotte/Douglas International Airport.

**Malibu and Mirage Update.** The FAA has relaxed operating restrictions imposed on Piper Malibu and Mirage aircraft when they are flown in bad weather.

The restrictions, issued almost a year ago, were the result of seven in-flight structural break-ups involving six Malibu and Mirage aircraft.

The airworthiness directives prohibited the pilots from flying into known or forecasted icing, thunderstorms and moderate or severe turbulence.

The directives also prohibited the use of the autopilot or vertical trim control for altitude changes and mandated the use of alternate air and pitot tube heating for all phases of a flight except takeoff and landing.

The decision to relax the restrictions was made after an investigation by a special certification review team which reported that "no major design feature of the airplanes or autopilots could be linked to the accidents..."

As a result of the findings the FAA determined that there is no unsafe con-

dition that would warrant continuation of the operational restrictions.

The review team added, however, that there is a need to improve the education and training of the pilots of these high performance airplanes, a joint responsibility of the FAA and the aviation community.

The FAA has developed an action plan that includes possible airworthiness directives or recommendations on pilot training.

**Air Traffic's Future.** Several top FAA officials gave a glimpse of air traffic services in the 21st century at a special aviation symposium in Singapore last month.

The symposium and Asian Aerospace '92 airshow attracted aviation leaders from around the world.

The FAA team zeroed in on the technical approach of the United States to increase airspace capacity and safety; the agency's new Capital Investment Plan and "Partnership 21," a series of seminars between the FAA and its counterpart organizations in the Pacific rim.

The seminar's goal was to foster the development of compatible international air traffic services and systems.

The FAA team included John Burt, Executive Director for System Development; Carl Schellenberg, Western-Pacific Regional Administrator and Marty Pozesky, Associate Administrator for System Engineering and Development.

### Headquarters Intercom

March 3, 1992  
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(202) 267-7311

Diane Spitaliere  
Editor

Michael Malden  
Art Director

## PCS Training

### Find Out More at March 27 Session

Learn how to prepare permanent change-of-station (PCS) travel orders during a training session on *Friday, March 27*, from 9 a.m. to 4 p.m., in Headquarters conference room 8 ABC.

The hands-on training is designed for Headquarters administrative contacts and secretaries.

The session will cover some of these issues: object subclassifications to be used, the proper way to calculate estimates for relocation services, and the proper way to calculate estimates for the Relocation Income Tax Allowance.

The training will be tailored toward individuals who prepare PCS orders but who are not experienced enough to prepare them properly.

Interested in attending? Contact Marion Isaac, x77062, to sign up. Space is limited to 50 participants.

## Job Ratings

### Employee Appraisals Due May 15

The Performance Management System employee appraisal cycle ends on *Tuesday, March 31*.

Headquarters managers and supervisors are reminded that completed appraisals must be submitted to the Employee Relations Branch, AHR-140, by *Friday, May 15*.

The appraisal system covers General Schedule and Prevailing Rate employees.

There may be a few instances when an employee's rating must be extended. If so, the rating may not be extended past *June 30* and the completed appraisal must be submitted to AHR-140 by *July 3*.

As a reminder, an employee's position as of *March 31* is the position in which he or she should be rated.

Also, an employee must be in a GS position on *March 31* to be eligible for performance award.

Contact Debbie Hensley, x73879, for more information.

## Presidential Praise *from page 1*

Nationwide, 334 federal executives received the Meritorious Presidential Rank Award honor including these FAA winners.

### Joan Bauerlein

*Director, Office of International Aviation*

### Dan Beaudette

*Deputy Associate Administrator for Regulation and Certification*

### Monte Belger

*Former Associate Administrator for Aviation Standards  
Belger is now Executive Director for Acquisition and Safety Oversight*

### Ben Demps

*Former director of Europe, Africa and Middle East Office  
Demps is now director of Oklahoma's Department of Human Service*

### Arlene Feldman

*New England Regional Administrator*

### Jim Haight

*Former Deputy New England Regional Administrator  
Haight recently became Central Regional Administrator*

### Leroy Keith

*Manager, Transport Airplane Directorate  
Northwest Mountain Region*

### Tom McSweeney

*Deputy Director, Aircraft Certification Service*

### Bill Pollard

*Associate Administrator for Air Traffic*

### Leon Watkins

*Assistant Administrator for Civil Rights*

## Building Bulletin Board

**Elevator update.** Construction of new state-of-the-art elevators, which include computerized control panels, floor selection software packages and recessed lighting, is now underway at Headquarters.

The new system will provide faster service and contains new indication lights and bells. Cars 1-4 have been installed. They are being wired and are scheduled to be operational in May.

**Power down.** The Building Management Division staff requests that employees turn off all lights and computers before departing for the day.

According to recent statistics, electrical power in the Headquarters building surges above 120 volts hourly during the evening. This has

been attributed to defective electrical panel boards – which are scheduled to be replaced next year by GSA – and an excessive load placed on an aging electrical system.

The benefits from shutting power down during the evening hours are to:

➤ Alleviate the risk of computers "burning up" due to excessive voltage surges. This is true regardless of whether or not they are protected by anti-surge equipment.

➤ Reduce heat in the building and decrease the cost of electrical utilities. Room temperatures will be more pleasant as a result of decreasing power during evening hours.

For more information, contact Joe Stuart, x77760.

## Flightplan

**Warpilot.** Clarence E. "Bud" Anderson talks about his World War II experiences on *Thursday, March 5* at the National Air and Space Museum's Langley Theater.

The event begins at 7:30 p.m.

During World War II in Europe, Anderson was credited with shooting down 16 enemy aircraft.

**Information technology.** Here's the next presentation on the latest developments in information technology.

→ "Client/Server - Mainframes, from Cathedrals to Condos," *Wednesday, March 4, 1:30-3 p.m.*, FAA Headquarters, room 8 ABC.

It is presented by Mike Morris, Information Strategies Group.

All information resources managers, other managers and staff are invited to attend.

Planning to attend or have suggestions for future topics? Leave a message with Elli Klein, AIT-310, x79972.

**Asian-Pacific.** The Coalition of FAA Asian-Pacific Americans holds its monthly meeting on the *second Tuesday* of the month in conference room 1030, Office of Civil Rights, from 12 noon to 1 p.m.

The next meeting is *Tuesday, March 10*. For more information, contact Matt Asai, x77542.

**Women's committee.** Regular meetings of the Federal Women's Program Committee take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room.

**FAA managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings are on the following *Wednesdays: March 18, April 8, May 13 and June 10*.

**Hispanic meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are scheduled for the *first Tuesday* of

each month. Contact David Benton, x78499, for more information.

**FAA items.** Whether it's an FAA logo watch, key chain, earrings, sweater, cap, jacket or shirt, the FAA Employee's Association at the Aeronautical Center in Oklahoma City has it.

For a brochure and current price list, contact Larry Thompson, x78838.

**International controllers.** Interested in international travel?

The International Procedures Branch is looking for air traffic controllers

interested in providing technical assistance for the agency's worldwide programs.

Controllers with international experience, foreign language, training or other technical skills should submit a letter outlining their work experience and technical skills to FAA Headquarters, ATP-140, attention Brigitte Still.

For more information, contact Still, x79253.

**Weekly.** *Intercom* appears weekly.

## People

**Hats off.** Headquarters has scores of aviation education volunteers, but sometimes they don't get the respect they deserve.

On the front page of the February 11 issue, *Intercom* highlighted an FAA-sponsored career day at Hine Junior High School.

Unfortunately the printer

dropped the photo.

"I love airplanes and I love aviation," Cooper says, and he likes to share his aviation enthusiasm with others.

Cooper works in the Regulation Branch of the Aircraft Maintenance Division, AFS-360.

Hine has been "adopted" by the

DOT Volunteer Committee. The FAA routinely holds events at the Southeast Washington school to tell students about aviation and future job opportunities.

Other volunteers who talked up the FAA and aviation at the January 23 career day were *Donald Allen, Charlie Baker, Allan Breitler, Alphonso Barr, Joseph Givens, Constance*

*Hanbrough, Ronald Jennings, Deborah Johnson, Diane Kapanowski, Mamie Malory, Carl McKinney, Patricia Partee and Fred Williams.*

Additional volunteers who helped put the program together were *Ellen Butler, Josie Clark, George Mathieu, Maria McReynolds and Norman McReynolds.*

*Margaret Powell*, FAA Volunteer Program Chair, facilitated the event.

*Intercom* says hats - not heads - off to all the volunteers.



Mel Cooper shows a model airplane to students at Hine Junior High School.

"cropped" the photo in the wrong place, inadvertently trimming off the head of FAAer Mel Cooper, one of several agency employees who talked to students about aviation.

Cooper is no stranger to Hine. He's been talking to students there since 1984 and likes to tell young people that he started in aviation when he was their age.

In fact, Cooper got his aviation start at age 11 when he began making model airplanes of less complexity than the one he showed stu-



U.S. Department of Transportation

Federal Aviation Administration

# Headquarters Intercom

## A Done Deal

### Five-Year PASS Agreement Signed



Acting FAA Administrator Barry Harris (right) and Professional Airway Systems Specialists (PASS) president/chairman Howard E. Johannssen ink five-year agreement covering more than 7,000 members of the Airway Facilities bargaining unit. Harris, remarking how pleased he was that the document was drawn up on a five-year basis, praised all parties involved.

## 'Don't Get Discouraged'

### Black Pilot Made It, but It Wasn't Easy

"If I let others discourage me, I never would have made it where I am today."

Les Morris ought to know. He was the first African American captain at Eastern Air Lines.

Morris insists that perseverance pays off. "Don't let anyone dissuade you from doing what you want. If you want something bad enough, persist and it will be yours," Morris emphasized during a lecture at Washington's National Air and Space Museum to commemorate Black History Month.

Now president of Negro Airmen International, Inc., Morris started with Eastern in 1965 as a second officer.

He progressed to captain in 1978 and went on to hold several management

positions before retiring in 1989.

"Blacks do not have a long history in aviation," said Morris. "In fact, most of our historic figures are still alive."

Morris attributes this "shallow" history to the opposition African Americans faced when trying to enter the aviation field. He spoke of black aviation pioneers who paved the way for him and others.

He recalled the obstacles to flight instruction. Many blacks, Morris pointed out, had to leave the country simply to be given an opportunity to fly.

Even with today's emphasis on minority hiring, only 600 out of 40,000

turn to Morris on page 3

## Highlights

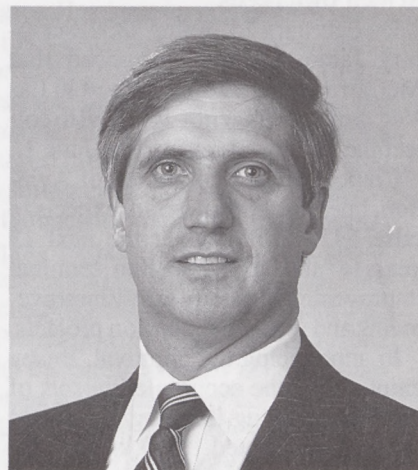
**Senate Okay.** Andrew Card won Senate approval on February 21 as the new DOT Secretary.

Card, 44, was White House Deputy Chief of Staff.

From Massachusetts, Card previously served as deputy assistant to President Reagan and was director of the Intergovernmental Affairs Office.

Card also served in the Massachusetts House of Representatives for six years and was vice president of a Virginia computer software company.

He holds a bachelor of science degree in engineering from the University of South Carolina and attended the U.S. Merchant Marine Academy and the John F. Kennedy School of Government at Harvard University.



Andrew Card

He has received an honorary degree in public administration and two honorary doctor of laws degrees.

Card is married to the former Kathleen Bryan. They have three children.

turn to Highlights on page 2

## Highlights *from page 1*

He replaces Sam Skinner who left the top transportation post in December to become White House Chief of Staff.

**More PFCs.** The FAA has given the green light to two more of the nation's airports to collect a fee from departing passengers to pay for airport capacity improvements.

On February 20, acting FAA Administrator Barry Harris announced that Muscle Shoals Regional Airport in Alabama received agency approval to collect a \$3 "passenger facility charge" starting June 1.

The Muscle Shoals Regional Airport Authority expects to raise about \$104,000 in the next two-and-a-half years to fund renovations to the airport terminal building and make improvements to terminal access roads and airport taxiways.

At an airport ceremony, Harris said Muscle Shoals is a "front runner" among the 200 airports expected to apply for authorization to charge the fee.

Passenger facility charges, Harris said, will "dramatically" increase the ability of airport authorities to fund improvements and to tailor expansion to their own needs.

On February 25, acting DOT Secretary James Busey announced that McCarran International Airport in Las Vegas received agency approval to collect the passenger fee starting June 1.

Clark County Department of Aviation, operator of McCarran, expects to raise \$428 million over the next 13 years to fund land acquisition, terminal improvements, airfield safety improvements and airfield expansion projects.

In announcing the approval, Busey emphasized the economic impacts of the PCFs, saying the program would create an estimated 1,000 jobs.

Georgia's Savannah International Airport was the nation's first airport to get an FAA okay to charge the fee and will begin collecting \$3 from departing passengers on July 1.

**All Aboard.** FAAers who qualify for the DOT's transit benefit can pick

up \$21 Metrorail farecards and \$20 in Metrobus tokens this week at FAA Headquarters.

Those who were previously approved don't have to fill out another application form but must show an employee identification card.

The FAA office will be open *Monday through Friday, March 9-13*, from 9 a.m. to noon and from 1 to 3 p.m.

It is located between the credit union and photocopy room on the fifth floor.

Missed picking up a farecard or bus tokens at the FAA building? Go to the Nassif building, room 2221, *Monday through Friday, March 23-27*. That office is open from 9 a.m. to noon.

Those who are applying for the first time must complete an application form, have it approved by the employee's funds certification official, hand-carry it to the transit benefit office and show an employee identification card.

For more information, contact Bill Gieck, Accounting Systems Division, x78996.

**No Military Transit Benefit.** Military personnel assigned to FAA are not eligible for the transit benefit. Those who have received it in January and February, are requested to contact Accounting Operations, AAA-200, to either reimburse the agency or show proof that the fare benefit was returned to the DOT Transit Benefit Office.

For more information call Dawna Scott, x78958.

**Busy Year.** The Headquarters Federal Women's Program Committee had a busy year in 1991 offering employees everything from workshops on how to climb FAA's top management ladder to French and Russian language lessons.

A year-end report shows that the committee sponsored more than a dozen speakers. They zeroed in on topics ranging from work force diversity to suggestions on how to write better individual development plans and knowledge, skills and abilities sections for job applications.

One highlight was a March career

fair attended by 15 professional organizations and 150 FAAers.

During its June "Salute to Managers" luncheon, the committee named Irene Barnett as the winner of its first annual Sue Silverman Award. Barnett, who was singled out as Headquarters "most supportive" manager in fostering opportunities for women and minorities, died in November 1991.

**Team Effort.** The Atlantic City Technical Center has been praised by the Coast Guard for supporting its effort to search for toxic drums that fell off a cargo ship near the New Jersey coast.

The Navy and Coast Guard coordinated searches with environmentalists, military and Food and Drug Administration officials out of the Technical Center's airport operations facility.

During a January storm, containers holding drums of arsenic washed overboard.

Many of the drums have been located by the multiagency task force.

**Mongolian Flights?** A delegation from Mongolian International Air Transport recently met with air traffic, planning and top managers of the Alaskan Region to talk about starting up air service between Mongolia and Alaska.

The Mongolian group plans to lease aircraft and wants to provide passenger charter flights to Alaska with intermediate stops in the former Soviet Union's far east.

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Diane Spitaliere  
Editor

Michael A. Malden  
Art Director

## Morris *from page 1*

airline pilots in the country are African American - that's less than 1% of the pilot population.

Morris recalled how blacks always had to be better than their white counterparts.

"We constantly had to prove that we were good pilots. We had to work harder than everyone else, but, as a

**'We constantly had to prove that we were good pilots. We had to work harder than everyone else, but, as a result, we were always one step ahead of our counterparts.'**

Les Morris  
Eastern Air Line's first black captain

result, we were always one step ahead of our counterparts."

Morris, who has a degree in aeronautical engineering, worked 10 years as an air traffic controller before joining Eastern. He lauded the FAA for its high ratio of black employees in all phases of its operation. "The FAA by

## Healthbeat

**Diabetes screening.** Sign up now in the FAA health clinic, room 327, for diabetes screening.

Screenings are scheduled on the following dates: *March 11, 16 and 18.*

A lecture on diabetes will be held in Headquarters room 5C on *Tuesday, March 24*, at 2 p.m. Guest speaker is Dr. Donald Watkins, manager of the Employee Health Branch.

**Work problems?** Help yourself feel better by contacting FAA's Employee Assistance Program (EAP).

It's easy. Just call *Jerry Meade* or *Kim Brams*, x73945.

Appointments can also be made by stopping by the FAA health clinic, room 327.

All counseling services are confi-



## Picture Perfect

Charlie Huettner (left), Deputy Associate Administrator for Aviation Safety, presents photo of a Park Police Bell 412 helicopter over Capital Hill to members of the Anacostia "Eagle's Nest" police aviation unit in appreciation of their recent aerial photographic support for the FAA Combined Federal Campaign. (Presentation photo by DOT photographer Dennis Hughes).

far has a higher ratio of black employees than any other organization in the airline industry," he said, adding that it "surpasses" other government agencies.

Morris says it's vital to provide aviation opportunities to today's youth that were not available to him.

In 1973 he started the first Summer Youth Academy in Tuskegee, AL. The main goal, according to Morris, is to expose youngsters to aviation so they can make a decision whether the field is right for them. He emphasized the importance of encouraging African American youngsters who show an interest in aviation. "They need to know that perseverance pays off," said Morris.

dential and are also available to immediate family members of FAAers.

**Health videos.** The Health Awareness Program is sponsoring a series of videos that zero in on specific health topics.

They will be shown at 1 p.m. on *Tuesdays* in conference room 5C. Here is the schedule.

→ "Beyond Angioplasty," *Tuesday, March 10*, 30 minutes.

→ "Recreation or Relaxation: The Difference Could Change Your Life," *Tuesday, March 17*, nine minutes.

→ "The Patient with Angina, Part 2," *Tuesday, March 24*, 28 minutes.

→ "Picture of Health: Hearing Aids," *Tuesday, March 31*, 30 minutes.

## International Update

### United States, Indonesia Ink Airworthiness Pact

After years of cooperation, the FAA and Indonesia's Directorate General of Air Communication have signed a pact to implement a bilateral airworthiness agreement between the United States and Indonesia.

Acting FAA Administrator Barry Harris and Zainuddin Sikado, Indonesia's Director General of Air Communication, signed the implementation procedures last month at a Washington Headquarters ceremony.

FAA activities with Indonesia since the early 1980s have focused on aircraft manufacturing, certification and training in response to the country's interest in expanding its aircraft manufacturing capability and oversight.

Indonesian manufacturers currently supply parts to several U.S. aviation manufacturers. An Indonesian manufacturer has a licensing agreement with a French firm to produce helicopters and with a Spanish company to produce airframes for 50-passenger aircraft.

Last August an FAA airworthiness advisor began a two-year temporary assignment in Indonesia's capital Jakarta to work with the directorate on expanding their airworthiness oversight.

The FAA is also planning an aging aircraft seminar in Jakarta this month.

In June 1991, Argentina's aviation authority signed a similar agreement with FAA.

## Flightplan

**EEO awards.** Twenty-six FAAers will receive Excellence in Equal Employment Opportunity Awards on *Thursday, March 26*, at a 2 p.m. ceremony in the third-floor auditorium.

**Hispanic survey.** Headquarters Hispanic employees have an opportunity to answer a 10-question survey conducted by the Capital Chapter of the National Hispanic Coalition of Federal Aviation Employees.

The organization is also setting up a Hispanic database to form an employee network and increase Hispanic visibility to senior management.

The coalition urges all Hispanic employees – whether they are coalition members or not – to complete the survey and register with the database.

To participate in the survey or database, contact Francisco Estrada, ASD-10, x73140, or Michael Flores, AOR-100, x75843.

**Ground school.** The FAA Flying Club, Inc., will conduct private pilot ground school on *Tuesdays and Thursdays, March 31 through May 28*, from 6 to 9 p.m., in conference room 9AB, FAA Headquarters.

Textbooks and materials cost \$140.

The club will also be conducting instrument ground school on *Thursdays, March 26 through May 28*, from 6 to 9 p.m., conference room 9C, FAA Headquarters.

Textbook and materials cost \$150.

For more information contact Geoffrey Sommer - day: (703) 845-7150, evening: (703) 971-5115 or Brian James - day: (703) 739-3870, evening: (301) 292-2825.

**FAA's budget.** The Air Traffic Control Association will sponsor a symposium focusing on the FAA's 1993 budget request on *Tuesday, March 17*.

The symposium features several key agency officials including acting Administrator Barry Harris and acting Deputy Administrator Joe Del Balzo.

It will held at the Hyatt Regency Crystal City, Arlington, VA.

**OATS meeting.** There will be a meeting of the OATS Oracle Special

Interest Group (ORASIG) on *Wednesday, March 25*, in Headquarters conference rooms 8ABC. All Oracle users and developers are invited.

For further information contact Tim Ryan, AIO-110, x79983.

**New child care center.** There will be a general information meeting about the new Coast Guard Child Development Center on *Wednesday, March 11 at 10:00 a.m.* in the cafeteria of the Transpoint Building. Called Our Kids, Inc., the center is scheduled to open in June 1992. It can be used by all DOT employees.

For further information, contact Vivian Tuerk, (202) 267-6075, Jan Bonds, (202) 267-1676, or Linda Reid, (202) 267-1432.

**PCS training.** Learn how to prepare permanent change-of-station (PCS) travel orders during a training session on *Friday, March 27*, from 9 a.m. to 4 p.m., in Headquarters conference room 8 ABC.

The hands-on training is designed for Headquarters administrative contacts and secretaries.

Interested in attending? Contact Marion Isaac, x77062, to sign up. Space is limited to 50 participants.

**Black history.** An exhibit of Carter Woodson's life and African American history runs *through April 26* in the atrium lobby of the Library of Congress' Madison Building on Capitol Hill.

Almost 70 years ago, Woodson founded Black History Month.

**Job ratings.** The Performance Management System employee appraisal cycle ends on *Tuesday, March 31*.

Headquarters managers and supervisors are reminded that completed appraisals must be submitted to the Employee Relations Branch, AHR-140, by *Friday, May 15*.

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Also, an employee must be in a GS position on *March 31* to be eligible for a performance award.

Contact Debbie Hensley, x73879, for more information.

**Diversity ideas?** Diversity includes you. Any ideas? Send them to David Benton, Staffing Policy Division, APN-200.

**Federal Women's Program Committee.** Regular meetings of the FWPC take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room. All FAA employees are invited to attend.

For more information contact Marcia Adams, x73488.

**FAA managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

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For more information, contact Still, x79253.



U.S. Department  
of Transportation  
**Federal Aviation  
Administration**

# Headquarters Intercom

## Funding the Future

### *Three-Year Plan To Modernize Aviation System*

Early this month Secretary of Transportation Andrew Card sent Congress the proposed FAA reauthorization legislation - the Aviation Safety and Capacity Expansion Act Amendments of 1992 - to fund the agency for fiscal years 1993-95. This three-year plan would boost the capacity of the nation's air transportation system, enhance safety, and continue the moderniza-

tion of the FAA's air traffic control system.

"The legislation reauthorizing important FAA programs combines increased levels of overall spending with improvements that emphasize capacity expansion," Card said. "This will give the FAA the tools it needs to continue to fulfill its mandate."

Calling the proposed legislation one

of his "top legislative priorities for 1992," Card said, "It is an important part of President Bush's program to get the U.S. economy rolling, create jobs and to strengthen the aviation infrastructure."

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*Turn to page 4 for  
'Points of Proposal'*

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He promised to "work closely with Congress" for prompt adoption of the legislation.

The proposal advances many points in the National Transportation Policy, including investment in infrastructure; improved intermodal connections; greater reliance on user fees; stronger partnerships with state, local and private agencies; and sensitivity to the environment.

## Future Vision

### *FAA Strengthens Strategic Plan*

The FAA has a new, improved strategic plan to help guide it into the 21st century.

The recently revised and polished *FAA Strategic Plan* envisions a dynamic agency with a culturally diverse work force and management team.

The key improvement in this plan over its predecessor, published in the summer of 1990, is its in-depth discussion of how FAA plans to implement each of its original policies and strategies. It also responds to comments on the original plan, and it incorporates the future system description of the Air Traffic Management System.

*turn to Vision on page 6*



*Frederick Gregory sits at the controls of NASA's Terminal Configured Vehicle (TCV) when he first entered the astronaut program in 1978. A TCV is an aircraft designed to demonstrate and evaluate new concepts of airborne control systems for future use.*

## The Sky's the Limit

At a recent DOT celebration of Black History Month, NASA astronaut Colonel Frederick D. Gregory vowed not to leave the astronaut program until another African American comes to replace him. "I will stay for as long as it takes," he said.

And Gregory knows just how difficult it is.

With NASA since 1978, he is only one of two black pilots in the nation's astronaut program.

A native of Washington, DC, Gregory

*turn to Gregory on page 2*

## Highlights

**New DOT Chief of Staff.** In his first official announcement as Secretary of Transportation, Andrew H. Card, Jr., has named Michael P. Jackson, who held several positions in the White House from 1989 to 1991, as his chief of staff.

Jackson, 37, has been serving as director of the Office of AMERICA 2000, Department of Education, since June 1991. In that post, he launched a strategy to move the nation to implement education reforms adopted by the President and governors in 1990.

**Disneyland Detour.** Liz Taylor literally stopped traffic - air traffic, that is - over Disneyland where she celebrated her 60th birthday on February 27, with 2,000 of her closest friends.

The temporary flight restriction advised pilots to avoid flying at or below 1,000 feet mean sea level within a one-mile radius of the Anaheim, CA, amusement park.

The restrictions, put in place to avoid congestion and potential hazards for onlookers and photographers, lasted from 6 p.m. until midnight.

**ATC Register Closed.** Receipt of applications to take the air traffic control written test was suspended on February 21.

FAA announced that it currently has an ample supply of qualified applicants to meet anticipated hiring needs for the immediate future.

The register currently contains more than 28,000 applicants, 5,000 having scores of 90 or better.

The Office of Personnel Management will, however, continue to test individuals who:

→ submitted applications post-marked on or before February 21.

→ have a 10-point veterans preference.

→ were furloughed or separated from government service - provided it was not for misconduct or delinquency.

→ were unable to apply due to military or overseas service with the fed-

eral government or in an international organization in which the federal government participates.

→ are eligible for the Office of Personnel Management's Displaced Employee Program.

FAA will continue hiring air traffic controllers from eligible candidates in the current inventory.

The announcement will be reopened when projected hiring needs reflect a requirement for additional applicants.

**Quick Save.** Due to the quick response of New England Region employees, engineering technician Richard Green is alive today.

Green, who was found slumped over his computer in the region's Computer Aided Engineering Graphics Room from an apparent heart attack, was immediately given CPR by coworker Albert Arcese while others called 911 and relayed his vital signs to emergency medical technicians.

Upon arrival, technicians discovered Green had no pulse. Through the use of a defibrillator, his vital signs were quickly regained.

He is expected to fully recover.

Hats off to all of Green's coworkers who rushed to his aid.

**Extra Copies.** If you need an extra copy of a past issue of *Intercom*, it's available in room 908.

**Missing Something?** Did you know that items lost in the building can be retrieved if they have been turned in to the building's management?

If you recently lost something, call *Nat Mosby* in the DOT Nassif Building, x64683.

Mosby's office keeps a list of lost items and holds them for 30 days. After that, they are turned over to the General Services Administration for disposal.

**Recycle It.** The white color of *Intercom* allows it to be recycled.

After reading the newsletter, make the extra effort to put it in one of the building's office recycling boxes.

## Gregory from page 1

gory implored students attending the program from Hine Junior High School - DOT's "adopted" school - to consider a career in space aviation.

"There may be barriers, but there are always ways of getting around them," he advised.

As newly-appointed Secretary of Transportation Andrew Card introduced Gregory, he emphasized the department's commitment to promoting minorities and women. "In this administration, racism or discrimination of any kind will not be tolerated," he said.

He touted Gregory for being a significant part of black history.

The holder of a bachelor of science degree from the U.S. Air Force Academy and a master's degree in Information Systems from George Washington University, Gregory was one of 35 pilots selected for the astronaut program out of 15,000 applicants.

He has flown missions on the orbiters *Challenger* and *Discovery* and, most recently, on the space shuttle *Atlantis*, where he commanded a crew of six.

Gregory appealed to the students' sense of adventure. "Space is an area of numerous unexplored adventures," said Gregory. "Every time I go up there, I return a little smarter."

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Diane Spitaliere  
Editor

Michael A. Malden  
Art Director

## New Chief at FAA Academy

Acting FAA Administrator Barry Harris has announced the selection of Richard L. Rodine, Airport Safety and Operations Division manager, for the number one post at the FAA Academy in Oklahoma City.

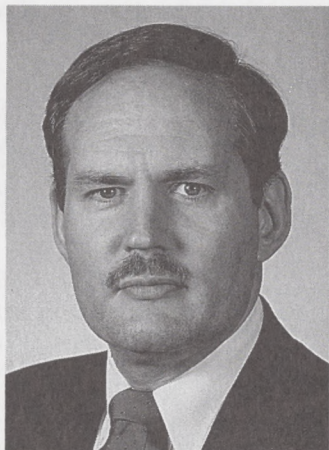
He replaces Bart Bartanowicz, who was recently appointed as deputy regional administrator in New England Region.

As superintendent of the academy, Rodine is responsible for managing all technical training conducted at the FAA facility.

"This encompasses transitioning to a new philosophy of technical training involving a real customer/supplier relationship — the major program organizations being the customers and the academy being the supplier," said Rodine.

In the SES Candidate Develop-

ment Program since 1991, Rodine began his FAA career as an airport planner in Houston, TX, in 1975. He has held positions of increasing responsibility at FAA Headquarters for the past seven years. Most recently, he served on a 13-month detail as special assistant to the Deputy Administrator where he worked on the new ATC selection and screening program.



Richard L. Rodine

For the past year Rodine also served on the agency's Technical Training Oversight Board, formed to create FAA's vision and direction for future agency technical training.

Rodine holds a B.S. in urban planning from Iowa State University with airport planning follow-on training at the University of California.

## New Per Diem Rates Released

A new comprehensive listing of the maximum per diem rate for federal travelers and employees applying for permanent relocation reimbursement has been released by the General Services Administration.

The new rates are effective for travel on or after March 1.

The standard rate is \$66 for cities not listed in the Federal Travel Regulation-Amendment 23 that is being circulated among agencies.

Here are *some* of the cities listed (together with the new maximum per diem rate, which includes lodgings plus meals and incidental expenses):

Montgomery, AL	\$76
Phoenix/Scottsdale, AZ	\$98
San Francisco	\$126
Los Angeles	\$134
Aspen, CO	\$149
Denver	\$108
Washington, DC	\$144
Miami	\$97
Key West	\$157
Atlanta	\$113
Chicago	\$135
Indianapolis	\$95
Kansas City, (MO and KS)	\$93
New Orleans	\$99
Baltimore	\$112
Boston	\$131
Detroit	\$114
St. Louis	\$95
Las Vegas	\$103
Newark, NJ	\$121
Albuquerque	\$85
New York City	\$174
Bismark, ND	\$70
Cleveland	\$110
Oklahoma City, OK	\$75
Portland, OR	\$91
Philadelphia	\$123
Spearfish, SD	\$78
Memphis	\$82
Dallas/Fort Worth, TX	\$108
San Antonio, TX	\$87
Salt Lake City	\$96
Richmond, VA	\$84
Seattle	\$113
Milwaukee	\$89
Jackson, WY	\$86.

## Healthbeat

**Diabetes screening.** Sign up now in the FAA health clinic, room 327, for diabetes screening.

Screenings are scheduled on the following dates: *March 16 and 18.*

A lecture on diabetes will be held in Headquarters room 5C on *Tuesday, March 24*, at 2 p.m. Guest speaker is Dr. Donald Watkins, manager of the Employee Health Branch.

**Work problems?** Help yourself feel better by contacting FAA's Employee Assistance Program (EAP).

It's easy. Just call *Jerry Meade* or *Kim Brams*, x73945.

Appointments can also be made by stopping by the FAA health clinic, room 327.

All counseling services are confidential and are also available to immediate family members of FAAers.

**Health videos.** The Health Awareness Program is sponsoring a series of videos that zero in on specific health topics.

They will be shown at 1 p.m. on *Tuesdays* in conference room 5C.

Here is the schedule.

➔ "Recreation or Relaxation: The Difference Could Change Your Life," *Tuesday, March 17*, nine minutes.

➔ "The Patient with Angina, Part 2," *Tuesday, March 24*, 28 minutes.

➔ "Picture of Health: Hearing Aids," *Tuesday, March 31*, 30 minutes.

# The DOT Challenge

## High School Students Invited To Participate in Essay Contest

DOT is holding a nationwide essay contest, open to all high school students, in honor of its 25 anniversary.

The contest, entitled "Transportation: Planning Today for Tomorrow's Needs," encourages students to focus on futuristic transportation technologies, including intelligent vehicle high-

way systems, high speed rail, global satellite systems, hypersonic aircraft and alternate fuels. Students should also address environmental and safety concerns as well as examine transportation problems expected to be faced because of future growth and shifts in population and lifestyles.

"We want high school students to think creatively about the transportation system of the future," said Secretary of Transportation Andrew Card. "More importantly, we want these students to consider careers in transportation, working to address the challenges of the 21st century."

Essays should address the stated topic and not exceed 1,000 words. Charts, graphs or other materials are optional. Local examples should be used as much as possible.

All essays should be submitted to the U.S. Department of Transportation, Office of Public Affairs, Room 10414, 400 7th Street, SW, Washington, DC 20490, no later than April 17.

Two winners will be notified on May 1. They will, along with one guardian each, receive round-trip tickets to Washington, DC, including accommodations and meal allowances for two weekdays in May.

Winners will take part in the department's 25th Anniversary ceremony on May 12 and have an opportunity to meet Secretary Card, who will present them with certificates.

## Explosive Workshops on Tap

The FAA Technical Center's Aviation Security Research and Development Service has two workshops on tap for the spring.

Here are the details.

**Explosives Effects Workshop.** An Explosives Effects Workshop is being held on *April 29 and 30*, at the Technical Center, Atlantic City, NJ.

Topics include:

- ➔ internal blast and its effects on structures;
- ➔ blast modeling;
- ➔ blast mitigation and management;
- ➔ damage prediction;
- ➔ new container design;
- ➔ materials/composites with applicability to blast resistant containers.

The workshop is part of FAA's intensive research program to investigate and reduce the vulnerability of commercial aircraft to explosive effects.

To register or find out more about the workshop, contact Stephanie Creasey or Glenn Manoff, (609) 482-9550, or Ken Hacker, (609) 484-4922.

**National Energetic Materials Workshop.** A National Energetic Materials Workshop and Study Groups will be held *April 14-17*, at the Golden Inn Hotel, Avalon, NJ.

Topics include:

- ➔ fundamentals of the physics and chemistry of explosives;
- ➔ history and classification of explosives;
- ➔ rules and regulations;
- ➔ explosives chemistry and hazards;
- ➔ applications of risk analysis to explosives control;
- ➔ explosives detonation physics;
- ➔ nonnitrogen-containing explosives;
- ➔ explosives transportation.

Leading experts in these fields from top universities, national laboratories and research organizations will be serving as instructors.

The workshop is part of the ongoing effort to promote aviation security through improved technology and greater cooperation with partners and colleagues in the international aviation community.

The workshop registration fee is \$100 for government employees and \$300 for nongovernment personnel.

To register or find out more, call Stephanie Creasey or Glenn Manoff, (609) 482-9550, or Dr. Wagih Makky, (609) 484-5330.

## Points of Proposal

*Over its three-year period, the proposed reauthorization legislation for FAA would:*

➔ Provide more than \$15 billion for the FAA's capital investment programs - the airport improvement program, facilities and equipment and research, engineering and development.

---

*See related page 1 story about proposed reauthorization legislation.*

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Proposed funding is more than 25 percent higher than the level of funding during the three previous years and will allow continuation of programs to increase airport capacity and undertake essential work on the air traffic control system for the next century.

➔ Allow airport entitlement funds  
*continued on next page*

## Proposal Points

to be used for the first time to help finance off-airport projects, such as a rail line or highway, that directly improve access to an airport for passengers and freight.

➔ Expand from eight to 25 the number of current or former military airports eligible for funds under the military airport program. This program boosts capacity quickly where unused military facilities are available.

At the heart of the legislation are an *increased research effort and the continued modernization of the air traffic control and navigation systems to increase safety, efficiency and capacity, including:*

➔ Continued work on the Advanced Automation System, which will increasingly automate the control of air traffic.

➔ Continued support of the Voice Switching and Control System, which will improve communications among controllers and between controllers and pilots.

➔ Increased funding for grants-in-aid under the airport improvement program. The program will receive \$1.9 billion a year.

➔ Extension of the State Block Grant Program so all qualified states can participate in allocating funds to reliever and general aviation airports.

➔ An increase in grant funds for projects that reduce noise impacts and promote more compatible land use around airports.

*The proposed legislation also would:*

➔ Increase the percentage of FAA expenses recovered from the user-supported Aviation Trust Fund, thereby reducing the general taxpayers' burden.

➔ Continue the "war risk" insurance program that airlines relied on in supporting Operation Desert Storm/Desert Shield.

➔ Establish a program to hire retired military air traffic controllers to work in selected towers and flight service stations.

➔ Cut the uncommitted balance in the trust fund by about half over the three-year period.

## Building Bulletin Board

**Cafeteria cleanup.** Through the efforts of the Headquarters Employee Participation Group (HEPG) and the Headquarters Building Management Division, renovations have already begun on the cafeteria.

The work, which is being accomplished after 4 p.m., will include:

➔ New ceiling tiles and light lenses in all dining areas. The areas will also be sporting newly-painted diffusers.

➔ New ceilings and lights in all food serving areas.

**How are we doing?** The HEPG and Service America Corporation will be conducting a customer satisfaction survey on cafeteria services on *March 23 through March 27.*

Survey forms will be distributed to each employee by *March 20*, and should be returned to the cashier stations in the cafeteria, not later than *March 27.*

As an incentive, Service America is offering a free medium-sized beverage to all employees who return the completed survey.



QAT members included (seated, L-R): Susan Eicher, Cheryl Williams, Karol Cook and (standing, L-R) Phil Fitzhugh, Vera Edwards, Barbara Froome, Lois Smith and Allen Hill. Not pictured is Lee Mitchell.

## A "Quality" Team

Members of the Office of Acquisition and Support, formerly the Logistics Service, recently participated in a Quality Action Team (QAT) and were pleasantly surprised with the results.

Although skeptical at first, team members became strong proponents of TQM by end of the QAT when they emerged with a new-and-improved

training process for their organization.

All participants agreed that the QAT taught them the value of teamwork. "The QAT brought us closer together, taught us how to work harmoniously and promoted teamwork," said team leader Allen Hill. "Because we were all customers of the end product, we had a vested interest in the process."

## Flightplan

**EEO awards.** Twenty-six FAAers will receive Excellence in Equal Employment Opportunity Awards on *Thursday, March 26*, at a 2 p.m. ceremony in the third-floor auditorium.

**WTS luncheon.** The Women's Transportation Seminar (WTS) is sponsoring a luncheon on *Tuesday, March 24*, featuring Congressman James L. Oberstar, who will discuss his perspective on reauthorization of the federal aviation program.

Oberstar is Chairman, Aviation Subcommittee of the House Public Works and Transportation Committee.

The event is at 12 noon at the Bellevue Hotel, 15 E Street, NW, Washington, DC.

Registration is at 11:30 a.m., and the cost is \$16 for members and \$20 for nonmembers.

Reservations can be made by contacting Ralph Craft, New Jersey Washington Office, 444 North Capital Street, Suite 201, Washington, DC 20001, (201) 638-0631.

Checks should be made payable to the Women's Transportation Seminar.

**Women's History Month.** The Office of Civil Rights and the Federal Women's Program Committee (FWPC) are sponsoring a celebration of Women's History Month featuring Deborah Douglas, author of *U.S. Women in Aviation, 1940-1985*, volume four of the Smithsonian Studies on U.S. women in aviation - on *Wednesday, March 25*, in the Headquarters auditorium from 12 noon to 1 p.m.

Ms. Douglas will speak on women's changing role in aviation after the second world war.

FWPC is also sponsoring a seminar on "Image and Professionalism: Women in the Changing Work Force," on *Thursday, March 19*, at the FAA Headquarters building. Pat Prospero, chief of DOT's Policy and Program Development Division, will serve as keynote speaker.

For additional information, including room number, contact Donna Baldwin, x78613.

**Smithsonian salute to women.** The Smithsonian Institution will hold concert performances on *Saturday, March 28*, in the National Museum of American History's Carmichael Auditorium at 2 p.m., in celebration of Women's History Month.

**Ground school.** The FAA Flying Club, Inc., will conduct private pilot ground school on *Tuesdays and Thursdays, March 31 through May 28*, from 6 to 9 p.m., in conference room 9AB, FAA Headquarters.

Textbooks and materials cost \$140.

The club will also be conducting instrument ground school on *Thursdays, March 26 through May 28*, from 6 to 9 p.m. in conference room 9C, FAA Headquarters.

Textbook and materials cost \$150.

For more information, contact Geoffrey Sommer - day: (703) 845-7150, evening: (703) 971-5115 - or Brian James - day: (703) 739-3870, evening: (301) 292-2825.

**OATS meeting.** There will be a meeting of the OATS Oracle Special Interest Group (ORASIG) on *Wednesday, March 25*, in Headquarters conference rooms 8ABC. All Oracle users and developers are invited.

For further information contact Tim Ryan, AIO-110, x79983.

**TQM meetings.** The FAA Headquarters Quality Network holds its monthly meetings from 2 to 3:30 p.m. in room 5AB the first *Tuesday* of every month.

The next meetings are on the following *Tuesdays: April 7, May 5, and June 2.*

For additional information contact Ted Criswell, x77925, or Carol Dieterle, x79129.

**FWPC.** Regular meetings of the Federal Women's Program Committee take place on the first *Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room. All FAA employees are invited to attend.

For more information contact Marcia Adams, x73488.

**FAA managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings are on the following *Wednesdays: March 18, April 8, May 13 and June 10.*

**Hispanic meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are scheduled for the *first Tuesday* of each month.

Contact David Benton, x78499, for more information.

**Weekly.** Intercom appears weekly.

## Vision *from page 1*

In addition, the revised plan forges links among major agency program plans, including the Capital Investment Plan, the Research, Equipment and Development Plan, the National Plan of Integrated Airport Systems, and the Aviation System Capacity Plan.

Formulating the original plan and its revision was a team effort led by Mike Moffet, Assistant Administrator for Policy, Planning and International Aviation, and John Rodgers, director of the Office of Aviation Policy and Plans. The office's System Requirements Branch staff worked with FAAers throughout the agency to describe how the major program offices will implement each of the original strategic plan's policies and strategies.

Copies of the new *FAA Strategic Plan* have been distributed throughout the agency.

Additional copies may be obtained from Regina Morris, APO-120, FTS 267-3307, Headquarters room 934.

For information on the plan, advice on strategic planning or help in developing plans that meet an FAA organization's internal and external challenges, contact Chuck Dennis, APO-120, FTS 267-3220.



U.S. Department  
of Transportation

Federal Aviation  
Administration

# Headquarters Intercom



## NATCA and FAA Start Contract Negotiations

Barry Krasner, right, president of the National Air Traffic Controllers Association (NATCA), presents the union's proposal package to Lane Speck, left, director, Air Traffic Rules and Procedures Service, and Gary Baldwin, deputy director, Office of Labor and Employee Relations, marking the beginning of NATCA-FAA negotiations for a new collective bargaining agreement.

The current three-year agreement, covering all non-supervisory enroute center and terminal air traffic controllers nationwide, is effective through May 1. Its provisions remain in effect until a new agreement is signed and ratified by the union's membership.

## 'Proven Leader'

### Card Takes Oath as 11th DOT Secretary

Andrew Card was sworn in on March 11 as DOT Secretary at a public ceremony attended by



DOT Secretary Card

President Bush who praised the nation's 11th transportation chief as a "proven leader and talented manager."

"Andy Card is one of this town's best kept secrets - one of the best-liked, most well-respected mem-

bers of my team," the President said.

He said Card is "experienced, efficient and energetic," a public servant of the "first order" and a person "who gets things done."

The oath of office was administered by Supreme Court Justice Clarence Thomas in the atrium of the National Air and Space Museum.

After taking the oath, Card said ethics would guide his decisions every day and they will be based on promoting safety, accessibility and efficiency in

turn to **New Leader** on page 2

## In the Year 2003

### 793 Million Passengers Fly into the 21st Century

In the year 2003, about 793 million passengers will board U.S. commercial airlines to travel around the nation and to foreign destinations - a dramatic jump from the 484.4 million fare-paying travelers who took to the skies last year.

That's the equivalent of every person in the United States today taking more than three trips by air in one year.

Here's how the passenger numbers predicted for 2003 break down, according to an FAA forecast released at the end of last month:

→ 640.1 million passengers will board major air carriers on domestic flights, up from 413.3 million in 1991.

→ 84.5 million air travelers will take international flights originating in the United States, more than double the 39.7 million in 1991.

→ 81.5 million passengers will ride commuter and regional carriers operating aircraft with 60 seats or fewer. That's more than double the 38.4 million in 1991.

The FAA released its predictions of long-term passenger boosts at its 17th

turn to **Predictions** on page 3

## Highlights

**'Salad Bowl' Diversity.** To increase awareness of work force diversity, members of the System Engineering and Development organization recently attended a workshop dedicated to "Achieving Excellence at the FAA Through its Diverse Cultures."

The workshop gave participants, turn to **Highlights** on page 2

## Highlights *from page 1*

including Associate Administrator for System Engineering and Development Marty Pozesky, an opportunity to increase their sensitivity and understanding of the nature and impact of perceptions, behaviors and attitudes toward people of different gender, race, backgrounds, and mental and physical capacities.

It zeroed in on the "salad bowl" approach to viewing the work force, a concept gaining broad acceptance in diversity management.

The approach maintains that managers need to recognize the individuality of employees and the benefits derived from allowing people to retain their own cultural identity while contributing to an organization.

"Cultural diversity training is for everyone," said Dr. Carlos Martinez, who facilitated the workshop along with Joan Clark, both of Martinez International and Associates.

"The challenge for today's managers is to learn how to work more effectively with a work force that is becoming increasingly more diverse."

**Going to the Dogs.** The Alaskan Region operated a temporary air traffic control tower and instituted mandatory two-way radio communication at Skwetna Airport to accommodate last year's Iditarod dog sled race.

Pilots were requested not to land on the river at Skwetna to ensure the safety of the dog teams.

They were also reminded that "trail etiquette" dictates flying on the right side of the trail while using landing lights.

These changes were instituted to add to the safety and enjoyment of spectators and dog teams.

Find out more in the April issue of *FAA World*.

**Buckle Up.** The FAA has published a new brochure which helps passengers of small planes to understand the proper use of safety belts and shoulder harnesses.

The brochure, published by the Civil

Aeromedical Institute in Oklahoma City, explains FAA regulations requiring the proper use of safety belts and shoulder harnesses-when available-during landings and takeoffs in general aviation aircraft.

Additionally, the pamphlet provides valuable information about the use of automobile child safety seats in aircraft.

For a copy of "Smart Protection in Small Airplanes," contact the Aeromedical Education Division, AAM-400, P.O. Box 25082, FAA Civil Aeromedical Institute, Oklahoma City, OK 73125.

**Honoraria Update.** A hold has been placed on a bill to repeal the free-lance honoraria ban, a procedural move that will make it still more difficult for the much-delayed legislation to be considered by the Senate.

The House passed the bill last year, seeking to remove the ban against federal employees accepting money for free-lance article writing, speeches and other forms of appearances.

The bill would remove the honoraria restriction for both executive branch employees and congressional staffers.

One member of the Senate wants the ban kept on senior Capitol Hill employees, who often are deeply involved in handling legislation.

It may be necessary to rewrite the bill so that the House and Senate individually can decide what policy each wants to apply to its own employees.

In the meantime, the ban - which affects moonlighting regardless of whether the subject is job related - will continue.

The law doesn't prohibit free-lance activities themselves but the acceptance of money for them-an important distinction that some employees may have missed since the law first took effect at the start of last year.

**Outer Sight.** Kicking off International Space Year, NASA and the Young Astronaut Council announced a student art contest for youngsters in grades kindergarten through nine.

Students are invited to take a trip to their sketchpad, explore their imagination and launch their vision of space exploration.

Official entry forms for the "Outer Sight" art contest will be distributed to the 26,000 Young Astronaut chapters throughout the nation.

Entries must be postmarked no later than *April 15*. Twelve winners will be selected by *May 31*.

The grand prize entry will become a NASA commemorative International Space Year poster.

To obtain the "Outer Sight" art contest entry packet, contact the Young Astronaut Council, P.O. Box 65432, Washington, DC 20036.

## New Leader *from page 1*

the country's transportation system.

Card also said he is "deeply impressed" with the DOT and its "dedicated men and women who make a real difference."

"All of you accomplish so very much - every single day, year-in and year-out. I'm proud to be joining your team."

Before becoming DOT Secretary, Card served as White House Deputy Chief of Staff.

He replaced Sam Skinner who became White House Chief of Staff in December.

### Headquarters Intercom

March 24, 1992  
No. 92-11

**Diane Spitaliere**  
Editor

**Michael A. Malden**  
Art Director

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## Hawaiian Networking

### First LINCS Contract Awarded

The first contract for the Leased Interfacility NAS Communications System has been awarded in the Hawaiian Islands to the Hawaiian Telephone Company. The contract award marks the first time FAA has procured a detailed, stringent, system-based contract for leased telecommunications circuits.

Known as LINCS, it replaces most dedicated leased circuits in the National Airspace System, utilizes the latest state-of-the-art technology and features extensive diversity and speedy restoration time.

Using state-of-the-art nodal and switching equipment, LINCS contains a system status display which provides a network monitoring capability. It allows access to "real-time" information regarding the configurations, performance degradations and failures for all nodes, paths, channels, local access and end-user locations. The information is also available to Airway Facilities FAAers.

"LINCS will provide circuit diversity and improve the availability of the operational communication circuits at all air traffic control facilities throughout the islands," said Dave Umeda, FAA telecommunications management and operations representative in Hawaii. "LINCS will also significantly enhance FAA's ability to control aircraft in a safe, efficient manner."

Hawaiian service is expected to begin this summer. The national contract, which includes all the lower 48 states, is expected to be awarded soon.

## High-Tech Partners

### FAA Provides Key Data to Airlines

The FAA and the Air Transport Association have geared up to improve the global competitiveness of U.S. airlines.

Under a Cooperative Research and Development Agreement, the FAA will provide the airlines with radar information to help them more efficiently use airspace and ground facilities.

Deputy DOT Secretary James Busey made the announcement earlier this month at the National Technology Initiative Conference in Austin, TX.

Radar data will come from the FAA's aircraft situation display - ASD for short - a sophisticated computer capable of displaying data on each commercial aircraft flight over the United States. Originally developed by the FAA for its own use, the technology is now being made available to the private sector.

The Air Traffic Control System Command Center, or "flow control", at Headquarters uses ASD to manage the flow of enroute aircraft. Also, ASD is fully operational at FAA's 20 enroute control centers, three major terminal facilities, and the Anchorage control center.

Aircraft position data displayed on the ASD can show all enroute aircraft destined for one airport or all enroute aircraft operated by a single airline. Information is also given on the current position and flight plan for individual aircraft.

The FAA is making the data available to the association which will provide it to the airlines. The airlines will feed it into their own video displays.

The data will enable the airlines to exercise better aircraft spacing, resulting in more efficient use of gate space.

The FAA, in turn, expects to get more updated scheduling information from the airlines which it can use to more efficiently manage the flow of air traffic. The airlines expect to have their own ASD equipment in operation by mid-1992.

## Predictions from page 1

Annual Forecast Conference, held in Washington, DC, on February 28.

Acting FAA Administrator Barry Harris, who spoke at the Mayflower Hotel event, said the agency's forecast shows "modest increases" in aviation this year followed by "steady growth" through the year 2003.

He emphasized that "aviation is still a prime growth industry. The end of its expansionist phase is nowhere in sight."

Harris also predicted the industry's continued "rush toward globalization." He foresees "dramatic competition" for international routes in Europe, Latin America and the Pacific Rim.

Harris pointed to the collapse of the Soviet Union, which controlled the largest and some of the most valuable airspace in the world.

As the newly-formed nations of the former Soviet Union open their borders and skies, they can "over time mine more gold from the air than they ever had from the ground," he said.

Harris emphasized the importance of Asian-Pacific markets.

He said the FAA predicts that Pacific Rim nations will be the destination of 40% of all international passengers by the year 2003.

Other highlights of the forecast:

➔ In the year 2005, Dallas-Ft. Worth International will handle almost 1.2 million operations - takeoffs and landings - the highest in the nation.

Atlanta-Hartsfield International is expected to be the second busiest with 950,000 yearly operations, followed by Los Angeles International with 856,000, and Chicago O'Hare with 848,000.

➔ The number of air carrier aircraft will increase to 5,965 in the year 2003, a rise from 4,252 in 1991.

➔ The number of commuter aircraft will increase to 2,324, up from 1,896 in 1991.

➔ The active general aviation aircraft fleet will grow slowly over the 12-year forecast period to about 225,500.

**Recycle it.** After reading *Intercom*, make the extra effort to put it in one of the building's office recycling boxes.

## Flightplan

**'Glass ceiling.'** To mark Women's History Month, the Federal Women's Program Committee is sponsoring a seminar on "Cultural Diversity: The Glass Ceiling," on *Tuesday, March 31*, from 1:30 to 3:30 p.m. in Headquarters conference room 8ABC.

**Essay contest.** In celebration of Secretaries Week, *April 20-24*, the DOT is holding its "Secretary of 1992" essay contest, open to all DOT secretarial and clerical employees.

This year's theme is "A Past with a Future."

Essays are limited to 150 words and should be typed double-spaced.

Entry forms may be obtained from the committee and must be returned by *Monday, April 6*.

For forms and further information, contact Gwen Jones, ACR-3, room 1030, x73271.

**Stressed out?** The Headquarters chapter of the Professional Women Controllers Association is sponsoring a lunchtime forum on stress management on *Wednesday, April 8*, in the Headquarters auditorium from 11:30 a.m. to 1:00 p.m.

All FAAers are invited to bring their lunch to the meeting and participate in the forum.

For more information, contact Ellen Gunnulfson, x79859.

**Weekly.** *Intercom* appears weekly.

**Walk-a-thon.** The 1992 March of Dimes "Walk-a-Thon for Healthier Babies" is scheduled for *Sunday, April 26*. This year's event has been scaled down from 25K to 20K.

Interested in becoming a team leader, a walker, or both?

Contact Wanda Moore, x77588, or Katrina Thomas, x63720, both of the FAA Volunteer Committee.

**Weekend pilot clinics.** The Aircraft Owners and Pilots Association Air Safety Foundation has a new weekend pilot refresher course which begins *April 3-5*, in Frederick, MD.

Called "ProClinics," it is the first in a series of weekend in-flight and classroom training programs for IFR proficiency, VFR proficiency and the Air

Safety Foundation "Pinch-Hitter" course.

The cost of three days of flight training, ground school and workshops is \$575 for the IFR ProClinic, \$500 for the VFR ProClinic and \$450 for the "Pinch Hitter" course.

For further information or to register call 1-800-638-3101.

**Coalition meetings.** The National Black Coalition of Federal Aviation Employees (NBCFAE) will hold its next monthly meeting on *Tuesday, April 7*, from 12 noon to 1 p.m. in FAA conference room 5ABC.

Monthly meetings are also scheduled for the following *Tuesdays: May 5 and June 2* in conference room 8ABC.

**Volunteer committee.** The FAA Volunteer Committee holds its monthly meetings on the *second Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C.

Meetings are scheduled for the following *Tuesdays: April 14, May 12, June 9 and July 14*.

**TQM meetings.** The FAA Headquarters Quality Network holds its monthly meetings from 2 to 3:30 p.m. in room 5AB the *first Tuesday* of every month.

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For additional information contact Ted Criswell, x77925, or Carol Dieterle, x 79129.

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**Hispanic meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are scheduled for the *first Tuesday* of each month.

Contact David Benton, x78499, for more information.

**Ideas on diversity?** Send ideas on work force diversity to David Benton, Staffing Policy Division, APN-200.

## Healthbeat

**Diabetes lecture.** A lecture on diabetes will be held in Headquarters room 5C on *Tuesday, March 24*, at 2 p.m. Guest speaker is Dr. Donald Watkins, manager of the Employee Health Branch.

**Health videos.** The Health Awareness Program is sponsoring a series of videos that zero in on specific health topics.

They will be shown at 1 p.m. on *Tuesdays* in conference room 5C.

Here is the schedule.

→ "The Patient with Angina, Part 2," *Tuesday, March 24*, 28 minutes.

→ "Picture of Health: Hearing Aids," *Tuesday, March 31*, 30 minutes.

## People

**Leave sharing.** Pat Haynes, a management analyst in ANR-120, is an eligible leave recipient in FAA's leave sharing program.

Last year Haynes developed a respiratory problem that kept her out of work for more than three months.

Upon returning to work at the Universal Building, she contracted pneumonia and shortly thereafter suffered a relapse of the illness.

Since that time Haynes has been involved in two automobile accidents, again requiring extensive use of sick leave.

Anyone interested in donating annual leave to Haynes, should contact Naomi Bryant, AIR-530, x70560.



U.S. Department  
of Transportation

**Federal Aviation  
Administration**

# Headquarters Intercom

## 'Tots Landing'

### *Ribbon Snipped at New Child Care Center*

The FAA's first child care center at an enroute air traffic control center was dedicated earlier this month in Fremont, CA.

Another is under construction at the Jacksonville center and is slated to open in May. More are on the drawing board.

Day care centers for FAAers make "good sense," said acting FAA Administrator Barry Harris, who helped snip the ribbon at "Tot's Landing" on March 13.

He emphasized that there's no place in the FAA for old management practices

*turn to Child Care on page 3*



*Tot eagerly snips ribbon marking the opening of his new day-time home away from home.*

## Looking Up in Headquarters

### *Building Upgrades Start in Ceiling*

Employees will have to look up to notice the latest in a series of Headquarters building improvements.

Shabby ceiling tiles and mismatched light fixtures will be replaced over the next 20 months due to the installation of a new sprinkler system. Simultaneously, the building's existing fire alarm system will be upgraded.

Although safety is the primary objective of the projects, the renovations will improve the appearance of the building, according to Arnold Aquilano, Associate Administrator for Airway Facilities, whose staff is overseeing the project.

The John C. Grimberg Company of Rockville, MD, has been contracted by the General Services Administration (GSA) to perform the work. The first project will begin in March on the eighth floor and is expected to be complete within three months.

Included in the work is the installation of modern acoustical tiles, parabolic lights and new air diffusers. Additionally, the air conditioning system will be balanced to relieve chronic hot and cold spots in the building.

Renovations will be made with a minimum of disruption to FAA operations. All work will be accomplished between the hours of 7 p.m. and 6 a.m. It will be performed one floor at a time, in increments of 7,500 square feet. The contract calls for a 14-day turn-around time for these areas and 48 days for an entire floor. All debris and rubbish will be removed from the work site on a daily basis.

Contractors are required to safeguard government property while performing work in occupied space. All workstations will be covered with plastic dropcloths that will be removed prior

*turn to Building on page 5*

## Sky-High Talk

### *Network to Boost Communications Reliability*

FAA has awarded a \$558 million contract for a more reliable communications network among air traffic control facilities and between controllers and pilots.

The new Leased Interfacility National Airspace Communications System - known as LINCS - will replace and improve the vast existing telephone network currently used to interconnect thousands of FAA facilities nationwide.

The contract went to MCI Communications Corporation, McLean, VA.

"Getting LINCS up and running is an important step in the continuing modernization of our traffic control and navigation systems," acting FAA Administrator Barry Harris said. "The result will be increased reliability and capacity."

LINCS will provide the FAA with leased communications for the next 10

*turn to LINCS on page 6*

## Helping Women

### *Group Seeks Nominations for 'Ideal' Manager*

Nominations are being sought for the second annual Sue Silverman Award, an honor recognizing a Headquarters manager who represents the ideals of the late Sue Silverman - a former FAA employee who became a division manager at 28, the youngest person in the agency to have reached that position.

The award, established by the Federal Women's Program Committee

*turn to Silverman on page 6*

## Highlights

**No Dead-end Jobs.** Aiming to tap a potential pool of future electronics technicians, the FAA has launched a partnership with Seattle's educational community.

Earlier this month, the agency and South Seattle Community College dedicated the Tri-regional Training Center - a facility offering classes to educate and retrain government workers who are in dead-end jobs.

The Airway Facilities electronics technician upward mobility program now supports 13 students at the center.

Plans call for the program to expand to 20 students next year and 40 students in each of the following 10 years.

The two-year course helps a person with electronics knowledge become an entry-level FAA technician.

Students receive classroom training from FAA instructors and hands-on lab training with actual field equipment. They receive their full pay while attending.

The Seattle training facility is a joint effort of FAA's three Pacific Coast Airway Facilities Divisions that are responsible for agency operations in 12 states.

Similar programs are located in Springfield, MO, and Tampa, FL.

**Learning from Mistakes.** About 700 general aviation pilots have taken remedial training since the FAA launched a new, more flexible compliance and enforcement policy 18 months ago.

It emphasizes counseling, education and remedial training whenever possible instead of mandatory penalties.

"We don't want to punish people for a single unintentional act," acting FAA Administrator Barry Harris said, "especially if there is another way to correct it."

Harris talked about the policy at the agency's General Aviation Forecast Conference in Newport Beach, CA, on March 12.

Harris said the FAA has received many positive written comments from

pilots who have taken the training.

He also emphasized the importance of providing training to pilots who don't break the rules.

Harris pointed out that the FAA is continuing the "Back to Basics Program" it started five years ago.

"The underlying premise of the program is that accidents can be reduced if pilots are exposed to intensive training on why an accident happens and how to avoid it," Harris told the conference.

Two years ago, the FAA redesigned the program extending it to the entire aviation community, including commuter and air carrier pilots.

Ten seminars were also designed and targeted to the aviation maintenance community.

**Better On-the-Job Training.** The FAA is moving ahead on a major initiative to improve on-the-job training throughout the agency.

It's part of the FAA's Flight Plan for Training, a blueprint for improving FAA training as the agency undertakes the massive modernization of the National Airspace System.

The focal point is the Office of Training and Higher Education (AHT) at Headquarters which provides staff assistance and guidance on all agency on-the-job training.

AHT is responsible for:

➔ Establishing overall policies and procedures to ensure uniform and effective agency on-the-job training.

➔ Maintaining liaisons with FAA offices and services on all on-the-job training matters.

The bottom line, AHT says, is to make sure on-the-job training instructors have the highest qualifications and that there are high quality instructional materials for all occupations.

Currently, the FAA has several courses that zero in on preparing on-the-job training instructors, and more courses are on the way.

Evaluation is a key part of on-the-job training, emphasizes FAAers at AHT. The on-the-job training instructor is required to assess each employee's proficiency in job knowledge and performance.

Job knowledge is usually checked through standardized tests. Job performance is typically assessed by the way the employee demonstrates proficiency in performing selected tasks from his or her career field.

AHT's Regulations and Standards Training Programs Division, for example, will be working with several of the services it supports to develop a generic on-the-job training order.

Proposed areas to be covered by the order include training goals and policies, and the roles and responsibilities of the service, on-the-job training instructors, AHT and the FAA Academy.

Need more information about FAA's on-the-job training programs? Contact Minnie Brown, AHT-200, FTS 366-7019.

**60th Center.** The FAA dedicated its 60th Aviation Education Resource Center in Phoenix, AZ, on March 12.

The center is located at the city's South Mountain High School.

The Phoenix center joins a nationwide network of information centers that provide FAA aviation education materials and resources to the public, educational community and media.

Resources include videotapes, slides and computer educational software.

Center staff also answer general in-

### Headquarters Intercom

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**Diane Spitaliere**  
Editor

**Michael A. Malden**  
Art Director

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formation requests, provide duplication services, conduct teacher workshops and make aviation-related presentations.

**Anti-Drug Rule Info.** The public can get immediate access to information on drug testing policy and regulations covering aviation and other transportation workers by picking up the phone or by using a computer modem.

Callers who access the new Anti-Drug Information Center have at their fingertips the DOT's entire information network on anti-drug regulations.

DOT Deputy Secretary James Busey inaugurated the new service at a ceremony earlier this month at DOT's Transportation Safety Institute in Oklahoma City.

Transportation workers, company officials, those who manage anti-drug programs and others can get a voice summary of anti-drug regulations for the aviation industry and other transportation modes, quickly obtain a copy of a document by telefax, punch up a document on a computer screen, and download a document to their computer data base.

They can also leave questions or comments on the voice mail system.

Some four million transportation workers in safety and security-related jobs are affected by DOT's drug testing regulations that became effective starting in late 1989.

Those covered by the rules include pilots, flight engineers, aviation mechanics, interstate truck and bus drivers, mariners on commercial vessels and pipeline workers.

By dialing 1-800-CAL-DRUG, a caller can communicate with a computer-generated voice program that provides short descriptions of drug testing programs and answers to the most frequently asked questions about the regulations.

Those who wish to access the system by computer modem should call 1-800-225-3804. In this mode, the caller can punch up documents on a computer screen, request immediate transmission of the documents via fax and download information to a computer.

**Wanted: Better Security.** The FAA continues to monitor efforts and provide help to Ezeiza Airport in Buenos Aires, Argentina, to boost its security to more stringent international standards.

On March 13, DOT Secretary Andrew Card said he determined that the South American airport does not maintain effective security measures.

Last November, former DOT Secretary Sam Skinner notified the government of Argentina that the Buenos Aires airport did not meet International Civil Aviation Organization security standards and recommended steps to remedy the problem.

Earlier this month, an FAA team revisited the airport and assessed its security procedures again.

It found that while security measures were significantly improved, there were still areas in which the airport did not meet international standards.

The FAA is monitoring efforts to boost security at the airport. The public will be notified when the international standards are met.

## Child Care Center

*from page 1*

that disregard the stress and strain a family can place on employees.

Harris pointed out that having day care centers near work helps the agency recruit employees, reduce turnover and cut absenteeism.

"Quality day care at FAA facilities," Harris said, "will help us attract and keep the world-class work force we'll need in the future. This child care facility is proof positive that the FAA's commitment to its employees goes beyond the confines of these walls."

Western-Pacific Regional Administrator Carl Schellenberg said the center is a "positive step forward in enhancing the quality of life" for FAAers who work at the Oakland center.

Tot's Landing is a 3,200-square-foot facility capable of caring for 50 infants, toddlers and preschoolers.

It now operates from 6 a.m. to 6 p.m. Future plans call for it to expand its hours to 11 p.m. and stay open seven days a week.

## Airline Consumer Complaints Down

*DOT Reports Lowest Numbers in 21 Years*

Consumers filed fewer complaints with the federal government against airlines in 1991 than in any year since 1970, according to the DOT.

In releasing its monthly Air Travel Consumer Report, DOT also said that 1991 saw the largest U.S. carriers posting their best on-time record for a full year since the department began publishing this data in November 1987.

The department received 7,551 complaints against airlines in 1991, the fewest since the total of 6,957 recorded in 1970, and down from 9,501 in 1990.

Last year also marked the fourth consecutive year complaint totals have declined. Consumers filed 496 complaints last December, up from 468 in November but down from December 1990's total of 504.

The nation's 10 largest carriers posted an 82.5% on-time arrival rate last year, up from 79.4% in 1990, the best annual mark in the four full years DOT has published the data. Last December's on-time mark was 80%, down slightly from November's 82.7%, but up considerably from December 1990's 70.3%. In compiling the data, flight delays caused by mechanical problems are not counted.

The largest U.S. carriers had a mishandled baggage rate of 5.38 reports per 1,000 passengers in 1991, down from 6.73 in 1990. Last December's rate was 6.31 reports, an increase from November's 4.52 but much lower than December 1990's 10.13.

## Flightplan

**Meeting and Mingling.** The Women's Transportation Seminar is sponsoring a "How to Work a Room" luncheon on *Wednesday, May 13*, on Capitol Hill.

Speakers will provide valuable hints on how to successfully navigate through a room full of people, not knowing a soul.

Luncheon costs are typically \$20 for nonmembers and less for members. The exact location will be announced soon.

For more information, contact Lydia Conrad, (202) 264-5463, or Susan Mertes, (703) 845-9000.

**'Glass Ceiling.'** The Federal Women's Program Committee is sponsoring a seminar on "Cultural Diversity: The Glass Ceiling," on *Tuesday, March 31*, in Headquarters conference room 8ABC. The time has been changed to 1 p.m., ending at 2:30 p.m.

**Stressed Out?** The Headquarters chapter of the Professional Women Controllers Association is sponsoring a lunchtime forum on stress management on *Wednesday, April 8*, from 11:30 a.m. to 1:00 p.m. The location has been changed to conference room 9AB.

All FAAers are invited to bring their lunch to the meeting and participate in the forum. For more information, contact Ellen Gunnulfsen, x79859.

**Configuration Management.** The National Airspace System Engineering Configuration Management Branch, ASE-620, is sponsoring its second annual configuration management conference on *April 21-23*, at the Old Colony Inn, Alexandria, VA.

The conference is geared toward program management, maintenance organization and regional field support personnel. It explains the vital role that configuration management plays in the safety and efficiency of FAA's air traffic control system. The agenda encompasses a broad view of the NAS configuration management system from the perspective of system acquisition

and transition to the operational support phase.

Special guest speaker Michael Kent of the United Kingdom's National Air Traffic System, will talk about the new British air traffic configuration management system, modeled in part after FAA's.

For further information, call Sheila Giscombe, ASE-620, (202) 646-5950 or FTS 967-5960.

**NIST Lecture Series.** The National Institute of Standards and Technology is offering a free seminar, High Integrity Systems: The Industrialization of Formal Methods, at 3:00 p.m. on *Friday, April 3* in the NIST Green Auditorium, Gaithersburg, MD. Call (301) 975-3340 for more information.

**Women Pilots.** Air Race Classic, Ltd., is sponsoring an all-women air race on *June 26-29*. The race is limited to stock airplanes certified in the normal or utility category with non-supercharged engines of not less than 145 horsepower, nor more than 570 horsepower, rated for continuous maximum operation.

Entries must be postmarked by *April 16*. For more information, call Air Race Classic, Ltd., Corpus Christi, TX, (512) 289-1101.

**AOPA Fly-In.** The Aircraft Owners and Pilots Association (AOPA) will host member and non-member pilots at their second annual fly-in to its airport headquarters north of the nation's capital on *Saturday, June 27*, from 10 a.m. to 4 p.m.

AOPA's location at Frederick, MD, Municipal Airport has ample parking for aircraft and cars.

In addition to seeing the inner workings of the AOPA organization, the day will offer a full program of educational sessions, product demonstrations, aircraft displays and AOPA Air Safety Foundation Seminars.

For more information, call 1-800-USA-AOPA.

**'Wings & Things.'** The Smithsonian's 11th annual "Wings & Things" open house is scheduled for *Saturday and*



A young tyke and his dad get up close and personal with a vintage aircraft at the Smithsonian's annual "Wings & Things" open house.

*Sunday, April 25 and 26*, from 10 a.m. to 3 p.m., at the Paul E. Garber Facility, Suitland, MD.

The National Air and Space Museum's restoration and storage facility houses more than 100 aircraft and artifacts.

Visitors will be able to quiz dozens of museum staff and volunteers, listen to live music and attend model-building demonstrations.

For more information, call the Smithsonian at (202) 357-2700.

**Volunteer Committee.** The FAA Volunteer Committee holds its monthly meetings the second *Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C.

Meetings are scheduled for the following *Tuesdays: April 14, May 12, June 9 and July 14.*

**Coalition Meetings.** The National Black Coalition of Federal Aviation

Employees will hold its next monthly meeting on *Tuesday, April 7*, from 12 noon to 1 p.m. in FAA conference room 5ABC.

Monthly meetings are also scheduled for the following *Tuesdays: May 5* and *June 2* in conference room 8ABC.

**TQM Meetings.** The FAA Headquarters Quality Network holds its monthly meetings from 2 to 3:30 p.m. in room 5AB the first *Tuesday* of every month.

The next meetings are on the following *Tuesdays: April 7, May 5, and June 2.*

For additional information contact Ted Criswell, x77925, or Carol Dieterle, x 79129.

**FWPC Meetings.** Regular meetings of the Federal Women's Program Committee take place on the first *Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room. All FAA employees are invited to attend.

For more information contact Marcia Adams, x73488.

**FAA Managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings are on the following *Wednesdays: April 8, May 13 and June 10.*

**Hispanic Meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are normally scheduled for the *first Tuesday* of each month at 12 noon.

Upcoming meetings are scheduled as follows: *Wednesday, April 8*, in Headquarters conference room 5AB, *Tuesday, May 5*, and *Tuesday, June 2*, in conference room 5C.

Contact Susanna Leon-Guerrero, x73975, or Pat Myers, x77882, for more information.

## Exploring Information Technology

### 'Document Imaging' Topic of April 24 Presentation

Another in the series of Headquarters presentations on the latest developments in information technology is scheduled for *Friday, April 24.*

Called "Innovations in Document Imaging Systems: Approaching Commodity Status" it will be held from 10 a.m. to 12 noon in the Headquarters auditorium.

Theron Gray, Assistant Secretary for Information Technology (AIT-1), encourages managers and staff to attend.

The relentless pressure on organizations to move beyond the boundaries of processing paper, AIT emphasizes, necessitates applying new technologies such as document imaging (DI) to help organizations make better use of resources.

Management, hardware and software considerations, standards for storage, integration with open systems, and the future of imaging will be discussed in this presentation.

Key discussion points include: What economic factors drive DI? What application areas benefit most from DI? What record management and data entry factors drive DI? Which technologies are critical to the growth of imaging? Can one imaging system accommodate both documents and graphics? What are the strategies of major systems and key independent software vendors? At what pace should we implement DI?

The presentation is co-sponsored by the Gartner Group Subscription Service for FAAers and colleagues from other government agencies. It will be presented by Michael K. Howard, Gartner's program director of Office Information Systems Service.

To attend, contact Elli Klein, AIT-310, x79972. Leave name, organization code, and phone number.

➔ An earlier information technology presentation in February focused on "Current and Future Issues about Personal Computers."

Jonathan Yarmis, Vice President of

the Personal Computing Service of the Gartner Group Subscription Service, discussed the IBM/Apple/Microsoft relationships, UNIX versus DOS, Windows versus XWindows, the anticipated Windows NT (with its desktop/server/mainframe operating system possibilities), and how these scenarios may affect the FAA. A former sports broadcaster, Yarmis was entertaining and informative.

➔ March brought a presentation about Client/Server Architecture, with a primary focus on mainframe computers.

Mike Morris, who manages the Systems and Integration Planning Service of the Information Strategies Group of Virginia, discussed some of the basics of the Client/Server concept and how it relates to the Distributed Processing or Open Systems Environment.

## Building from page 1

to employees reporting to work in the morning. Employees can expect to work in an environment without ceilings until the renovations are complete.

"It will be safe and suitable, but not very pretty," said Aquilano.

A detailed schedule of work projects is being developed by the FAA Building Management staff and GSA and will soon be published for employees. Everyone is encouraged to remove all personal items from their workstations while renovations are being made in their areas.

The work will be continuously monitored by GSA inspectors and members of the FAA Building Management staff. "We anticipate no surprises in terms of health and safety concerns during the construction," said Aquilano.

"I am confident that we can count on FAA managers and employees to be tolerant of minor inconveniences caused by this building upgrade project," Aquilano asserted. "Long-term qualitative improvement in the appearance, comfort and safety of FAA Headquarters space will make it well worth the trouble."

# High-Tech Training

## FAA Academy's Stafford Building Dedicated

The FAA Academy's \$24 million Stafford building, designed as a 21st century training center to help the agency keep pace with the growth and modernization of the National Airspace System, was dedicated on March 11 by acting FAA Administrator Barry Harris.

With 211,000 square feet of floor space, the General Thomas R. Stafford building houses classrooms, equipment, computers and training devices for airway facilities and air traffic students.

The facility, which is financed by the Oklahoma City airport trust, contains the world's first working computer-generated voice-activated air traf-

fic control cab simulators. The equipment uses the most advanced laser graphics and computer technology available in teaching students how to separate aircraft in control tower and radar environments. It provides full fidelity mirror-image simulations of real world aircraft - the closest thing to working a real air traffic control tower that technology can create.

"It's truly an honor to be here today to dedicate this magnificent building that bears the name of one of our nation's most respected heroes, General Thomas P. Stafford," said Harris during the ceremony in the new facility's atrium.

Stafford, who was honored at the

dedication ceremony, completed the world's first space rendezvous in 1965 aboard the Gemini 6 when his space craft flew in formation with Gemini 7 at the same speed and orbit. A native of Oklahoma, he was a member of the first space crew to receive extensive rendezvous training in a space craft simulator.

Today, nearly a quarter of a century later, FAA has installed in the Stafford building, the world's first civil tower cab simulator.

"The technology that Tom Stafford pioneered has come home to Oklahoma," said Harris, "and we at FAA are proud of that."

## Sue Silverman Award *from page 1*

(FWPC), also recognizes exceptional contributions toward equal employment opportunity goals and the development of women in FAA.

Last year, Irene Barnett, former director of the Office of Program and Resource Management, was the committee's choice for most supportive manager at Headquarters.

The awardee will be honored at the annual FWPC Manager's Luncheon, scheduled for June. A plaque, engraved with the recipient's name, will be displayed in a showcase outside the MacCracken room on the 10th floor. Recipients will also receive a personal plaque.

Nominations can only be submitted through an active member of FWPC through April 30. Nonmembers interested in making a nomination, should contact one of the following committee members:

*Diane Ables, x73880*

*Marcia Adams, x73488*

*Donna Baldwin, x78613*

*Sheri Edgett Baron, x73997*

*Mary Jo Blount, x79561*

*Gloria Brown, x73482*

*Naomi Bryant, x79560*

*Sheila Byrd, x78967*

*Carmen Carrion, x77067*

*Cynthia Clark, 724-0377*

*Carolyn Dunn, 724-0375*

*Lynda Griffin, x78136*

*Pat Haynes, 606-4614*

*Marion Isaac, x77062*

*Lillie Isler, 382-6711*

*Arlene Long, x78437*

*Loretta McNeir, x79917*

*Cynthia Moore, x78962*

*John Ogden, x77379*

*Doretha Robinson, x78962*

*Diane Speed, x73445*

*Ginise Stancil, x75897*

*Tina Stephens, x73253*

*Pat Tomasetti, x73448*

*Laura Waters, x77854*

Nominations will be assessed by a panel of representatives from Human Resource Management, Civil Rights, a special emphasis group, and FAA's and DOT's Federal Women's Program Committee.

## LINCS *from page 1*

years. Air traffic controller-to-pilot communications, radar information and critical computer data will flow through the network. Among the benefits expected are much better reliability, improved management capabilities and greater cost effectiveness.

The acquisition process began when a total of 95 companies were provided copies of the solicitation and ended with an intense competition among three national telecommunications firms.

Installation is scheduled to begin this summer and be completed over the next three years.

Earlier this month, a LINCS contract was awarded for the Hawaiian Islands to the local telephone company.

## People

**Raffle winners.** The winners of the National Black Coalition of Federal Aviation Employees African art raffle held during Black History Month are *Art Lambert*, ATM-200 and *Cheryl Williams*, Research and Special Programs Administration. Respectively, they won the art pieces entitled "Mandel" and "Amen."



U.S. Department of Transportation  
Federal Aviation Administration

# Headquarters Intercom

## Travelling Control Tower

*On the Road from Colorado to Virginia*

Some airport engineers said it couldn't be done: Dismantle a surplus 60-foot tall air traffic control tower in Colorado, truck it 1,700 miles across the country, reassemble it at Manassas, VA, equip it with the latest electronics and commission it, all in a little more than a year.



*The control tower as it stood in Englewood, CO, prior to dismantling.*

The recycled tower was commissioned on March 19, but the project goes back to September 1990, when then FAA Administrator James Busey told Virginia aviation officials at a Manassas meeting, "If you establish a tower, the FAA will equip and staff it."

The FAA had previously requested funds for a tower at Manassas for the 1992 fiscal year, a project that would require five or more years with many financial uncertainties along the way.

The Virginia Department of Aviation, concerned that the largest general aviation airport in the state did not have a tower and aware of the tremendous growth potential, felt it couldn't wait. In an unprecedented move, the state offered to fund 80% of the costs to buy and relocate a tower that had formerly served Arapaho County Airport in Englewood, CO. The city of Manassas agreed to fund 20% of the

project and became the agent for the \$5,000 purchase.

The tower was discovered by Ken Jacobs of the Washington Airports District Office (ADO). A 1970 vintage Hunt Company structure - like the ones at Northeast Philadelphia, Teterboro and Poughkeepsie airports - it is made of bolted steel girders covered with aluminum siding.

Relocating such a tower had never been done before. To tackle the project, FAA's Eastern Region put together a team of some 30 representatives of the Washington ADO, the Airway Facilities and Air Traffic Divisions, and the Norfolk and Richmond Airway Facilities Sector Field Offices.

*turn to Tower on page 4*

## Breaking Barriers

*Tearing Down Career Obstacles to Women and Minorities*

In a frank and hard-hitting speech to air traffic controllers, acting FAA Administrator Barry Harris vowed to tear down barriers that stop women and minorities from advancing to top jobs.

"My goal before I leave the FAA is to remove forever as many of those barriers as I can," Harris said during the annual conference of the Professional Women Controllers meeting in Seattle on March 20.

Cracking the so-called "glass ceiling" - invisible barriers that keep women and minorities from moving up - has been something the agency has talked about for years.

But Harris emphasized that after 20

*turn to Obstacles on page 5*

## Highlights

**Nomination Withdrawn.** In a letter to the President, Jerry R. Curry requested that his nomination to head the FAA be withdrawn from the Senate because of "recent personal considerations."

He continues to head the National Highway Traffic Safety Administration (NHTSA).

"General Curry is providing excellent leadership at NHTSA and he continues as a valued member of the President's team," said DOT Secretary Andrew Card.

Card also said that he expects the President to soon nominate an FAA Administrator.

*turn to Highlights on page 2*

## Highlights *from page 1*

**Crash Alert.** The FAA issued a final regulation requiring all turbo-prop airplanes with 10 or more seats to be equipped with approved ground proximity warning systems within two years, if not already equipped with alternative altitude advisory systems.

Operators of planes already having alternative systems installed, have four years to comply with the new rule.

The system, which primarily affects commuter airplanes, sounds an alarm that uses a command-type warning when an airplane that is not in a landing configuration - flaps and wheels down - flies too close to the ground.

The FAA has required the devices on large jet airplanes since 1974 and on small jets since 1978.

The rule is the result of a recommendation by the National Transportation Safety Board and a study conducted by DOT's Volpe National Transportation Systems Center of accidents in which fully qualified crews had flown into the ground with no apparent awareness of impending disaster until it was too late.

The study showed that 64% of the 25 accidents between 1970 and 1988 involving these types of accidents in turbo-prop airplanes might have been prevented if the airplanes had been equipped with the warning systems. In addition, the safety board attributed six other commuter airplane accidents between January 1987 and January 1990 to lack of a ground proximity warning device.

Warning devices were not previously required on turbo-prop aircraft because it was generally believed that such aircraft had a greater ability to respond quickly in emergency situations. FAA data now indicate that the warning devices would improve safety on these airplanes.

The regulation will affect 887 airplanes currently operating and cost an estimated \$14,600 each.

**Busier Towers.** The FAA projects that the number of aircraft operations - takeoffs and landings - will total more than 77 million in the year 2003

at 400 airports across the country with FAA control towers.

That's up from 61.5 million in 1991 and above the all-time peak of 69 million operations in 1979.

The projections come from the agency's annual aviation forecast for the next 12 years.

**Busier Centers, Too.** FAA's recently-released aviation forecast projects "relatively strong growth" in the number of aircraft handled at the agency's enroute air traffic control centers.

In the year 2003, aircraft handled by centers will rise to 46.7 million. That's up more than 10 million over the 36.4 million aircraft handled in 1991.

**Flight Services Update.** FAA forecasters predict a 4.8% rise in total flight services originating at the agency's flight service stations over the next 12 years.

Flight services provided by the FAA are projected to rise from 39.4 million in 1991 to 41.3 million in the year 2003.

**Certification Milestone.** A milestone was reached in mid February, when the FAA and the Experimental Aircraft Association (EAA) signed an agreement targeted at easing the burden of certificating small aircraft.

The agreement approved an earlier EAA proposal to consider the European Joint Airworthiness Requirements - Very Light Aeroplane, as an equivalent level of safety to Part 23 of the Federal Aviation Regulations (FAR).

The Small Airplane Certification Compliance Program, currently being developed for two-place, fixed gear airplanes with gross weights of 3,000 pounds or less, will use FAR Part 23 as the basis for certification.

The rules will apply to smaller aircraft within this group and will provide a faster track for certification due to their less complex structures and systems, lower weight and speed.

The FAA and EAA teams are nearing completion of four advisories. When complete, they will be made available to anyone interested in con-

sidering a type certification within the bounds of the Small Airplane Certification Compliance Program.

**New Horizons.** The DOT has issued a newly-designed booklet targeted at travelers with disabilities to inform them of their rights and help them plan trips.

Called "New Horizons for the Air Traveler with a Disability," the booklet offers suggestions to people with disabilities, such as giving airlines and travel agents advance notice of any special assistance that may be required for the passenger's comfort and safety.

It also describes special services passengers can expect, such as assistance in boarding and moving about the aircraft.

The information contained in the booklet is based on departmental regulations adopted to meet the requirements of the Air Carrier Access Act, founded on the following principles:

➤ The physical barriers encountered by those with disabilities can be vastly reduced by employing simple changes in layout and technology.

➤ Problems for passengers with hearing or vision impairments will be minimized if they are provided access to the same information that is available to other passengers.

➤ All air travel personnel who come in day-to-day contact with the public need to be trained to understand the

### Headquarters Intercom

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Diane Spitaliere  
Editor

Michael A. Malden  
Art Director

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needs of passengers with disabilities and how they can be accommodated quickly, safety and with dignity.

Individual copies of the booklet are now available free of charge from the Consumer Information Center, Department 608-Y, Pueblo, CO 81009. An audiocassette version of the booklet is available from DOT's Office of Regulatory Affairs, (202) 366-4220.

**FAAers with Disabilities.** Interested in evaluating computer accom-

modation products for people with disabilities?

The Information Resources Management Division, AIT-300, is forming a team of computer users, comprised of persons with disabilities, to participate in a two-day evaluation in mid-April of computer accommodation equipment products.

Input from users is essential to assure that the proposed equipment meets user requirements.

FAA Headquarters employees with

sight, hearing, or mobility impairments, who are interested in participating in the evaluation or require more information, can contact Beverly Bond, x79997.

**Recycle It.** The white color of *Intercom* allows it to be recycled.

After reading the newsletter, make the extra effort to put it in one of the building's office recycling boxes.

**Weekly.** *Intercom* appears weekly.

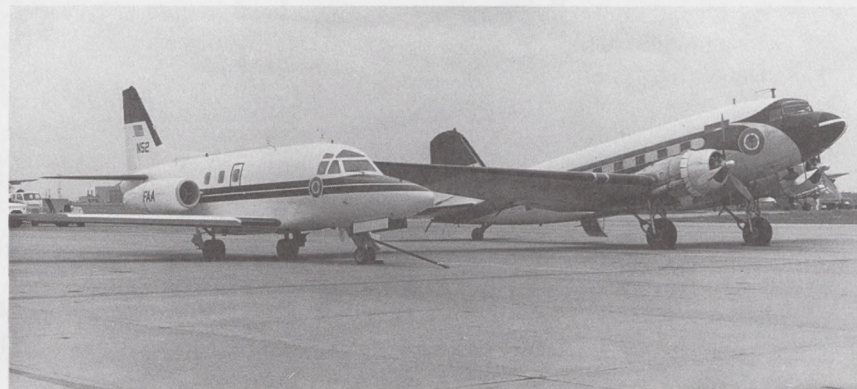
## Airshows Across the Country

*FAA's DC-3 and Flight Inspection Aircraft Travel from East to West*

FAA's vintage DC-3 and flight inspection aircraft are favorites at airshows across the country.

Want to get a close-up glimpse of the planes?

Check out these dates and locations.



*Sabreliner 75A and DC-3*

**Sun N' Fun**  
Lakeland, FL  
April 5-11  
DC-3

*Flight inspection aircraft*

**National Intercollegiate Flying  
Association Safety Conference**  
Monroe, LA  
April 28-May 2  
DC-3 only

**International Azalea Festival**  
Naval Air Station  
Norfolk, VA  
April 25-26  
*Flight inspection aircraft only*

**West Coast Antique Fly-In  
and Air Show**  
Watsonville, CA  
May 22-24  
DC-3 only

**Air Show Colorado**  
Front Range, CO  
June 6-7  
*Flight inspection aircraft only*

**Rendezvous/Merrill Field  
Air Show**  
Anchorage, AK  
June 17-20  
DC-3  
*Flight inspection aircraft*

**EAA Convention Fly In**  
Oshkosh, WI  
July 31-August 6  
*Flight inspection aircraft only*

**Columbus Days Fly-In**  
Columbus, NE  
August 23  
*Flight inspection aircraft only*

**New England Air Fair**  
Bedford, MA  
September 26  
*Flight inspection aircraft only*

## Manassas Tower on the Move *from page 1*

"We knew from the outset that we would have problems for which we could not plan ahead, but we were determined to make the undertaking work," said Manassas project coordinator Fred Chez.

Relocating the tower would involve much more than reassembling the physical structure. In the more than 20 years since it was a common FAA Level II design, new health and safety regulations, more stringent electrical codes, and more sophisticated electronic equipment had come into existence. All this required re-engineering the structure.

Before the tower began its week-long trek across the country in three trucks, FAA had to work out lease arrangements with the city and perform a site selection. Meanwhile, an Air Traffic team began putting together equipment requirements and planning for the operation of the tower. This included airspace procedures, documentation for use by airmen and tower staffing.

"There was nothing in our files to guide us since the Eastern Region has not put in place an initial FAA air traffic establishment in more than 11

years," said Sue O'Brien who coordinated the air traffic effort.

The Air Traffic team had to take into account the fact that Manassas tower would probably grow to Level II almost immediately. A contingent calling for an air traffic manager and seven air traffic control specialists was soon developed.

"We have compressed five years of development into two," said Dave Arnold, the new Manassas air traffic manager.

Erection of the tower was carried out by the city under the watchful eye of Airport Manager Ollie G. Cramer and, later, resident engineers Peter Currie and Joseph Kundler. Installation of nav aids and communications equipment was accomplished hands-on by Airway Facilities people in nine weeks.

Some unanticipated structural problems included:

➔ Every bolt had to be replaced to meet stress requirements.

➔ Health and safety rules required fire escape modification.

➔ The elevator shaft was three degrees off plumb which required a smaller, custom-built car.

➔ Preparation for a Level II facility required a base structure which was not part of the material trucked in from Colorado.

"The new tower prepares us for the 21st century," said Cramer. He went on to list an array of developments which will be enhanced, such as:

➔ The airport is a stop on a high-speed railway, set to begin soon, which will make it only 30 minutes away from downtown Washington.

➔ Several government agencies will make Manassas a site for flight training and other aviation operations.

➔ A new fixed-base operator will provide hanger space for an increased number of corporate jets and other general aviation aircraft.

➔ U.S. Customs has agreed to provide service to enable corporate jets to make Manassas a base for overseas flights.

➔ Virginia will make Manassas a base for both fixed wing and rotor aircraft.

The official Manassas Tower dedication ceremony is set for April 16.

*Thanks to Duncan Pardue, Eastern Region Intercom editor, for this report.*

## Healthbeat

**Cancer Control.** April is Cancer Control Month and the American Cancer Society offers a free brochure, "Giving Yourself the Chance of a Lifetime."

The pamphlet gives concise information on the many ways men and women in different age groups can reduce their cancer risk through self-examination and proper dietary habits.

Did you know? Mortality from cancer in the District remains the highest in the nation per 100,000 population. Mortality from breast cancer is 20% higher than the national average, and lung cancer is the leading cause of cancer deaths.

To obtain a free copy of the brochure, call the American Cancer Society at (202) 483-2600.

**Alcohol Awareness.** FAA's Drug Program and Employee Assistance Program recently joined a national effort chaired by the Surgeon General, U.S. Public Health Service, to draw attention to the problems caused by alcohol in America, particularly among the nation's youths.

As part of that effort, April has been proclaimed "Alcohol Awareness Month." FAAers are invited to join the inauguration of the "Let's Draw the Line" campaign.

The following events are scheduled.

**Alcohol Awareness Month Kick-off, Thursday, April 9,** at 10 a.m., in the Nassif building, room 2230. A panel of experts will discuss various alcohol-related issues, such as Alcohol and Safety in the Workplace; Alcohol and

Pregnancy/Fetal Alcohol; and Kids and Alcohol.

**Film Festival, Monday, April 13,** from 9 a.m. to 2 p.m., at FAA Headquarters conference room 9ABC.

**Alcohol Awareness Rally, Tuesday, April 16,** from 11 a.m. to 1 p.m., at Nassif building plaza. Channel 4 anchorman Jim Vance is the keynote speaker.

**Impact of Alcohol Addiction on Family Members, Monday, April 23,** at the Nassif building, rooms 6244 and 6246.

**Mothers Against Drunk Driving, Thursday, April 30,** from 10 a.m. to 12 noon, at FAA Headquarters conference room 5AB.

For further information call Kim Brams, x73334.

## Obstacles from page 1

years of affirmative action, FAA's culture "had not really changed."

When Harris joined the FAA almost three years ago, he noticed that the agency was mainly run by white males.

Although he saw "an organization that *said* it wanted to 'do the right thing,' that *said* it was committed to equal opportunity and that *said* it wanted to improve its record on affirmative action," the FAA had made "very little progress in increasing the numbers of minorities and women in its work force," Harris said. "And what

## Air Traffic's Goal Workplace Respect

The Air Traffic organization is taking steps to wipe out sexual harassment among its employees.

Associate Administrator for Air Traffic Bill Pollard says the organization is working to create an environment of dignity and respect.

"I want everyone to know that I stand firmly beside the acting Administrator in my determination and resolve to eliminate sexual harassment in the Air Traffic workplace," Pollard said.

"I intend that we take the lead and set the example for the rest of the FAA."

Pollard said that last year he set up a work group to make recommendations "so that we could begin to address this offensive behavior."

"I have already taken action on some of those recommendations, and others will soon follow," he said.

"I cannot emphasize too strongly the depth of my commitment to remove sexual harassment from our organization. It is not only legally, but morally wrong.

"We must create an environment where we treat each other with mutual dignity and respect. Sexual harassment will not be tolerated.

"I am confident that we will respond to this challenge with the same level of energy that has gained us our reputation as the best in the world."

progress *had* been made was in the lower grades."

Harris said he "doesn't buy" talk from managers who say they would like to promote more minorities and women, but that there just aren't enough good candidates.

"I can look at the records in any region and find where scores, maybe even hundreds, of minority and women candidates were passed over for supervisory promotions," Harris said.

"When I see a region that promotes over 300 white males but only 20 minorities and women, I have to ask 'why?'"

The acting Administrator said he agreed with a speaker at a "diversity summit" held in Washington, DC, last year that many managers assume "people of color" and women in non-traditional jobs aren't competent.

"If we hire a minority or a woman who turns out to be a superstar," Harris said, "we pat ourselves on the back and say, 'we got ourselves a good one.' No presumption of competence!"

White males are "lucky," he said, because they were born into a society that "presumes" they are competent until they prove themselves otherwise.

"Some of us just don't get it. Minorities and women must prove themselves every day, lest *they be presumed*

*to be incompetent.*"

Studies also show that one of the biggest barriers for women seeking line jobs, is that men feel uncomfortable working with them.

One of the goals of the agency's diversity management program is to change that perception, Harris said.

Another Harris goal is to "change the way we value people. To give everyone a fair chance while encouraging differences. And I believe that's really what all of us want - just a fair chance."

Harris added that he didn't want to leave the impression that FAA's affirmative action programs have been unsuccessful.

He said the agency is bringing more minorities, women and people with disabilities into the workplace.

White women, in particular, he said, have made "real headway" at getting into supervisory development programs and competing for promotions.

"While we can take pride in this modest achievement, I've put our managers on notice," Harris said.

"It isn't enough to improve the status of just one group. I expect the same level of progress for all minorities and disadvantaged people in our work force."

## 'It Must Stop'

### Sexual Harassment Awareness Training on Tap

Eliminating sexual harassment in FAA is a top agency priority, acting Administrator Barry Harris says.

Harris, who spoke to air traffic controllers in late March, said, "I expect all employees to be treated with dignity and respect. Sexual harassment demeans the individual and it demeans the FAA. It cannot be tolerated. It must stop!"

Harris told the Professional Women Controllers group that after he and other top managers attended a sexual harassment workshop in December, he was "shocked and appalled" at what he heard.

As a first step, Harris said, large air traffic facilities and top regional management are slated for "some serious awareness training."

He said the FAA will soon issue a strong policy statement against sexual harassment and a letter to all employees will show up soon in pay envelopes.

The agency's anti-harassment plan also calls for continued emphasis on training in cultural diversity "to confront our biases head-on and to make clear to all of us the consequences of our behavior, whether it is intended or unintended," Harris said.

## Flightplan

**Tennis Anyone?** The 1992 DOT tennis team tryouts for intermediate and advanced players will be held - by reservation only - at Hains Point every Saturday in April.

To reserve a court contact Bob Kerr, x61429, Jerry Holiber, x61429, or Lee Stucki, x64736.

DOT has two teams in the interdepartmental government leagues. They play five double matches on weekday evenings at Hains Point and Rock Creek Tennis Center.

The Department also has its own internal tennis league, consisting of eight teams from the various modal administrations, which play Monday evenings at Hains Point.

For more information, contact Nancy Watson, FAA tennis team captain, x79700.

**Fun Run.** The DOT Employee Recreation Association is sponsoring a two-mile fun run around the Tidal Basin on Thursday, April 16, at 12 noon for all DOT employees and their families.

A shuttle bus will depart from the FAA Headquarters building at 11:40 a.m., returning after 12:30 p.m.

All participants need to be active members of the recreation association. A \$2 membership fee can be paid at the Nassif building's employee store from 10 a.m. to 2 p.m. daily.

Ribbons will be given to all persons finishing the race and prizes will be awarded to winners in various age groups.

Entry forms are available in the FAA exercise facility or by contacting Nancy Watson, ACS-40, room 308C, x79700.

**Document Imaging.** Another in the series of Headquarters presentations on the latest developments in information technology is scheduled for Friday, April 24.

Called "Innovations in Document Imaging Systems: Approaching Commodity Status," it will be held from 10 a.m. to 12 noon in the Headquarters auditorium.

To attend, contact Elli Klein, AIT-

310, x79972. Leave name, organization code, and phone number.

Attendance may be limited because of demand from other agencies, so sign up soon.

**Configuration Management.** The National Airspace System Engineering Configuration Management Branch, ASE-620, is sponsoring its second annual configuration management conference on April 21-23, at the Old Colony Inn, Alexandria, VA.

The conference is geared toward program management, maintenance organization and regional field support personnel.

For further information, call Sheila Giscombe, ASE-620, (202) 646-5950 or FTS 967-5960.

**Image and Professionalism.** The Federal Women's Program Committee is sponsoring a seminar on "Image and Professionalism: Women in the Changing Work Force," on Tuesday, April 7, from 10 a.m. to 12 noon, in FAA Headquarters conference room 8ABC.

Pat Prosperi, chief of DOT's Policy and Program Development Division, will serve as keynote speaker.

For additional information, contact Donna Baldwin, x78613.

**Coalition Meetings.** The National Black Coalition of Federal Aviation Employees will hold its next monthly meeting on Tuesday, April 7, from 12 noon to 1 p.m. in FAA conference room 5ABC.

Monthly meetings are also scheduled for the following Tuesdays: May 5 and June 2 in conference room 8ABC.

**Volunteer Committee.** The FAA Volunteer Committee holds its monthly meetings the second Tuesday of each month from 10 to 11 a.m. in FAA conference room 5C.

Meetings are scheduled for the following Tuesdays: April 14, May 12, June 9 and July 14.

**TQM Meetings.** The FAA Headquarters Quality Network holds its

monthly meetings from 2 to 3:30 p.m. in room 5AB the first Tuesday of every month.

The next meetings are on the following Tuesdays: April 7, May 5, and June 2.

For additional information contact Ted Criswell, x77925, or Carol Dieterle, x79129.

**FWPC Meetings.** Regular meetings of the Federal Women's Program Committee take place on the first Wednesday of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room. All FAA employees are invited to attend.

For more information contact Marcia Adams, x73488.

**FAA Managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the second Wednesday of each month.

All members are urged to attend and bring a guest.

The next meetings are on the following Wednesdays: April 8, May 13 and June 10.

**Hispanic Meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are normally scheduled for the first Tuesday of each month at 12 noon.

Upcoming meetings are scheduled as follows: Wednesday, April 8, in Headquarters conference room 5AB, Tuesday, May 5, and Tuesday, June 2, in conference room 5C.

Contact Susanna Leon-Guerrero, x73975, or Pat Myers, x77882, for more information.

**Asian Pacific Meetings.** Weekly meetings of the Coalition of FAA Asian Pacific Americans are held every Tuesday from 12 noon to 1 p.m. in Civil Rights conference room 1030.

The next meeting is scheduled for Tuesday, April 7.

For more information, contact Matt Asai, x77542.



U.S. Department  
of Transportation  
**Federal Aviation  
Administration**

# Headquarters Intercom

## FAA's Top Job

### *Retired General Tapped for Administrator's Post*

A retired Air Force four-star general with more than 5,000 flight hours has been nominated to head the FAA.

President Bush has selected retired General Thomas C. Richards of Bryan, TX, as FAA Administrator.

Richards, 62, must be confirmed by the Senate before he replaces James Busey, who became DOT Deputy Secretary late last year.

DOT Secretary Andrew Card, who introduced the nominee to members of the aviation community during an Aero Club speech in Washington on March 31, said Richards will make sure the FAA continues to be headed by someone who "knows aviation, is committed to safety and is a proven leader."

He called Richards "competent and accessible."

Card also praised Barry Harris, who has been acting FAA Administrator since December, for doing a "terrific job."

Richards has 30 years of experience  
*turn to Richards on page 3*

## A True Inspiration

### *1991 Outstanding Physically Challenged Employee Named*

Kimberly Ann Wallis, a former secretary who was recently promoted to inventory management specialist at the FAA Logistics Center in Oklahoma City, was named the agency's 1991 Physically Challenged Employee of the Year.

*turn to Challenged on page 6*



### **Denver Doings**

*The Terminal Radar Approach Control (TRACON) for the new Denver International Airport is the first completed structure on the site. The facility is located about two miles away from the now partially-constructed air traffic control tower.*

*The 63,000 square foot facility will house over 50 air traffic controllers, as well as Air Traffic and Airway Facilities administrative personnel.*

## Making FAA a Better Workplace

### *26 FAAers Honored with Administrator's Awards for Excellence in Equal Employment Opportunity*

Turning the spotlight on FAAers from across the nation, acting FAA Deputy Administrator Joe Del Balzo lauded them for their Equal Employment Opportunity (EEO) accomplishments.

Del Balzo handed out "FAA Administrator's Awards for Excellence in Equal Employment Opportunity" laurels at the 15th annual ceremony at FAA Headquarters on March 26.

He applauded the awardees, who each received a plaque and an engraved DOT bronze superior achievement medal, for "making FAA a better place to work."

The 26 recipients were culled by a special selection panel from 76 nominations.

"For these 26 people, EEO is not

just a lofty sentiment, a politically-correct notion, or a chance for posturing and self promotion," said Del Balzo. "For them, EEO is a belief they hold in their hearts - a value grounded in a fundamental sense of fairness and equity."

Del Balzo pointed out that more than

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List of honorees on pages 4 and 5

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half of the honorees were women.

"These women belie the criticism that once women and minorities rise in the organization, they abandon those like themselves who could benefit from their advice," he said.

He praised them for "selflessly providing help and guidance to many of those who are still on the thresholds of their own government careers."

*turn to EEO Awards on page 3*

## Highlights

**Alcohol Awareness.** April is Alcohol Awareness Month. Turn to "Healthbeat" on page 7 for a list of events.

**New DOT Offices.** The DOT has established two new offices which separate industry and intergovernmental affairs.

DOT Secretary Andrew Card said the changes will improve the department's outreach to the public, transportation industry and business and strengthen its work with governors, mayors and state legislators.

The new offices are:

➔ Office of Industry Affairs and Public Liaison. Card appointed Stephen Hart to the new post.

A veteran of the White House since 1983, Hart was Deputy Assistant to the President and Director, Office of Legislative Affairs, before taking the DOT job.

The new office reports to the DOT Assistant Secretary for Public Affairs.

➔ Office of Intergovernmental Affairs, which is under the DOT Assistant Secretary for Governmental Affairs.

**Wave of the Future.** The FAA is bringing the latest in computer-based training on line in an effort to increase learning and trim costs.

FAAers in the Office of Training and Higher Education (AHT) say that using computer-based-instruction - CBI for short - and other advanced technologies, including satellite hook-ups, increases teaching capabilities and allows the FAA to customize programs to meet the needs, abilities and goals of each student.

Bringing aviation safety inspectors training into the computer age, for example, is one of the goals outlined in the agency's Flight Plan for Training, a blueprint for improving training as the FAA undertakes the massive modernization of the National Airspace System.

AHT plans to start using computer-based training for these inspectors in

the 1993 fiscal year.

It's vital to provide high quality, cost-effective training, says AHT's Roger Richardson, because the aviation safety inspector work force is expected to reach 3,000 by the mid-1990s, up from 2,600 in 1990.

Richardson says training research shows that computer-based-instruction provides at least 30% more learning in 40% less time at 30% less cost compared to traditional classroom teaching.

That's important since training costs for aviation safety inspectors have risen dramatically over the past 10 years.

Additional research demonstrates that 125 technologies and methods have proved to at least double the productivity of traditional teaching - yielding at least twice as much learning for each unit of labor, cost or time.

To find out more about computer-based-instruction, contact Richardson, Regulations and Standards Training Program Division, AHT-200, x66928, or FTS 366-6928.

**Skyrocketing Costs.** The general aviation industry has been hit with one whammy after another. But the worst damage comes from ever-increasing costs from product liability lawsuits.

The latest available data shows that between 1977 and 1986, product liability claims paid by the industry jumped from \$24 million to more than \$210 million.

In 1978, a single-engine aircraft cost about \$40,000. Today, the same airplane is likely to cost \$124,000.

In 1991, U.S. general aviation manufacturers shipped only 1,021 airplanes - the lowest annual total since World War II, according to the General Aviation Manufacturers Association. That's down from more than 14,000 in 1978.

**Honoraria Update.** A federal judge has ruled that a ban against honoraria for federal employees is unconstitutional, but the issue isn't settled yet.

A 15-month-old law prohibits federal workers from receiving money for freelance article writing, speeches and other forms of appearances even if the

subject matter is totally unrelated to the employee's work.

Last month a District of Columbia judge said the honoraria ban violates free speech rights.

Until the issue is finally resolved by Congress or the courts, workers are advised not to accept honoraria.

Currently government workers have three legal choices. They can do it for free. They can ask that payments be delayed until the issue is settled. Or they can have the company or group put honoraria payments into an escrow account until the issue is settled.

Escrow accounts were approved last year. If the ban is finally tossed out, workers can recover payments from escrow accounts. If the ban is upheld, honoraria go back to the payers.

Legislation to repeal the ban has been before Congress since early 1991.

**Toss It.** The Merit Systems Protection Board recently randomly distributed a questionnaire about first line supervisors to Headquarters FAAers.

Since information contained is not current, employees who received the questionnaire should discard it.

Anyone with questions, should contact Debbie Hensley, AHR-140, x73879.

**Ideas on Diversity?** Send ideas on work force diversity to David Benton, Staffing Policy Division, APN-200.

### Headquarters Intercom

April 14, 1992  
No. 92-14

**Diane Spitaliere**  
Editor

**Michael A. Malden**  
Art Director

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## EEO Awards *from page 1*

Del Balzo talked about how mentoring was one of the trendy ideas of the euphoric 1980s and how it was enthusiastically promoted as the most effective way to advance women, minorities and the physically challenged.

He acknowledged that in the 1990s, mentoring faces hard times, especially in the corporate world where "entrenchment and down-sizing has often eliminated the jobs of both the mentors and their proteges."

"We are fortunate that mentoring continues to flourish in the FAA," he stated. "For we can clearly see its cumulative contribution to our organizational culture as more and more women and minorities work their way into high management positions."

Del Balzo assured the packed auditorium that "with people of this quality strategically positioned throughout the organization, we can face the future with confidence and optimism."

Four of this year's recipients are second time winners of the Administrator's award. They are Susan House, Alaskan Region; Dr. H. C. "Mac" McClure, Mike Monroney Aeronautical Center Director; Leonard Wheeler, Northwest Mountain Region; and Alice Wong, Washington Headquarters.

### Wednesday Wednesday Wednesday

*Intercom* is published weekly.

The deadline for items is *no later than 11 a.m. every Wednesday* for inclusion in the following issue.

But don't wait until the last minute. We appreciate getting items as early as possible.

Bring them to room 908 or call x78521.

### Wednesday Wednesday Wednesday



## Looking Ahead

Several FAAers were recently honored with special plaques by acting Administrator Barry Harris for their work in developing a long-range plan for managing human resources during the modernization of the National Airspace System. The first edition of the NAS Human Resource Management Plan debuted a year ago. It represents the first effort to use sophisticated analytical tools and techniques to provide a data-based look into FAA's human resource management future.

The first plan was the product of a matrix management process involving coordination among affected organizations and between Headquarters and the field. Shown at the awards ceremony are, left to right: Shirley Jones, AHD-300; Ron Morgan, ATR-300; Carol Maree, AHD-300; Dick Granholm, ANS-120; acting Administrator Barry Harris; Shelley Thomas, AHD-200; Sharon Feland, AAC-17; Mitch Grossberg, ACA-400; Mark Erb, ASM-200; Frank McArthur, ANS-340; Karen Franco, AHD-300; Carl Hutchinson, AHD-300; Hank Skalski, AAF-20; Bob Hodge, ASM-200; Bill Cress, AAC-4; Lindy Ritz, AAC-40; and Noel Jamison, AHR-20. Not pictured are Mary Barnett, ATZ-300; Brenda Boone, ANS-100; Dick Cullins, AHD-300; Vince Lasewicz, ACN-140; Duane Mason, AGL-400; Tom Proeschel, ANS-100; Kay Kennedy-Roberts, ABU-220; Terry Snyder, ATR-100; Rebecca Windear, AHD-100; and Frank Yohe, AAP-200.

## Richards *from page 1*

in flying propeller, single and multi-engine jet aircraft.

His military career spanned more than four decades. It began with the Army infantry in 1948. As a platoon sergeant during the Korean War Richards was wounded twice.

During the 1960s, he served two tours of duty in Vietnam as an Air Force officer and flew 624 combat missions.

Later he played a key role in U.S.-Soviet INF treaty negotiations and served as commandant of the U.S. Air Force Academy.

Before retiring in 1990, Richards was deputy commander-in-chief of the U.S. European Command Headquarters in then West Germany.

He has done consulting and strategic planning for several major corporations and was a member of the presidential panel that investigated the 1988 bombing of Pan Am flight 103 over Lockerbie, Scotland.

Richards was born in San Diego and graduated from Hampton High School, Hampton, VA, in 1948.

He earned a bachelor of science de-

gree in business administration from Virginia Polytechnic Institute in 1956 and a master's degree in communication from Shippensburg State College in 1973.

He completed Squadron Officer School in 1963 and the Army War College in 1973.

Richards is married and has three children.

## All About Diversity

Interested in learning about diversity?

The winter 1991-92 edition of *The Bureaucrat: The Journal for Public Managers*, contains a forum on "Valuing Differences and Managing Diversity," including discussions on:

- ➔ "From Civil Rights to Valuing Differences"
- ➔ "The Challenge of Work Force 2000"
- ➔ "The Concept of Managing Diversity"
- ➔ "Categorized Work Force"
- ➔ "Tomorrow's Work Force: Today's Challenge"
- ➔ "Diversity in US Diplomacy"

A copy of the publication can be found in the FAA Library on the ninth floor.

15th Annual **omin**

for

*Excellence in Equal Emplo*

**Recipients of Superior Ac**

**Verna Allen**

Personnel Staffing Specialist  
*Mike Monroney Aeronautical Center*

**Pamela Foss**

Human Resource Management Division Manager  
*Washington Headquarters*

**Robert Bartanowicz**

New England Deputy Regional Administrator  
Former FAA Academy Superintendent  
*Mike Monroney Aeronautical Center*

**Adam Greco**

Automated Flight Service Station Manager  
*Eastern Region*

**Joan Bauerlein**

Director of the Office of  
International Aviation  
*Washington Headquarters*

**Marisue Haigler**

Assistant Airports Division Manager  
*Southern Region*

**Monte Belger**

Executive Director for  
Acquisition and Safety Oversight  
Former Associate Administrator  
for Aviation Standards  
*Washington Headquarters*

**David Hanley**

Flight Standards Division Manager  
*Great Lakes Region*

**Allan Brilliant**

Airway Facilities Sector Manager  
*New England Region*

**Angelique Hassan-Miller**

Computer Program Analyst  
*Technical Center*

**Susan House**

Air Traffic Controller  
*Alaskan Region*

**Dorothy Marie Davis**

Air Traffic Management Coordinator  
*Great Lakes Region*

**John Iberg**

Aviation Careers Examining  
Division Manager  
*Mike Monroney Aeronautical Center*

# Administrator's Awards

## for Employment Opportunity Prior Achievement Awards

### **Cheryl Jackson**

Program Analyst Supervisor  
Office of Aviation System Standards  
*Oklahoma City*

### **Cindy Jo Korn**

Air Traffic Resource Management Specialist  
*Northwest Mountain Region*

### **Dr. H. C. "Mac" McClure**

Aeronautical Center Director  
*Mike Monroney Aeronautical Center*

### **Loretta McNeir**

Civil Aviation Security Inspector  
*Washington Headquarters*

### **Neil Planzer**

Director of Office of Air Traffic Program Management  
*Washington Headquarters*

### **Nancy Richmond**

Air Traffic Administrative Officer  
*Central Region*

### **Linda Rose**

Financial and Information Resources Division Manager  
*Northwest Mountain Region*

### **Harvey Safer**

Technical Center Director  
*Technical Center*

### **Diana Story**

Personnel Staffing Specialist  
*Mike Monroney Aeronautical Center*

### **Leonard Wheeler**

Aviation Safety Inspector  
*Northwest Mountain Region*

### **Alice Wong**

Engineering Specialities and  
Configuration Division Manager  
*Washington Headquarters*

### **Robert Woodruff**

Budget Operations Division Manager  
*Washington Headquarters*

### **Mel Yoshikami**

Airway Facilities Division Manager  
*Northwest Mountain Region*

## Managing FAA

### Headquarters Federal Managers Association Recognized by Busey

The Headquarters chapter of the Federal Managers Association (FMA) was recently honored with the Curtis L. "Red" Halk Memorial Membership Award from at the group's 54th National Convention in Crystal City, VA.

Chapter president Henry Butler accepted the award from DOT Deputy Secretary James Busey on behalf of the group,

so that they can focus their energy on higher-level activities."

#### → **Managing a new work force.**

"A major issue confronting managers in the '90s is the challenge and opportunity of managing a 'new work force' - one that is comprised of people from different races, ethnic groups, genders, and cultural backgrounds.

"We all have different points of view as a result of our diverse backgrounds. We, therefore, need to learn how to value and build on these differences - differences which will increase significantly among those entering the work force in the 1990s."

→ **Quality of work life.** "Another issue of growing importance to managers is a host of concerns

dealing with the 'quality of work life.' Increases in divorce, single parenthood, and two-career families present challenges that managers cannot ignore if they want to attract and retain a quality work force."

Busey said that in his 40 years of government service he has learned "the value of an open mind."

"There are always better ways of doing things," he said. "As far as I am concerned, the principle - 'if it ain't broke, don't fix it' - has to go. I fully endorse the Total Quality Management concept which has to do with continuously striving as a team to find better ways of doing the job."

Associate Administrator for Air Traffic Bill Pollard conducted a question and answer forum, where he addressed such issues as staffing, training, budget and the Quality Through Partnership concept.

During the conference, the association elected Mike Conners, supervisory air traffic control specialist at Norfolk tower, as the national vice president.



DOT Deputy Secretary James Busey, left, receives the Federal Managers Association's (FMA) distinguished service award and honorary membership award, from Mike Conners, center, national vice president, and Henry Butler, FMA chapter president.

which was recognized for attaining the largest percentage gain in membership for 1991. In a little over a year, the group's membership increased from 18 to 55.

Busey was also honored with the association's distinguished service award and honorary FMA membership award.

The keynote speaker for the six-day conference, Busey zeroed in on several vital issues facing federal managers in the 1990s.

Here are the highlights of Busey's remarks.

→ **Doing more with less.** "We all know that the government faces increasing demands and, at the same time, resources for most federal operations have been declining since the 1980s.

"We need to better determine our priorities by keeping long-term objectives constantly in view. Managers also need to become effective delegators

## Physically Challenged *from page 1*

She was selected for her outstanding record of achievement as a secretary, her relationships with others, and her promotion of a positive attitude toward the physically challenged.

Wallis was given the award by Joe Del Balzo, acting Deputy Administrator, at the Equal Employment Opportunity awards ceremony at Headquarters.

She was seriously injured in a 1988 automobile accident.

In her award recommendation, Wallis was recognized as an inspiration to her fellow employees. In part, it read, "Kim's courage and determination has renewed our strength in coping with our daily problems."

Wallis was praised for continuously exceeding her job performance requirements. Over the last two years, she received two superior accomplishment awards.

Wallis was responsible for administratively running an office of more than 30 employees. She provided support to the operations section supervisor and made herself familiar with the technical operation of the office.

She has been touted by her supervisor as "an overachiever who strives to better herself."

Having already completed 72 credit hours toward a business management degree, Wallis plans to return to school this summer.

## Headquarters EEO Counselors

Reporting job discrimination or sexual harassment is easy at FAA Headquarters with 19 counselors trained to help.

An employee who believes he or she has been discriminated against because of race, color, religion, sex, national origin, age (40 years or older), physical or mental disability or reprisal must first consult with an Equal Employment Opportunity counselor within 30 calendar days of the matter, or if the complaint stems from a personnel action, within 30 calendar days of its effective date.

Here are the routing symbols and telephone numbers of the Headquarters EEO counselors.

Mary Jo Blount, AIR-110, x79561  
Brian Calandine, AFS-250, x79531  
Carmen Carrion, AST-10, x77067  
Warren Davis, ATP-210, x79224  
Annette Eldridge, AHR-150, x77189  
Patricia Haynes, AGI-1, x78211  
Suzanne Holloway, AOA-10, x73852  
Ron Jennings, ASM-120, x77911  
Ida Klepper, ARM-1, x79688  
Valinda Lewis, AIA-2, x78112  
Harkley Mayo, AOV-305, x66433  
Marvin Morris, ATM-510, x77899  
Lola Palmer, ALG-310, x77690  
Helen Penn, ABU-220, x76634  
Delores Powers, AAM-10, x61114  
Michael Scott, ATZ-320, x77161  
Mike Smith, ARM-107, x78738  
Kimberly Waiters, AAN-100, x78084  
Sheila White, AHR-130, x77184

## People

**IRM Manager Recognized.** Margaret C. Binns, Information Resources Management Division manager, was recently recognized by *Federal Computer Week* for having made this year's "Federal 100," an award given by the publication to recognize people for their ability to manage, influence, and shape the government systems arena.

Here's what the publication had to say about Binns.

"Binns guided the FAA's Information Resources Management program through its period of rebuilding and expansion following the award of a major office automation contract.

"In this new world order - created as the result of an agencywide task force - she helped develop the new strategic vision, which included the establishment of the FAA's first chief information officer.

"In addition, she is a major player in the ongoing OATS contract, and she has worked to integrate the National Airspace System information technology programs with other FAA information technology programs."

Winners of the Federal 100 awards were nominated by *Federal Computer Week*'s readers and chosen by an independent panel of judges.

## Keeping Employees Informed

### DOT System Provides Timely Employee News

On May 1, the DOT will introduce a news and information system for employees in the Nassif, Transpoint and FAA Headquarters buildings.

Called the Video Employee Information Network - VEIN for short - the medium will provide employee-related information to all DOT modes. The network will also allow employees to view all news conferences and special events held by the DOT Secretary.

While employee events are not being broadcast, monitors will be tuned to Cable News Network.

In FAA Headquarters, television monitors will be set up in the public areas on the first, second and fifth floors, as well as the cafeteria.

## Healthbeat

**Alcohol Awareness.** FAA's Drug Program and Employee Assistance Program recently joined a national effort chaired by the Surgeon General, U.S. Public Health Service, to draw attention to the problems caused by alcohol in America, particularly among the nation's youths.

As part of that effort, April has been proclaimed "Alcohol Awareness Month." FAAers are invited to join the inauguration of the "Let's Draw the Line" campaign.

The following events are scheduled.

**Film Festival, Monday, April 13,** from 9 a.m. to 2 p.m., at FAA Headquarters conference room 9 ABC.

**Alcohol Awareness Rally, Thursday, April 16,** from 11 a.m. to 1 p.m., at the Nassif building plaza. Channel 4 anchorman Jim Vance is the keynote speaker.

**Impact of Alcohol Addiction on Family Members, Thursday, April 23,** at 10 a.m., in the Nassif building, rooms 6244 and 6246. Speaker is Larry Goodwin, Montgomery General Hospital.

**Mothers Against Drunk Driving, Thursday, April 30,** from 10 a.m. to 12 noon, at FAA Headquarters conference room 5AB.

For more information call Kim Brams, x73334.

**Cancer Control.** April is Cancer Control Month and the American Cancer Society offers a free brochure, "Giving Yourself the Chance of a Lifetime."

The pamphlet gives concise information on the many ways men and women in different age groups can reduce their cancer risk through self-examination and proper dietary habits.

Did you know? Mortality from cancer in the District remains the highest in the nation per 100,000 population. Mortality from breast cancer is 20% higher than the national average, and lung cancer is the leading cause of cancer deaths.

To obtain a free copy of the brochure, call the American Cancer Society at (202) 483-2600.

## Flightplan

**Changing Workplace.** To mark Secretaries Week, April 20-24, the Federal Women's Program Committee and the Human Resource Management Division are sponsoring two one-day seminars on "The Changing Workplace in the 1990s," on *Tuesday, April 28*, in Headquarters conference room 9ABC and *Wednesday, April 29*, in room 8ABC. Both sessions are from 8:45 a.m. to 3:30 p.m.

Due to space limitations, it is requested that each Headquarters organization submit one nomination for attendance to Diane Ables, AHR-150, x73880, by *April 17*.

Each seminar attendee will receive a certificate upon completion of the session.

For additional information, call Ables or Naomi Bryant, AIR-300, x79660.

**Analyzing Airport Delays.** The first in a series of meetings to foster coordination among organizations working on analytic and modeling problems will be held on *Thursday, April 30*.

The meeting will focus on airport delays and will be held in FAA conference room 5AB, from 1 to 3:30 p.m.

All interested parties are welcome, particularly those having knowledge of quantitative techniques and modeling theories on airport delays.

The next meeting is expected to zero in on the measurement and modeling of controller workload, if there is sufficient interest in the subject.

For more information, call Robert Machol, ASD-4, x79451.

**Tennis Anyone?** The 1992 DOT tennis team tryouts for intermediate and advanced players will be held - by reservation only - at Hains Point *every Saturday in April*. To reserve a court contact Bob Kerr, x61429, Jerry Holiber, x61429, or Lee Stucki, x64736.

DOT has two teams in the interdepartmental government leagues. They play five double matches on weekday evenings at Hains Point and Rock Creek

Tennis Center.

The Department also has its own internal tennis league, consisting of eight teams from the various modal administrations, which play *Monday* evenings at Hains Point.

For more information, contact Nancy Watson, FAA tennis team captain, x79700.

**Fun Run.** The DOT Employee Recreation Association is sponsoring a two-mile fun run around the Tidal Basin on *Thursday, April 16*, at 12 noon for all DOT employees and their families.

A shuttle bus will depart from the FAA Headquarters building at 11:40 a.m., returning after 12:30 p.m.

All participants must be active members of the recreation association.

Entry forms are available in the FAA exercise facility or by contacting Nancy Watson, ACS-40, room 308C, x79700.

**Document Imaging.** Another in the series of Headquarters presentations on the latest developments in information technology is scheduled for *Friday, April 24*.

Called "Innovations in Document Imaging Systems: Approaching Commodity Status," it will be held from 10 a.m. to 12 noon in the Headquarters auditorium.

To attend, contact Elli Klein, AIT-310, x79972. Leave name, organization code, and phone number. Attendance may be limited because of demand from other agencies, so sign up soon.

**Coalition Meetings.** The National Black Coalition of Federal Aviation Employees will hold its next monthly meeting on *Tuesday, May 5*, from 12 noon to 1 p.m. in FAA conference room 8ABC.

The next meeting is scheduled for *Tuesday, June 2*, in conference room 8ABC.

**Volunteer Committee.** The FAA Volunteer Committee holds its monthly meetings the *second Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C.

Meetings are scheduled for the following *Tuesdays: April 14, May 12, June 9 and July 14*.

**TQM Meetings.** The FAA Headquarters Quality Network holds its monthly meetings from 2 to 3:30 p.m. in room 5AB the *first Tuesday* of every month.

The next meetings are on the following *Tuesdays: May 5 and June 2*.

For additional information contact Ted Criswell, x77925, or Carol Dieterle, x79129.

**FWPC Meetings.** Regular meetings of the Federal Women's Program Committee take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room. All FAA employees are invited to attend.

For more information contact Marcia Adams, x73488.

**FAA Managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings are on the following *Wednesdays: May 13 and June 10*.

**Hispanic Meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are normally scheduled for the *first Tuesday* of each month at 12 noon.

Upcoming meetings are scheduled as follows: *Tuesday, May 5* and *Tuesday, June 2* in conference room 5C.

Contact Susanna Leon-Guerrero, x73975, or Pat Myers, x77882, for more information.

**Asian Pacific Meetings.** Weekly meetings of the Coalition of FAA Asian Pacific Americans are held *every Tuesday* from 12 noon to 1 p.m. in Civil Rights conference room 1030.

For more information, contact Matt Asai, x77542.

*Never distributed per Harris' office*



U.S. Department  
of Transportation

**Federal Aviation  
Administration**

# Headquarters Intercom

## Air Traffic's Best

### *Six Facilities Win National Honors*

Six FAA air traffic facilities have won national honors for their outstanding achievements in operational efficiency, communications, human relations, employee development, employee morale, resource management, professionalism and external relations.

The winners for the 1991 calendar year were narrowed down from 37 nominations in six categories.

Turn to page 4 for complete listing of the winning Air Traffic facilities.



## Southern Comfort

FAA's Southern Regional Office will sport a new home in 1993. The General Services Administration recently announced a contract award to construct a 211,138 square-foot building. Located adjacent to Atlanta-Hartsfield International Airport, the five-story structure will accommodate 1,400 employees. It includes a 400-seat auditorium, cafeteria, fitness center, credit union and parking spaces for more than 1,000 vehicles. A 6,000 square-foot child care center will be located near the building. Construction is slated to begin in June with 100% occupancy projected by November 1993.

## Moving On

### *Busey to Leave DOT*

DOT Deputy Secretary and former FAA Administrator James Busey has announced plans to leave the Department.

He will become president and chief executive officer of the Armed Forces



James Busey

Communications and Electronics Association (AFCEA), effective September 30.

AFCEA is a worldwide ethical forum which exchanges information among military, government and industry professionals on communica-

tions, intelligence and information systems.

turn to Busey on page 3

## No More Hassles

### *Eliminating Workplace Harassment*

In a strongly-worded letter to all FAA employees, acting Administrator Barry Harris, spelled out the agency's policy against sexual harassment.

"...as an organization of highly trained and publicly respected professionals," Harris writes, "we cannot and will not tolerate anything said, done, or implied - by anyone, at any level - that may be offensive to anyone in the workplace."

Harris points out that he has recently become aware that some FAAers "persist in violating the agency's clear condemnation of verbal and physical conduct of a sexual nature."

He emphasizes that all employees must "take necessary actions to prevent and eliminate inappropriate behavior in the workplace."

If there is a question in employees' minds about behavior, Harris urges that

they ask themselves if it would be offensive to someone they hold dear.

Harris suggests, "If you think anything you are doing, or planning to do, may be offensive...DON'T DO IT!"

Turn to "Message from the Acting Administrator" on page 3 for complete text of letter.

## Faster Forecasts

### *New Weather Data Network On Line*

The FAA is getting to know Mother Nature a lot better with a new weather data network.

During a ceremony last month at the Salt Lake City Air Route Traffic Control Center, the agency marked the completion of the first phase of a new

turn to Weather on page 2

## State-of-the-Art Weather System *from page 1*

nationwide weather information and data gathering system.

It provides the most accurate weather information available to date for air traffic controllers.

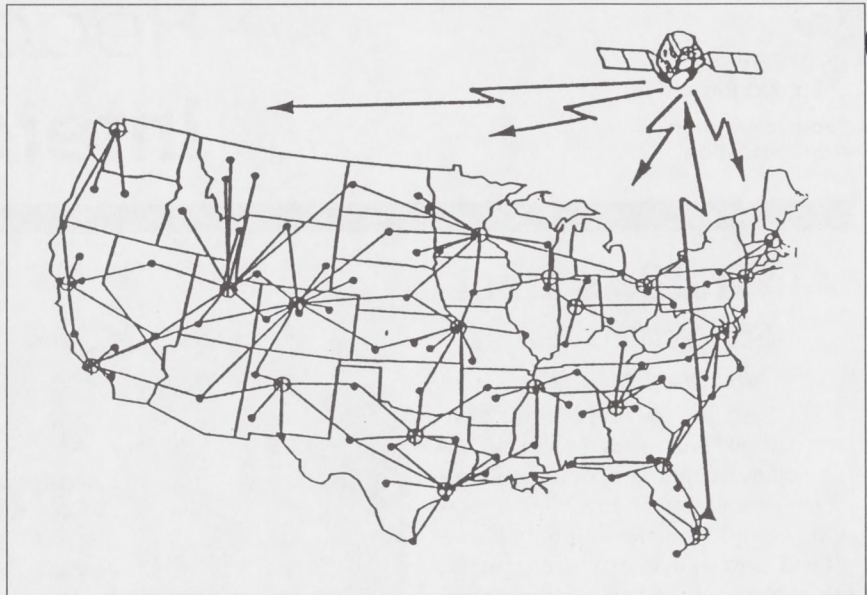
The Salt Lake City facility was the last of 21 enroute centers to go on line with the system, called the Meteorologist Weather Processor.

It's also on the job at "central flow control" in Washington. The system is said to be the fastest, most complete real-time weather data network of its kind and is the first link to carry weather services to the centers into the 21st century.

The new state-of-the-art system combines data from the National Weather Service, FAA radars and a satellite operated by Harris Corporation, the contractor providing the new system.

A constant stream of weather data and satellite imaging is fed via a communications satellite to weather service centers at each of the enroute facilities where forecasters provide up-to-the-minute information to controllers.

Pilots are provided both routine and



hazardous weather conditions as they move along their routes. Controllers can then do a better job of routing aircraft around or over severe weather disturbances.

At the March 17 ceremony, Alvin Thomas, program director of FAA's Weather and Flight Service Systems,

said, "The Meteorologist Weather Processor procurement is one of FAA's first use of the non-developmental item procurement approach.

"It represents effective cooperation between industry and government while utilizing Total Quality Management principles to process issues," according to Thomas.

FAAers involved in the new weather data network pinned the project's success on a "total team effort" throughout the agency.



Officials help cut a cake during the March 17 ceremony to mark the installation of the Meteorologist Weather Processor at the Salt Lake City center. Left to right: FAAers Donald Stadler and Alvin Thomas, National Weather Service's Thomas Potter, Northwest Mountain Regional Administrator Fred Isaac, and Harris Corporation's Al Dukes.

### Headquarters Intercom

April 21, 1992  
No. 92-15

**Diane Spitaliere**  
Editor

**Michael A. Malden**  
Art Director

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## EEO Counselors

Reporting job discrimination or sexual harassment is easy at FAA Headquarters with 19 counselors trained to help.

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x77690  
Helen Penn, ABU-220  
x76634  
Delores Powers, AAM-10  
x61114  
Michael Scott, ATZ-320  
x77161  
Mike Smith, ARM-107  
x78738  
Kimberly Waiters, AAN-100  
x78084  
Sheila White, AHR-130  
x77184

## Message from the Acting Administrator

### *Putting a Stop to Sexual Harassment*

As Federal Aviation Administration employees, we all appreciate the importance of teamwork. At one time or another, we all have had to rely on our fellow workers to meet a critical challenge. Sometimes lives have depended on how well we have been able to support each other.

This sense of teamwork, this feeling of truly belonging, depends on the mutual trust and respect for one another that we build day after day. Anything that undermines professional confidence slowly destroys our ability to work as a team. Anything that lessens the professional regard we accord our coworkers demeans the professionalism of our entire organization.

We have a longstanding history within the FAA of respect for competence that is backed up by strongly-worded policies. At the same time, we have been steadily building a workplace in which all employees can develop their potential and be recognized for what they can do - not for who they are or who they know.

I have recently become aware that there are those who persist in violating the agency's clear condemnation of verbal or physical conduct of a sexual nature. For them, differences in gender apparently justify comments and behaviors that are offensive and clearly do not meet the spirit of our policies.

As acting Administrator I want to reemphasize that, as an organization of highly trained and publicly respected professionals, we cannot and will not tolerate anything said, done, or implied - by anyone, at any level - that may be offensive to anyone in the workplace. Our policy against sexual harassment is clear; all employees are to behave in an appropriate manner and to take necessary actions to prevent and eliminate inappropriate behavior in the workplace.

Recent events covered nationally in the media have drawn attention to the issue of inappropriate and irresponsible behavior in the workplace. If there is a question in your mind about the appropriateness of your behavior with coworkers, please use the following as a measure. If you think anything you are doing, or planning to do, may be offensive to your wife, sister, mother, or daughter, then the behavior you are examining is inappropriate. DON'T DO IT!



## Busey to Leave DOT from page 1

"Jim Busey's departure will be a personal loss to me and a loss of one of the Department's most dedicated leaders," said DOT Secretary Andrew Card.

"For the past three years at DOT and the FAA, and in his many years in the uniform, Jim has served with great distinction and has been the embodi-

ment of a true public servant. I will continue to rely on him heavily during the coming months."

Busey, the FAA's 11th Administrator, retired after a 37-year Navy career in 1989 to take over FAA's top spot.

He was sworn in as DOT Deputy Secretary last December.

## *Air Traffic Facilities of the Year*

The following facilities, with highlights of why they received national air traffic laurels, won in their respective categories.

### **Automated Flight Service Station**

Grand Forks AFSS  
Grand Forks, North Dakota  
*Great Lakes Region*

Grand Forks AFSS provided a total of 427,481 flight services without any operational errors or deviation. The average time a pilot had to wait for service was six seconds.

Facility personnel consistently maintained progressive employee development and human relations programs and have been actively involved with user and citizen organizations at the state and local level.

### **Flight Service Station**

Grand Junction FSS  
Grand Junction, Colorado  
*Northwest Mountain Region*

The Grand Junction FSS, operating with less than authorized staffing and using a minimum of overtime, provided more than 108,000 services, including 30,026 pilot weather briefings.

FAAers at the facility were very active in external affairs. They provided the Confederate Air Force and the U.S. Forest Service with tailored briefings for individual missions.

### **Air Traffic Control Tower, Level I-III**

Danbury Air Traffic Control Tower  
Danbury, Connecticut  
*New England Region*

Danbury tower, having a progressive operational error prevention program in place, has had no operational errors since its commissioning in 1973.

Facility employees have independently taken many training courses. A total of 776 hours of directed-study courses were completed by six facility members.

### **Air Traffic Control Tower, Level IV-V**

Charlotte Air Traffic Control Tower  
Charlotte, North Carolina  
*Southern Region*

Charlotte tower's efforts to increase airport efficiency while reducing operational errors were accomplished by developing procedures for better runway utilization which increased operations by 20%. While handling over 451,000 airport operations, delays were reduced by 16.9% and operational errors by 60%.

They received a commendation from Civil Rights for their efforts in recruiting minorities and women.

### **Air Route Traffic Control Center**

Atlanta ARTCC  
Hampton, Georgia  
*Southern Region*

Atlanta ARTCC reduced their operational errors by 31%, reduced delays into the Atlanta airport by 44% and Charlotte airport by 17%, and successfully handled 36 flight assists.

They conducted 16 pilot-controller forums and 90 facility tours totalling more than 820 people. They also developed a program to share operations information with 16 air carriers.

### **Special Accomplishment Award**

Kansas City International Air Traffic Control Tower  
Kansas City, Missouri  
*Central Region*

Kansas City tower provided quality, uninterrupted air traffic service under adverse conditions for a two-month period.

Due to an asbestos hazard, employees had to evacuate the facility and conduct airport operations from a mobile tower. Radar operations were controlled from the Kansas City enroute center. This exemplary effort, in concert with daily user briefings and twice-daily staff briefings, resulted in only a few user and controller complaints.

Regional award ceremonies will be held for FAAers at these facilities to honor them for their exceptional achievements and contributions.

## People

**Note of Appreciation.** *Diane C. Ravenscroft*, former manager in the FAA Headquarters Flight Standards organization, recently died after a 16-month battle with cancer.

Enrolled in FAA's leave sharing program, she received several months of annual leave.

In an open letter from her husband and two daughters, her family expressed Diane's desire to thank every employee who donated leave and provided continuous support through a difficult period.

In part, here is what they had to say.

"We want to thank all of you who were kind enough to donate leave to

Diane. In addition to helping us ease the economic hardship, you provided Diane with a feeling of security and allowed her to maintain her sense of dignity and self-worth.

"We also want to express our appreciation to all of you who supported her in other significant ways. The cards, letters, flowers, and phone calls lifted her spirits and let her know how much she was loved and missed. We strongly believe that this kept her going emotionally and provided her with the strength and courage she needed to continue her fight against cancer.

"On behalf of Diane and our entire family, please accept our thanks."

## Healthbeat

**Blood Drive.** The Red Cross is sponsoring a blood drive on *Wednesday, April 22*, in FAA Headquarters conference room 5ABC, from 9:30 a.m. to 2:30 p.m.

All eligible donors are encouraged to participate.

**Cancer Control.** To mark April as cancer control month, literature and videos on related diseases are available at the FAA clinic.



**Health Tips.** In an effort to increase employee health awareness, the staff at the FAA clinic offers FAAers the following tips.

→ Use daily activities to increase physical fitness. Climb stairs instead of using elevators, walk instead of taking a short drive and increase physical work around the house.

→ Stop smoking. Cigarette smoking is the largest preventable cause of illness. It is a major cause of heart, cancer and lung disease.

→ Join the Headquarters walkers.

They continue to meet *Tuesdays and Thursday* at 2:30 p.m. in the lobby to take a two-mile walk around the FAA Headquarters building.

→ Eat healthy meals. Proper nutrition, exercise and lifestyle modifications are solutions to obesity.

→ Take time out to have your blood pressure checked at the FAA clinic. High blood pressure can lead to heart attack, stroke and kidney disease.

→ Decrease heart disease by weight control, exercise and annual physical examinations.

For further information, call the clinic on x73406.

**Alcohol Awareness.** To mark April as alcohol awareness month, FAA's Drug Program and Employee Assistance Program are sponsoring the following events.

**Impact of Alcohol Addiction on Family Members, Thursday, April 23**, at 10 a.m. in the Nassif building, rooms 6244 and 6246. The speaker is Larry Goodwin, Montgomery General Hospital.

**Mothers Against Drunk Driving, Thursday, April 30**, from 10 a.m. to 12 noon, at FAA Headquarters conference room 5AB.

For more information call Kim Brams, x73334.

## Feedback

**Extra Copies.** If you need an extra copy of a past issue of *Intercom*, it's available in room 908.

**Right Number?** At FAA Headquarters, the *Intercom* is distributed on an "all employee count" basis.

This means that each employee should receive one copy.

If your office is not receiving the proper number of newsletters, it may not be getting the right number of other mailings.

Contact *Bernida Williams*, AIT-410, x78735, or the distribution representative for your office or service to update your organization's distribution.

**Recycle It.** The white color of *Intercom* allows it to be recycled.

After reading the newsletter, make the extra effort to put it in one of the building's office recycling boxes.

**Wednesday Deadline.** Headquarters *Intercom* is published weekly. The deadline for items is *no later than 11 a.m. every Wednesday* for inclusion in the following issue.

But don't wait until the last minute. Get items in as soon as possible.

Bring them to room 909B or call x77311.

**Job Hazards?** Headquarters FAAers are urged to be on the lookout for conditions in the building that can cause injury or property damage.

Report all on-the-job hazards immediately by calling the PRIDE line, x77433.

**Missing Something?** Did you know that items lost in the building can be retrieved if they have been turned in to the building's management?

If you recently lost something, call *Nat Mosby* in the DOT Nassif Building, x64683.

Mosby's office keeps a list of lost items and holds them for 30 days. After that, they are turned over to the General Services Administration for disposal.

## Flightplan

**Changing Workplace.** To mark Secretaries Week, April 20-24, the Federal Women's Program Committee and the Human Resource Management Division are sponsoring two one-day seminars on *Tuesday, April 28*, in Headquarters conference room 9ABC, and *Wednesday, April 29*, in room 8ABC. Both sessions are from 8:45 a.m. to 3:30 p.m.

Conducted by D.R. and Associates, a firm specializing in image consulting and career development, the theme is "A Past with a Future."

Due to space limitations, each Headquarters organization is asked to submit one nomination for attendance to Diane Ables, AHR-150, x73880, by *Friday, April 17*.

Those attending the seminar will receive a certificate.

For additional information, call Ables or Naomi Bryant, AIR-300, x79660.

**Preparing for SES.** The Federal Women's Program Committee is sponsoring a seminar on "Preparing for the Senior Executive Service," on *Friday, May 15*, from 10 to 11:30 a.m. in FAA Headquarters conference room 9ABC.

Debbie Clough, Senior Executive Resource Staff manager, will open the seminar with a general discussion on how to prepare for the SES candidate development program.

A panel of SESers and candidate development program participants will provide tips on successful preparation for the SES, share experiences on personal career choices and field questions from the audience.

Others on the program include Lynn Osmus, director, Office of Civil Aviation Security Operations; William Behan, manager, System Plans and Programs, Air Traffic Requirements Service; Lindy Ritz, deputy manager, FAA Logistics Center, Aeronautical Center; and Dorothy Berry, deputy associate administrator, Human Resource Management.

For more information, call Loretta McNeir, ACO-110, x79917.

**Analyzing Airport Delays.** Analysts in different areas of the FAA are working on models of various aspects of the National Airspace System.

To foster coordination among the groups, the first of what may be a sequence of meetings to work on analytic and modeling problems will be held on the subject of airport delays on *Thursday, April 30*, in FAA conference room 5AB, from 1 to 3:30 p.m.

All interested parties are welcome, particularly those having knowledge of quantitative techniques and modeling theories on airport delays.

Presentations will be made by Akira Kondo and Al Breidler, Office of Aviation Policy and Plans; Larry Kiernan, Office of Airport Planning and Programming; and Willie Weiss, Mitre Corporation. An open discussion will follow.

If there is sufficient interest, the next meeting will be on the measurement and modeling of controller workload.

For more information, call Robert Machol, ASD-4, x79451.

**Open House.** The Warrenton-Fauquier Airport, Midland, VA, is holding an open house on *Saturday, May 23*, featuring static displays of antique planes and cars, and a radio-controlled model airplane show.

Recently purchased by Fauquier County, VA, the airport operates from dawn to dusk, seven days week.

Located on west I-66, the facility has ample parking for cars and aircraft.

For directions and more information, call Dale Stauffer, (703) 788-4959.

**Coalition Meetings.** The National Black Coalition of Federal Aviation Employees will hold its next monthly meeting on *Tuesday, May 5*, from 12 noon to 1 p.m. in FAA conference room 8ABC.

The next meeting is scheduled for *Tuesday, June 2*, in conference room 8ABC.

**Volunteer Committee.** The FAA Volunteer Committee holds its monthly meetings the *second Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C.

Meetings are scheduled for the following *Tuesdays: May 12, June 9 and July 14*.

**TQM Meetings.** The FAA Headquarters Quality Network holds its monthly meetings from 2 to 3:30 p.m. in room 5AB the *first Tuesday* of every month.

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For additional information contact Ted Criswell, x77925, or Carol Dieterle, x 79129.

**FWPC Meetings.** Regular meetings of the Federal Women's Program Committee take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room. All FAA employees are invited to attend.

For more information contact Marcia Adams, x73488.

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All members are urged to attend and bring a guest.

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For more information, contact Matt Asai, x77542.



U.S. Department of Transportation  
**Federal Aviation Administration**

# Headquarters Intercom



## Washington Wonder

Thousands of people travel to Washington every spring to soak up sights of cherry trees in bloom. For Headquarters FAAers, the pale pink extravaganza was just a short walk from work. Diane Spitaliere, Intercom's new editor, snapped this shot of the Jefferson Memorial through several of the flowering Japanese trees. It was Spitaliere's first cherry blossom experience. She recently transferred from Eastern Region Headquarters in New York.

## Moving Ahead

### Tips for Breaking the 'Glass Ceiling'

Be a team player and don't be afraid to fail.

Those are just two tips on how to break the so-called "glass ceiling," an invisible barrier that keeps women and minorities from reaching top management jobs.

"The glass ceiling, where it exists, hinders not only individuals, but society as a whole," says Delores Burton.

Burton talked about the work environment of the future as more and more women and minorities enter the nation's labor pool and gave FAAers advice on moving up the career ladder.

Burton, of DP Associates, a woman-owned firm specializing in management services and human resources development, gave these tips during a

Headquarters seminar on March 31 to mark Women's History Month.

→ Know office politics and who has the power. Some people have long titles but no power.

→ Be willing to take risks. Nothing is wrong with failing. Don't be afraid.

→ Be a team player. Remember, you don't have to like them, just respect them.

turn to Career Tips on page 4

## 25th Anniversary

DOT is celebrating its 25 birthday. Turn to page 3 for information on the anniversary.

## Getting Ready for the Future

### Executive Training on Tap for FAA Women

Fourteen FAA women from across the country have been selected to participate in the agency's 1992 Women's Executive Leadership (WEL) Program.

They have been approved by the Office of Personnel Management and were chosen from among 29 candidates from FAA's regions, centers and Washington Headquarters.

The fourteen will soon begin a year-long career development program of



supervisory and managerial training and opportunities to help prepare for future high-level positions.

It will include a week-long program orientation in Washington in May with a day at the FAA and two core training sessions.

The sessions will focus on an individual needs assessment and putting together individual development plans.

Also part of the program is one 30-day and one 60-day assignment outside of the WEL participants' normal work areas, cluster group activities, a one-week "shadow" assignment, in-  
turn to WEL Program on page 4

## Highlights

**Eyewitness to History.** When Mark Kelliher stepped off a plane in Moscow last summer, the air traffic controller found himself in the middle of a revolution.

"Adrenalin was in the air...people everywhere were frightened and scurrying around," Kelliher remembers of the turbulent event.

Read more about Kelliher's eyewitness account of the failed Soviet coup in the April issue of *FAA World*.

**Kudos for Harris.** The chairman of the Senate aviation subcommittee recently praised acting Administrator Barry Harris in the *Congressional Record*.

In the April 7 edition, Senator Wendell Ford thanked Harris for his "able stewardship" of the FAA and called him an "outstanding public servant" who "I have come to respect and value."



Senator Ford

Harris has been acting Administrator since December. Here's more of what Ford said about Harris:

"He had not been on the job long when I had occasion to ask him to meet with me and another Senator about a difficult issue important to many people in the aviation community."

"It was at that meeting that I first saw the qualities that distinguished Barry: An open mind, independent judgment, candid expression of views, yet sensitivity to the concerns of others."

In the job of acting Administrator, Ford said Harris displays "the range and extent of his considerable abilities. Everywhere I heard comments about how well he was running the agency. I saw evidence of decisive management, of commitment to the mission of the FAA. I also saw that he was not afraid to try changes, and did not shrink from

identifying weaknesses in the agency.

"He won the respect of the aviation community, as well as the loyalty and affection of the people at the FAA."

**Airway Facilities Awards.** Nomination deadlines for the second annual Airway Facilities National Honorary Awards program, "Excellence - the Key to Quality," are fast approaching.

Airway Facilities employees in Headquarters, regional AF divisions and field offices should contact their awards coordinators for guidelines and nomination dates.

Award ceremonies for the regions, System Maintenance Service and NAS Transition and Implementation Service are scheduled throughout the summer.

The national ceremony will be held in Washington on September 17.

Airway Facilities awards are based on peer nomination and selection.

Employees can submit nominations in these 15 categories:

- Administrative Excellence*
- Community and Volunteer Service*
- Employee Involvement*
- Equal Employment Opportunity*
- Facilities and Equipment Technical*
- Employee of the Year*
- Human Relations*
- Leadership*
- Mentoring*
- Operations Technical Employee of the Year*
- Outstanding Contribution to the Airway Facilities Mission*
- Outstanding Employee of the Year*
- Public Awareness*
- Secretarial-Clerical*
- Supervisory-Managerial*
- Team Achievement*

Regional winners will automatically be submitted to Washington as nominees for the national awards.

**New AEE Deputy Director.** Paul Dykeman has been selected as FAA's new Deputy Director for the Office of Environment and Energy.

Dykeman comes to the FAA after a career with the U.S. Navy, where he

served in numerous aviation positions. As Chief of Staff in southern Europe, he was responsible for Navy aircraft operations, airfield management, and logistics support operations.

His most recent position was Assistant Chief of Naval Personnel for Performance and Security in Washington, DC.

He was the Navy representative and liaison to federal agencies, the Office of the Vice President and the Congress for the National Narcotics Border Interdiction System.



**Calling Long Distance.** FAAers are reminded that when making long-distance calls to other government offices on the FTS-2000 phone network, 10 digits need to be dialed, not the usual seven. This practice went into effect April 20.

According to the General Services Administration, this change simplifies long distance calling for the 1.5 million employees using the network.

Prior to the change, most government offices had two different numbers, one for commercial calls, the other for FTS. The commercial number is now used for all calls.

For a brief period after April 20, both the old and new number will be

### Headquarters Intercom

April 28, 1992  
No. 92-16

**Diane Spitaliere**  
Editor

**Michael A. Malden**  
Art Director

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(202) 267-7311

valid. After that, a recorded announcement will direct users to a dialing conversion directory that is being published and is scheduled to be distributed to all government agencies shortly.

The reason for the switch is that FTS-2000 is running out of seven-digit numbers.

**Aviation Education.** More than 180 students from seven New Jersey high schools took part in a special one-day aviation workshop on April 8.

The event, hosted by the FAA Technical Center in Atlantic City, focused on sophisticated aviation security anti-terrorist technologies and gave students a chance to conduct hands-on experiments.

The program's aim is to teach academically-gifted students in grades 7-12 to plan, conduct and present original research and to think critically.

**Open Skies.** The United States is exploring "open skies" aviation agreements with all European countries willing to allow U.S. airlines free access to their markets.

In the past, the U.S. has offered these agreements only to a few of its largest aviation partners.

"We will now offer to negotiate 'open skies' agreements with all European countries willing to permit U.S. carriers essentially free access to their markets," DOT Secretary Andrew Card said during a speech last month to the Aero Club in Washington.

Card noted that the U.S. has already taken an important step in this direction with its "underserved cities" program, opening U.S. gateway cities to service by foreign airlines without insisting on prior negotiations for such rights.

Foreign airlines have authority to provide service to five American cities under the program.

**More Dallas Runways.** The FAA has approved the final environmental impact statement to the \$3.2 billion expansion of Dallas/Fort Worth International, including two new runways.

Construction is expected to begin

soon on a new east runway that would provide the first FAA approved simultaneous triple instrument landing system approaches in the nation.

A new west runway, to be constructed later, would provide for quadruple approaches.

**Boosting Air Safety.** The FAA has announced a new program to improve safety by encouraging manufacturers of aircraft and aircraft parts to conduct self-audits and voluntarily correct and report violations of agency regulations.

In return, the FAA will not take enforcement action for self-reported violations.

"We believe compliance with FAA regulations will be enhanced under this program," acting Administrator Barry Harris said. "The result will be an increase in aircraft safety."

An oral report of any violation and corrective action taken must be made to the FAA, followed by a written report within 10 days.

If the violation is inadvertent, is reported promptly, and permanent corrective action is taken, the agency will not fine the company.

Compliance with regulations is the responsibility of the manufacturer and a strict self-audit program is expected to increase the quality and safety of parts production. FAA's responsibility for inspection and surveillance will not change.

The FAA started a voluntary compliance program about two years ago for airlines and also revised its enforcement policy affecting general aviation to foster improved compliance.

**22-Year Low.** Consumer complaints against airlines continued their downward spiral in February, declining to the lowest total in 22 years.

Service complaints filed against the nation's largest airlines by consumers to the DOT in February fell to 450, a 20% decline from January's 564 total and a 30% reduction from the 645 complaints recorded in February 1991.

The February 1992 figure was the best reported since November 1970 when complaints totaled 448.

## Birthday Celebration



The DOT is celebrating its 25th birthday with this special anniversary logo and slogan - "The Future Starts Here" - and a ceremony on the Mall.

The DOT officially turned 25 on April 1 and today it is the sixth largest cabinet agency with more than 107,000 employees around the world.

All employees are invited to an anniversary celebration on *Tuesday, May 12* from 11 a.m. to 2 p.m. on the Mall.

Watch for a 25th anniversary booklet in the May issue of *DOT Today*.

**Recycle It.** The white color of *Intercom* allows it to be recycled.

After reading the newsletter, make the extra effort to put it in one of the building's office recycling boxes.

**Wednesday Deadline.** Headquarters *Intercom* is published weekly. The deadline for items is *no later than 11 a.m. every Wednesday* for inclusion in the following issue.

But don't wait until the last minute. Get items in as soon as possible.

Bring them to room 909 or call x77311.

**Extra Copies.** If you need an extra copy of a past issue of *Intercom*, it's available in room 908.



Delores Burton gives advice on climbing the career ladder.

## Career Tips *from page 1*

- Be accountable for your actions. Be responsible.
  - Be visible.
  - Learn as much as you can about the agency or the field of work you are seeking.
  - Become part of a networking or mentoring program.
  - Develop good communications skills. Know what and how to say what you mean and be aware of non-verbal communications skills.
  - Take initiative, be courteous and pleasant.
  - Learn to control your emotions. Learn when, where and to whom you can let go of your emotions.
- Other suggestions from Burton for getting ahead include:
- Write down your short-term and long-term goals.
  - Talk about your career with other people including spouses, children and parents.
  - Be realistic.
  - Always have an alternative plan.

Thanks to Diane Speed, Office of Public Affairs, for this report.

## Traveling Overseas?

Planning to travel abroad?  
Keep this number handy: (202) 647-5225.

It connects callers to the State Department's Citizen Emergency Center, which has prerecorded travel advisories 24 hours a day.

## WEL Program *continued from page 1*

interviews with three FAA executives, management readings, preparation of a program impact paper, a three-day "close-out" session and graduation.

The group gets a chance to meet each other during the the May 3-8 orientation session.

Those selected are:

**Aileen Arakawa**  
*Administrative Officer*  
*Western-Pacific Region*

**Christine Mangano**  
*Air Traffic Control Specialist*  
*New England Region*

**Concetta Cron**  
*Realty Specialist*  
*Alaskan Region*

**Frannette Manns**  
*Computer Programmer*  
*Technical Center*

**Kim Curry**  
*Air Traffic Control Specialist*  
*Central Region*

**Lisa Aveni**  
*Public Affairs Specialist*  
*Technical Center*

**Rosetta Francis-Robinson**  
*Personnel Staffing Specialist*  
*Southwest Region*

**Arlene Salac**  
*Public Affairs Specialist*  
*Southern Region*

**Sharon Jarvis**  
*Air Traffic Control Specialist*  
*Northwest Mountain Region*

**Denise Miller**  
*Special Assistant*  
*Washington Headquarters*

**Dawn Marie**  
*Aviation Safety Inspector*  
*Northwest Mountain Region*

**Nancy Montgomery**  
*Management and Program Analyst*  
*Washington Headquarters*

**Linda Brown-Williamson**  
*Enroute Flight Advisory Specialist*  
*Great Lakes Region*

**Gloria Snowden**  
*Management Analyst*  
*Washington Headquarters*

## Learning About Diversity

Interested in learning about diversity?

The winter 1991-92 edition of *The Bureaucrat: The Journal for Public Managers*, contains a forum on "Valuing Differences and Managing Diversity," including discussions on:

- "From Civil Rights to Valuing Differences"
- "The Challenge of Work Force 2000"
- "The Concept of Managing Diversity"
- "Categorized Work Force"
- "Tomorrow's Work Force: Today's Challenge"
- "Diversity in US Diplomacy"

A copy of the publication can be found in the FAA Headquarters Library on the ninth floor.

## Automating Payroll

*New System Means Accurate and Timely Pay*



Members of the FAA Headquarters ETAMS installation and training team conduct an on-site training class for FAAers in the Air Traffic organization. They are, left to right, Randy Ullom, senior software engineer, Computer Generation, Inc.; Claudia Day, education/training specialist, Computer Generation, Inc.; and Jack Rogers, national ETAMS coordinator, Payroll Systems Branch.

The Office of Accounting recently introduced a new automated system for entering time and attendance data at FAA Headquarters.

It promises to increase the accuracy and timeliness of employee pay.

Called the Electronic Time and Attendance Management System - ETAMS for short - it is an application software program that allows clerks to enter data directly into a personal computer or terminal, using screen displays to replicate the manual time and attendance form.

Some of ETAM's tangible benefits are:

- ➔ Elimination of amended time and attendance entries. Since the cutoff time for pay entries has been changed to Monday, pay information can be entered for work performed on the weekend.

- ➔ Saving data entry time for original and amended time and attendance cards - only exception data needs to be entered, such as, overtime, leave, etc.

- ➔ Reduction of overtime pay at the payroll center because payroll technicians no longer have to key in data from manual forms.

The system also eliminates many of the problems associated with the manual

data entry method, such as:

- ➔ Keying errors by scanner or payroll technicians.

- ➔ Lost or delayed records.

- ➔ Express mail costs.

- ➔ Errors caused by using on-screen editing capabilities.

Implementation of ETAMS in FAA Headquarters began in October 1991.

As of last month, a total of 184 time and attendance clerks were trained to use it and approximately one third of Headquarters organizations are now electronically transmitting data to the Atlanta payroll office.

Implementation and training for remaining organizations will continue through the fiscal year 1992.

ETAMS originated in FAA's Southern Region as a subsystem of the Air Traffic administrative management system. In 1989, it was installed in the 22 enroute control centers across the country with great success.

Currently included in the system are seven of the nine FAA regional offices, a U.S. Coast Guard facility, the Office of Accounting, the Office of Information Technology, and one facility in the DOT.

ETAMS currently serves more than 23,000 DOT employees each pay period.

## Savings Bond Campaign Kicks Off April 29

The Headquarters kickoff for the 1992 U.S. Savings Bond campaign will be held on *Wednesday, April 29*, in the lobby of the FAA building from 11:30 a.m. to 1 p.m.

The FAA Chorale, accompanied by the Day Care Center kids, will sing at the event.

Uncle Sam will also be on hand to discuss the importance of savings bonds.

A bake sale and magic show will be held.

The annual campaign drive, scheduled for *April 27 through May 27*, is being chaired by the Office of the Executive Director for System Operations.

Executive Director Joe Del Balzo is the area campaign chairperson.

Arnold Aquilano, Associate Administrator for Airway Facilities, is area campaign coordinator.

FAA acting Administrator Barry Harris is the agency's unit vice chairperson for the campaign.

Designated lead coordinators and more than 80 canvassers recently attended bond training sessions, where Del Balzo and Aquilano thanked them for participating in the campaign.

Vanessa Dixon, program coordinator, and Larry Felix, manager of the Office of Banking and Federal Markets of the Department of the Treasury, briefed the group on their roles and responsibilities as coordinators and canvassers.

Look for more details about the bond campaign in upcoming issues of *Intercom*.

**U.S. SAVINGS BONDS**  
THE GREAT AMERICAN INVESTMENT

## Flightplan

**Air Traffic Conference.** The Air Traffic Control Association is hosting a two-day technical conference on *Tuesday and Wednesday, May 5 and 6*, at the Westin Hotel, Seattle.

Topics of discussion include improving controller-pilot communications, infrastructure needs and international concerns.

Guest speakers will address advances and applications of new technologies, such as the global positioning satellite, data link, synthetic vision, and future avionics.

For more information contact Carol Newmaster, (703) 522-5717.

**TSP Briefing.** On *Tuesday, May 5*, there will be a briefing on the Thrift Savings Plan in FAA conference room 8ABC, from 10 a.m. to 12 noon.

Penny Moran, deputy director for Agency Liaison of the Thrift Savings Board, will provide an overview of the plan including information on contributions, interfund transfer, planned annuities and the loan program.

There will be space for approximately 100 employees.

Interested in attending? Call Ida Mack, AHR-140, x73881.

**Preparing for SES.** The Federal Women's Program Committee is sponsoring a seminar on "Preparing for the Senior Executive Service," on *Friday, May 15*, from 10 to 11:30 a.m. in FAA Headquarters conference room 9ABC.

Debbie Clough, Senior Executive Resource Staff manager, will open the seminar with a general discussion on how to prepare for the SES candidate development program.

A panel of SESers and candidate development program participants will provide tips on successful preparation for the SES, share experiences on personal career choices and field questions from the audience.

Others on the program include Lynn Osmus, director, Office of Civil Aviation Security Operations; William Behan, manager, System Plans and Programs, Air Traffic Requirements

Service; Lindy Ritz, deputy manager, FAA Logistics Center, Aeronautical Center; and Dorothy Berry, deputy associate administrator, Human Resource Management.

For more information, call Loretta McNeir, ACO-110, x79917.

**Military Aircraft.** The National Air and Space Museum is sponsoring a lecture by retired Air Force Lt. General William Earl Brown on *Thursday, May 21*, at 8 p.m., in the Langley Theater.

A veteran of Korea and Vietnam, Brown will talk about his cockpit experiences in the P-51, the F-15 and various other military aircraft.

**'Ideal Manager.'** Nominations are due by *Thursday, April 30*, for the second annual Sue Silverman Award.

The honor recognizes a Headquarters manager who represents the ideals of the late Sue Silverman - a former FAA employee who became division manager at 28, the youngest person in the agency to have reached that position.

The award, established by the Federal Women's Program Committee (FWPC), also recognizes exceptional contributions toward equal employment opportunity goals and the development of women in FAA.

Nominations can only be submitted through an active member of FWPC.

Nonmembers interested in making a nomination, should contact a committee member.

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For more information, contact Matt Asai, x77542.



U.S. Department of Transportation  
Federal Aviation Administration

# Headquarters Intercom

## Air Traffic's Best

### Six Facilities Win National Honors

Six FAA air traffic facilities have won national honors for their outstanding achievements in operational efficiency, communications, human relations, employee development, employee morale, resource management, professionalism and external relations.

The winners for the 1991 calendar year were narrowed down from 37 nominations in six categories.

Turn to page 3 for complete listing of the winning Air Traffic facilities.

## Moving On

### Busey to Leave DOT

DOT Deputy Secretary and former FAA Administrator James Busey has announced plans to leave the Department.

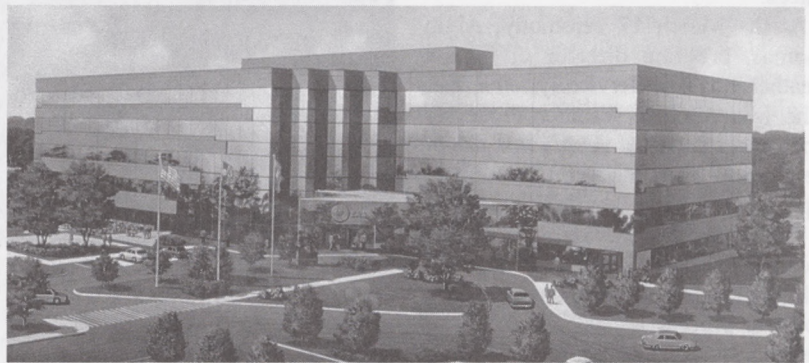
He will become president and chief executive officer of the Armed Forces Communications and Electronics Association on September 30.

The association is a worldwide ethical forum which exchanges information among military, government and industry professionals on communications, intelligence and information systems.

"Jim Busey's departure will be a personal loss to me and a loss of one of the Department's most dedicated leaders," said DOT Secretary Andrew Card.

"For the past three years at DOT and the FAA, and in his many years in the uniform, Jim has served with great distinction and has been the embodiment of a true public servant. I will

turn to Busey on page 2



### Southern Comfort

FAA's Southern Regional Office will sport a new home in 1993. The General Services Administration recently announced a contract award to construct a 211,138 square-foot building. Located adjacent to Atlanta-Hartsfield International Airport, the five-story structure will accommodate 1,400 employees. It includes a 400-seat auditorium, cafeteria, fitness center, credit union and parking spaces for more than 1,000 vehicles. A 6,000 square-foot child care center will be located near the building. Construction is slated to begin in June with 100% occupancy projected by November 1993.

## Faster Forecasts

### New Weather Data Network On Line

The FAA is getting to know Mother Nature a lot better with a new weather data network.

During a ceremony last month at the Salt Lake City Air Route Traffic Control Center, the agency marked the completion of the first phase of a new nationwide weather information and data gathering system.

It provides the most accurate weather information available to date for air traffic controllers.

The Salt Lake City facility was the last of 21 enroute centers to go on line with the system, called the Meteorologist Weather Processor.

It's also on the job at "central flow control" in Washington. The system is said to be the fastest, most complete real-time weather data network of its kind and is the first link to carry weather

services to the centers into the 21st century.

The new state-of-the-art system combines data from the National Weather Service, FAA radars and a satellite operated by Harris Corporation, the contractor providing the new system.

A constant stream of weather data and satellite imaging is fed via a communications satellite to weather ser-

turn to Weather on page 2

### EEO Counseling

Need to know how to report job discrimination or sexual harassment at FAA Headquarters?

Turn to page 4 for a complete listing of the Headquarters EEO counselors.

## State-of-the-Art Weather System *from page 1*

vice centers at each of the enroute facilities where forecasters provide up-to-the-minute information to controllers.

Pilots are provided both routine and hazardous weather conditions as they move along their routes. Controllers can then do a better job of routing aircraft around or over severe weather disturbances.

At the March 17 ceremony, Alvin Thomas, program director of FAA's Weather and Flight Service Systems, said, "The Meteorologist Weather Processor procurement is one of FAA's first use of the non-developmental item procurement approach.

"It represents effective cooperation between industry and government while utilizing Total Quality Management principles to process issues," according to Thomas.

FAAers involved in the new weather data network pinned the project's success on a "total team effort" throughout the agency.



Officials help cut a cake during the March 17 ceremony to mark the installation of the Meteorologist Weather Processor at the Salt Lake City center. Left to right: FAAers Donald Stadler and Alvin Thomas, National Weather Service's Thomas Potter, Northwest Mountain Regional Administrator Fred Isaacs, and Harris Corporation's Al Dukas.

## People

**Note of Appreciation.** Diane C. Ravenscroft, former manager in the FAA Headquarters Flight Standards organization, recently died after a 16-month battle with cancer.

Enrolled in FAA's leave sharing program, she received several months of annual leave.

In an open letter from her husband and two daughters, her family expressed Diane's desire to thank every employee who donated leave and provided continuous support through a difficult period.

In part, here is what they had to say.

"We want to thank all of you who were kind enough to donate leave to Diane. In addition to helping us ease the economic hardship, you provided Diane with a feeling of security and allowed her to maintain her sense of dignity and self-worth.

"We also want to express our appreciation to all of you who supported her in other significant ways. The cards, letters, flowers, and phone calls lifted

her spirits and let her know how much she was loved and missed. We strongly believe that this kept her going emotionally and provided her with the strength and courage she needed to continue her fight against cancer.

"On behalf of Diane and our entire family, please accept our thanks."

## Headquarters Intercom

May 5, 1992  
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## Busey *from page 1*

continue to rely on him heavily during the coming months."

Busey, the FAA's 11th Administrator, retired after a 37-year Navy career in 1989 to take over FAA's top spot.

He was sworn in as DOT Deputy Secretary last December.

**Missing Something?** Did you know that items lost in the building can be retrieved if they have been turned in to the building's management?

If you recently lost something, call Nat Mosby in the DOT Nassif Building, x64683.

Mosby's office keeps a list of lost items and holds them for 30 days. After that, they are turned over to the General Services Administration for disposal.

**Recycle It.** The white color of *Intercom* allows it to be recycled.

After reading the newsletter, make the extra effort to put it in one of the building's office recycling boxes.

## *Air Traffic Facilities of the Year*

The following facilities, with highlights of why they received national air traffic laurels, won in their respective categories.

### **Automated Flight Service Station**

*Grand Forks AFSS*  
Grand Forks, North Dakota  
Great Lakes Region

Grand Forks AFSS provided a total of 427,481 flight services without any operational errors or deviation. The average time a pilot had to wait for service was six seconds.

Facility personnel consistently maintained progressive employee development and human relations programs and have been actively involved with user and citizen organizations at the state and local level.

### **Flight Service Station**

*Grand Junction FSS*  
Grand Junction, Colorado  
Northwest Mountain Region

The Grand Junction FSS, operating with less than authorized staffing and using a minimum of overtime, provided more than 108,000 services, including 30,026 pilot weather briefings.

FAAers at the facility were very active in external affairs. They provided the Confederate Air Force and the U.S. Forest Service with tailored briefings for individual missions.

### **Air Traffic Control Tower, Level I-III**

*Danbury Air Traffic Control Tower*  
Danbury, Connecticut  
New England Region

Danbury tower, having a progressive operational error prevention program in place, has had no operational errors since its commissioning in 1973.

Facility employees have independently taken many training courses. A total of 776 hours of directed-study courses were completed by six facility members.

### **Air Traffic Control Tower, Level IV-V**

*Charlotte Air Traffic Control Tower*  
Charlotte, North Carolina  
Southern Region

Charlotte tower's efforts to increase airport efficiency while reducing operational errors were accomplished by developing procedures for better runway utilization which increased operations by 20%. While handling over 451,000 airport operations, delays were reduced by 16.9% and operational errors by 60%.

They received a commendation from Civil Rights for their efforts in recruiting minorities and women.

### **Air Route Traffic Control Center**

*Atlanta ARTCC*  
Hampton, Georgia  
Southern Region

Atlanta ARTCC reduced their operational errors by 31%, reduced delays into the Atlanta airport by 44% and Charlotte airport by 17%, and successfully handled 36 flight assists.

They conducted 16 pilot-controller forums and 90 facility tours totalling more than 820 people. They also developed a program to share operations information with 16 air carriers.

### **Special Accomplishment Award**

*Kansas City International  
Air Traffic Control Tower*  
Kansas City, Missouri  
Central Region

Kansas City tower provided quality, uninterrupted air traffic service under adverse conditions for a two-month period.

Due to an asbestos hazard, employees had to evacuate the facility and conduct airport operations from a mobile tower. Radar operations were controlled from the Kansas City enroute center. This exemplary effort, in concert with daily user briefings and twice-daily staff briefings, resulted in only a few user and controller complaints.

Regional award ceremonies will be held for FAAers at these facilities to honor them for their exceptional achievements and contributions.

## EEO Counselors

Reporting job discrimination or sexual harassment is easy at FAA Headquarters with 20 counselors trained to help.

An employee who believes he or she has been discriminated against because of race, color, religion, sex, national origin, age (40 years or older), physical or mental disability or reprisal must first consult with an Equal Employment Opportunity counselor within 30 calendar days of the matter, or if the complaint stems from a personnel action, within 30 calendar days of its effective date.

Here are the routing symbols and telephone numbers of the Headquarters EEO counselors.

Mary Jo Blount, AIR-110  
x79561  
Brian Calandine, AFS-250  
x79531  
Carmen Carrion, ASF-10  
x77067  
Warren Davis, ATP-216  
x79224  
Annette Eldridge, AHR-130  
x77189  
Patricia Haynes, ANR-120  
606-4614  
Suzanne Holloway, AOA-10  
x73852  
Ron Jennings, ASM-120  
x77911  
Ida Klepper, ARM-100  
x79688  
Valinda Lewis, AIA-100  
x73230  
Harkey Mayo, ASF-3  
x66433  
Marvin Morris, ATM-510  
x77899  
Lola Palmer, ASU-310  
x77690  
Helen Penn, ABU-220  
x76634  
Samuel Petitto, AIT-500  
x77444  
Delores Powers, AAM-120  
x61114  
Michael Scott, ATZ-320  
x77161  
Mike Smith, ARM-107  
x78738  
Kimberly Waiters, APN-100  
x78084  
Sheila White, AHR-130  
x77184

## Flightplan

**Preparing for SES.** The Federal Women's Program Committee is sponsoring a seminar on "Preparing for the Senior Executive Service," on *Friday, May 15*, from 10 to 11:30 a.m. in FAA Headquarters conference room 9ABC.

Debbie Clough, Senior Executive Resource Staff manager, will open the seminar with a general discussion on how to prepare for the SES candidate development program.

A panel of SESers and candidate development program participants will provide tips on successful preparation for the SES, share experiences on personal career choices and field questions from the audience.

Others on the program include Lynn Osmus, director, Office of Civil Aviation Security Operations; William Behan, manager, System Plans and Programs, Air Traffic Requirements Service; Lindy Ritz, deputy manager, FAA Logistics Center, Aeronautical Center; and Dorothy Berry, deputy associate administrator, Human Resource Management.

For more information, call Loretta McNeir, ACO-110, x79917.

**Get Involved.** The Headquarters Employee Participation Group (HEPG) meets on the *second Thursday* of each month in the "MOC" room on the 10th floor.

The next meeting is scheduled for *Thursday, May 14*.

Offices and services that would like to set up an HEPG committee or have a representative participate in the committee should contact Headquarters EPG chair David Cook, x78053, or co-chair Bob Cripe, x78211.

**All Aboard.** FAAers who qualify for the DOT's transit benefit can pick up \$21 Metrorail farecards or \$20 in Metrobus tokens during the second full week of the month at Headquarters.

The FAA office is located between the credit union and photocopy room on the fifth floor. It will be open *Monday through Friday, May 11-15*, from 9 a.m. to noon and from 1 to 3 p.m.

Those who miss picking up farecards or tokens at the FAA building, should go

to the Nassif building, room 2221, during the fourth full week of the month. That office is open *Monday through Friday, May 26-29*, from 9 a.m. to noon.

For more information, contact Bill Gieck, Accounting Systems Division, x78996.

**Coalition Meetings.** The National Black Coalition of Federal Aviation Employees will hold its next monthly meeting on *Tuesday, June 2*, from 12 noon to 1 p.m. in FAA conference room 8ABC.

**Volunteer Committee.** The FAA Volunteer Committee holds its monthly meetings the *second Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C.

Meetings are scheduled for the following *Tuesdays: May 12, June 9 and July 14*.

**TQM Meetings.** The FAA Headquarters Quality Network holds its monthly meetings from 2 to 3:30 p.m. in room 5AB the *first Tuesday* of every month.

The next meeting is scheduled for *Tuesday, June 2*.

For additional information contact Ted Criswell, x77925, or Carol Dieterle, x79129.

**FWPC Meetings.** Regular meetings of the Federal Women's Program Committee take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room. All FAA employees are invited to attend.

For more information contact Marcia Adams, x73488.

**FAA Managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings are on the following *Wednesdays: May 13 and June 10*.



U.S. Department of Transportation  
Federal Aviation Administration

# Headquarters Intercom



One of the new 85-foot commuter coaches that was recently unveiled by The Express at Union Station. The train seats a minimum of 470 passengers.

## Riding the Rail

### New Commuter Service to Begin this Summer

FAAers living in Northern Virginia will soon have another commuting option to make the daily trek to the Headquarters building.

The Virginia Railway Express - "The Express" for short - is Northern Virginia's new commuter rail which will provide connecting service from Manassas and Fredericksburg to the District of Columbia.

The Manassas line, scheduled to start service June 22, will operate east and west between Broad Run-Manassas Airport and Union Station. The Fredericksburg line, scheduled to begin operation on July 22, will travel north and south along the Potomac River between Fredericksburg and Union Station.

A total of 18 Virginia station locations are planned.

On the Manassas line, they include:

- ➔ Backlick Road, Springfield
  - ➔ Rolling Road, Burke
  - ➔ Burke Centre, Burke
  - ➔ Manassas Park, Manassas Park
  - ➔ Manassas, Manassas
  - ➔ Broad Run/Airport, Manassas
- Stations on the Fredericksburg line include:
- ➔ Franconia/Springfield Station, Springfield (scheduled to open 1994)
  - ➔ Lorton, Lorton

turn to Commuter Rail on page 5

### Airway Facilities Awards

The Associate Administrator for Airway Facilities has announced the National Sector of the Year Award winners for the 1991 fiscal year.

Turn to page 4 for complete listing of the winning sectors.

## Don't Shy Away DOT Secretary Likes to Talk to Employees

Funny things happen to DOT Secretary Andrew Card when he walks out of his office and approaches employees.

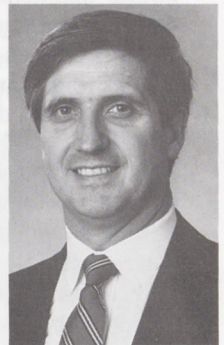
They often clam up and back up against the nearest wall.

A self-described "wanderer," the new DOT Secretary says he likes to talk to employees and find out what they do. That's his style.

During a recent meeting with Headquarters FAAers in the third-floor auditorium, Card urged agency workers to feel comfortable talking to him.

"I'm a great wanderer. I like to go out of my office and wander around the

turn to Card on page 4



Andrew Card

## Highlights

**Workplace Diversity.** The FAA has an official definition of workplace diversity. Find out more on page 6.

**Security Meetings.** The FAA recently held three public meetings on a proposed agency rule to require employment investigations and criminal history record checks for individuals with unescorted access to secured areas of U.S. airports.

The meetings were held in late April and early May in Los Angeles, Fort Worth and Washington, DC.

turn to Highlights on page 2

## Highlights *from page 1*

**Aircraft Deicing.** The FAA is sponsoring an international conference on aircraft ground deicing on *May 28 and 29*, to look for better ways to recognize and eliminate aircraft icing prior to takeoff.

It will be held at the Hyatt Regency at the Reston Town Center, Reston, VA.

Invited to the two-day conference are aircraft manufacturers, makers of deicing and anti-icing equipment, airport operators, universities and research institutions, government agencies, and airline maintenance, operations, and dispatch workers.

The conference aims to:

→ Bring about a better understanding of aircraft deicing and anti-icing issues.

→ Identify actions that should be taken before next winter.

→ Recommend action for improving current systems over the long term.

→ Identify creative or innovative potential approaches to the problem.

Conclusions reached at the conference will provide key guidance for FAA as it develops safer deicing procedures that will be implemented before next winter.

FAA is conducting an intensive six-month effort to adopt improved operations procedures.

"We will bring together experts from around the world to seek answers to a serious and continuing safety problem," acting FAA Administrator Barry Harris said. "We are looking for answers that will ensure continued safe operations in adverse icing conditions."

**New Airport Radar.** The FAA has ordered five highly precise radars that will make it possible for aircraft to make simultaneous approaches to parallel runways as close together as 2,500 feet.

Currently, simultaneous approaches are limited to parallel runways separated by at least 4,300 feet.

The agency awarded the contract to the Bendix Division of the Allied-Sig-

nal Aerospace Company for five precision runway monitoring radars. Maximum value of the contract is \$33.8 million.

The new radars will be installed initially at the Minneapolis-St. Paul, Memphis, Atlanta, Raleigh-Durham and Baltimore-Washington International airports. Delivery is scheduled to begin in late 1994.

Air traffic controllers at the airports will use the radar systems to make sure that aircraft making the parallel approaches stay safely aligned with their runways.

Prototypes of the new radar were evaluated at the Memphis and Raleigh-Durham airports and determined to have the accuracy necessary to allow the closer parallel approaches.

The contract provides for three additional units.

**Sharing Technology.** The FAA is working with NASA, the Department of Defense and aviation's academic community to do a better job of sharing technology among the groups.

A technology transfer session was recently held in Florida which zeroed in on simulation and artificial intelligence tools used in training.

FAA's Ray Kelly, one of the session's organizers, said the March meeting was "exploratory."

Kelly, of the Research and Development Service said, "The time is ripe for cooperation and sharing. 'Not invented here' and organizational territorialism are passe. Technology transfer and cooperation are the waves of the future."

The Daytona Beach meeting was also coordinated at the request of Air Traffic Program Management and aimed to improve the groups' "capabilities to ride those waves," Kelly said.

Also represented at the meeting were

the University of Houston and Embry-Riddle Aeronautical University.

The University of Houston, working under a cooperative research development agreement with NASA's Johnson Space Center, has done exten-



FAA's Ray Kelly talks about sharing technology at a special session with representatives of NASA, the Department of Defense, University of Houston and Embry-Riddle Aeronautical University.

sive research and product development in intelligent computer-aided training.

Embry-Riddle has recently signed a similar agreement with the FAA to set up a joint use facility to study training needs, platforms and techniques.

Embry-Riddle has already begun working with the FAA on training and display requirements for the Advanced Traffic Management System.

The one-day working session was followed by a day at the Naval Training Systems Command in Orlando for

### Headquarters Intercom

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**Diane Spitaliere**  
Editor

**Michael A. Malden**  
Art Director

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briefings and demonstrations of various simulation, intelligent tutoring and voice recognition tools developed and under development by the Navy.

Follow-up activities are planned.

For more information, contact Kelly, ARD-210, (202) 267-9853, or Bill Voss, ATZ-100, (202) 366-6573.

**Safer Airports.** Watch for the May issue of *FAA World* which highlights the jobs of 18 new federal security managers at domestic airports.

In addition to using their field positions to raise issues and recommendations to FAA's senior management, federal security managers also:

→ Give FAA's field organization a consistent voice and shorten the time it takes to get information back to Headquarters.

→ Represent regional security division managers and the Assistant Administrator for Civil Aviation Security's office on aviation security matters at the nation's most complex airports.

→ Identify and elevate issues of national concern for rapid resolution.

**FAA Items.** A sampling of FAA logo items, offered by the FAA Employees Association in Oklahoma City, will soon be displayed in the Headquarters lobby.

They will be accompanied by copies of the promotional catalog and current price list. FAAers interested in purchasing these items can also contact Larry Thompson, x78838.

**PFC Denied.** The FAA recently disapproved an application by the city of Austin to collect a passenger facility charge at Robert Mueller Airport due to "substantial, unresolved issues in connection with establishing the site for a new airport."

The Texas capital requested approval to collect the passenger fee in order to finance construction of a new airport.

DOT encouraged Austin to submit another application after a master planning study, a financial plan and a referendum on the new airport have been completed.

DOT Secretary Andrew Card, said, "This illustrates the fact that the Department and the FAA review passenger facility charge requests on a case-by-case basis."

Card also said that the action "in no way should be read as a rejection of Austin's plans for a new airport."

He pointed out that it would be premature to approve the application at this time "before certain issues have been resolved."

**Navigating Busy Airspace.** The FAA is expanding a program to help private pilots navigate safely in airspace near busy airports.

The program, called Terminal VFR Routes, will provide pilots who fly under visual flight rules (VFR) with specific route information that will help them avoid unintentional entry into controlled airspace, such as terminal control areas, airport radar service areas, and airport traffic areas.

"This program takes the guesswork out of flying near restricted airspace by charting specific routes that a VFR pilot can fly rather than telling the pilot where not to fly," said acting FAA Administrator Barry Harris.

Under the program, which was proposed by the Aircraft Owners and Pilots Association, special charts will show arrival and departure routes that do not pass through controlled airspace for each small airport in the area. They will also show routes through uncontrolled airspace to other airports in the area and the altitude a pilot should maintain in order to fly above or below controlled airspace.

The concept was evaluated in the Los Angeles area in 1988 and 1989 and VFR routes are now being developed for the San Diego and San Francisco-Oakland areas. Development will begin soon on similar routes for Salt Lake City, the Washington, DC-Baltimore area, Tampa, Orlando, Chicago and Phoenix.

**Special Controller.** An air traffic controller was recently honored for "outstanding devotion to the flying public."

Bob Means, a former school teacher and a 30-year veteran of the Indianapolis enroute center, received the recognition from Phil Boyer, president of the Aircraft Owners and Pilots Association.

In making the association's President's Citation award to Means, Boyer said, the controller's "attitude toward his work is beyond our experience in decades of flying. This kind of performance should serve as an example for all controllers working air traffic today."

Boyer cited the controller for "embodying everything any general aviation pilot could hope for" after Means



Indiana controller Bob Means, left, accepts President's Citation from AOPA's Phil Boyer.

worked a portion of Boyer's flight from Phoenix to Frederick, MD, the association's headquarters.

The controller cheerfully engaged aircraft with unsolicited offers of assistance, routing data, suggestions and weather reports.

"We realized in the air we had, by chance, been dealing with someone really special and in the name of the great controllers out there, we want Bob Means to accept this honor for a job well done," Boyer said during the presentation before 400 pilots attending a Indiana Aviation Council dinner.

Means has also been honored by Federal Express and recently assisted an airliner to a safe landing after an engine failure.

## Airway Facilities Accolades

### Jacksonville, Houston, Atlanta Sectors Take '91 Honors

Airway Facilities sectors in Jacksonville, Houston, and Atlanta, have been named National Sector of the Year Award winners for the 1991 fiscal year.

They were selected from a group of regional winners in two categories - General National Airspace System (GNAS) and Air Route Traffic Control Center (ARTCC) - that exhibited the highest achievement in facility performance, human resource management and general programs.



Representing Southern Region in the national competition, Jacksonville and Atlanta won in the GNAS category. Atlanta was a second-time winner, having won the award in the 1989 fiscal year.

Houston, representing the Southwest Region, won for the best ARTCC sector.

The top regional sectors from which they were selected are:

#### General National Airspace System Sectors

- North Alaska (Fairbanks), Alaskan Region
- Des Moines, Central Region
- Empire (Syracuse), Eastern Region
- Minnesota (Minneapolis), Great Lakes Region
- Boston, New England Region
- Denver, Northwest Mountain Region
- Phoenix, Western-Pacific Region

#### Air Route Traffic Control Center Sectors

- Anchorage, Alaskan Region
- Washington (Leesburg), Eastern Region
- Minneapolis, Great Lakes Region
- Seattle, Northwest Mountain Region
- Houston, Southwest Region
- Oakland, Western-Pacific Region

## Card *from page 1*

halls," Card told the audience.

"I've noticed that far too many times everyone slams against the bulkhead and shuts up. I like to go over, shake a hand and look someone in the eye and ask them what they're doing because I'm really interested," Card told FAAers.

The DOT Secretary says he doesn't want to hear rumors, but wants to know how things can be done better.

### **'Don't run into the bulkhead. Talk to me.'**

Andrew Card  
DOT Secretary

"Tell me about them. You're not breaking the rules by doing that and I will respect the chain of command. I want to make things better," Card said.

"If you're happy, chances are the job is getting done a little bit better. If you're not happy, chances are the job might not be getting done as well as it should be," he said.

So the next time an FAA or DOT worker sees him walking down a corridor, the Secretary has this advice - "Don't run into the bulkhead. Talk to me."

For those who don't see him personally, Card urged them to write him a note or even call his office about their concerns.

During the April 15 session with FAAers, which included questions from the audience, Card praised the agency and the work FAAers do.

"People are very proud to say they work at the FAA," he said. "There's something special about the FAA."

He mentioned one of the tests he imposes on himself is to ask this question: "Do you sleep well at night?"

"Chances are that if you sleep well at night you've done a good job during the day. That's a real test and the fact that you do sleep well at night means that passengers sleep well at night," Card said.

He also again emphasized that safety is his number one priority and ethics is his guide.

## Commuter Rail

from page 1

- ➔ Woodbridge, Woodbridge
- ➔ Rippon, Woodbridge
- ➔ Quantico, Quantico
- ➔ Brooke, Stafford
- ➔ Leeland Road, Falmouth
- ➔ Fredericksburg, Fredericksburg

Destination stations include Alexandria, Alexandria; Crystal City, Arlington; and L'Enfant and Union Stations in Washington, DC. All are in close walking distance to Metrorail. The L'Enfant stop is across the street from the FAA Headquarters building.

Initial service will provide four roundtrips on each line Monday through Friday, with inbound service during the morning rush period and outbound service in the evening rush.

Service will operate at approximately one-half hour intervals to accommodate work starts between 7 and 9 a.m. and workday finishes between 4:30 and 6:30 p.m.

Three types of fare tickets will be offered - single, 10-trip and monthly.

The monthly ticket will be discounted approximately 30% off the cost of a month's worth of single rides and the 10-trip ticket will be discounted 15% off the cost of 10 single rides. For example, a single-ride ticket from Manassas to L'Enfant Station would cost \$4.90, while a 10-trip ticket for that same commute would cost \$41.75.

Fares are distance-based and deter-

mined by the number of fare zones traveled by a passenger.

Tickets can be purchased through ticket vending machines located on station platforms. They can also be purchased from curbside vendors at stations, through affiliated retail outlets, by telephone and by mail.

Tickets will *not* be sold on trains operated by The Express.

Ridership projections predict 4,500 daily roundtrip passengers after one full year of operation.

The system is expected to remove the equivalent of a full lane of rush-hour traffic from Northern Virginia's crowded commuter corridors.

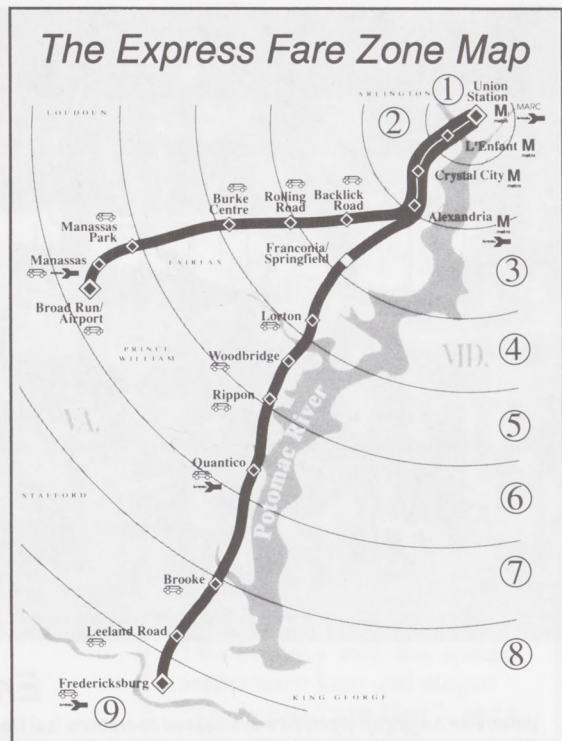
When service starts, eight trains will be utilized. Each train seats at least 470 passengers.

Each station will be fully accessible to people with disabilities. Mobile lifts at each station will enable train employees to assist them on and off trains.

The Express is a transportation partnership of the Northern Virginia Commission, the Potomac and Rappahannock Transportation Commission and the citizens of Virginia. It uses tracks and facili-

ties owned by four existing railroads: Amtrak, Conrail, Norfolk Southern Railway and Richmond, Fredericksburg and Potomac Railway.

Need more information? Call The Express' Train Rider's Automated Customer Service system on (703) 497-7777. A self-serve customer service center, the system provides rider information 24 hours a day with any touch tone phone. Rotary phones may be used during normal business hours.



## Kicking Off the Bond Campaign

Acting FAA Deputy Administrator Joe Del Balzo kicked off the 1992 Savings Bond Campaign at an FAA Headquarters event that had something for everyone. In addition to a Treasury Department official pointing out the benefits of savings bonds, a clown performed magic tricks for the Day Care Center kids and the FAA Chorale sang for the group.

At FAA Headquarters, the campaign runs from April 27 through May 27.

In a letter to all employees, acting FAA Administrator Barry Harris encouraged FAAers to "use this month to learn about the benefits of bonds, start savings programs, or increase current allotments."



## End of An Era

When Pan American World Airways ceased operations last December after 64 years, a unique American aviation era ended. Terry Kraus, a member of FAA's history staff, chronicles the rise and fall of Pan Am in the May issue of *FAA World*.

In its early years, Pan Am was an innovator and inaugurated just about every new type of aircraft. This photo shows a Pan Am Boeing Stratocruiser 377 being rolled out of a hangar. The 72-ton plane, built in 1949, was heralded as the most comfortable production airliner of its time. It was divided into two decks. The lower portion was fitted with a lounge and the remaining space was divided into two large cargo compartments. The main passenger deck had seating and sleeping accommodations for from 50 to 70 passengers. Boeing built 56 of the aircraft.

## Workplace Diversity

### FAA's Vision and Strategy

Here is the FAA's definition of workplace diversity along with its vision and strategy.

#### Definition

*Diversity in the Federal Aviation Administration is valuing, using and managing the differences that individuals bring to the workplace.*

#### Vision

*The Federal Aviation Administration is committed to valuing and managing the differences that individuals bring to the workplace to provide the agency a richer, broader perspective with sweeping implications for the future of world aviation.*

#### Strategy

*Our strategy insures that all individuals have the fullest opportunity to remain and grow within the Federal Aviation Administration.*

#### Diversity includes you!

Send ideas on diversity to David Benton, Diversity Manager, Staffing Policy Division, APN-200.

## FYI . . .

**Extra Copies.** If you need an extra copy of a past issue of *Intercom*, it's available in room 908.

**Right Number?** At FAA Headquarters, the *Intercom* is distributed on an "all employee count" basis.

This means that each employee should receive one copy.

If your office is not receiving the proper number of newsletters, it may not be getting the right number of other mailings.

Contact *Bernida Williams*, AIT-410, x78735, or the distribution representative for your office or service to update your organization's distribution.

**Recycle It.** The white color of *Intercom* allows it to be recycled.

After reading the newsletter, make the extra effort to put it in one of the building's office recycling boxes.

## Settling Up With Diners Club

### *Failure to Pay Could Result in Card Cancellation*

FAAers are reminded that failure to settle up outstanding Diners Club accounts within 90 days could result in card cancellation.

Once a card is suspended, revoked or cancelled, travel advances are limited to meals, incidental and out-of-pocket expenses.

Travelers have 25 days from the billing date to pay Diners Club.

FAAers wishing to dispute a claim, should contact Diners Club on 1-800-525-5289 and have the following information available.

- ➔ name and account number
- ➔ reference number of the disputed charge
- ➔ where the charge was incurred
- ➔ amount of charge
- ➔ statement date
- ➔ circumstances surrounding the charge

Diners Club cards are for official use only and misuse could result in disciplinary action. FAAers who have their card cancelled will be subject to a credit check prior to being eligible for another card.

## Golden Anniversary

### *Memphis Control Center Marks 50th Birthday*

The Memphis Air Route Traffic Control Center, the ninth busiest of FAA's 23 route facilities, celebrated its 50th anniversary on April 22.

At a special ceremony marking the event, Bill Pollard, Associate Administrator for Air Traffic, reminisced about his days at the center.

Pollard, the keynote speaker, started his air traffic career at Memphis in 1964.

"When I look back at my career and values that guide me in my professional and personal life," Pollard said, "I realize that those values were created and nurtured in this very facility."

Pollard, who describes himself as an advocate for 27,000 Air Traffic employees added, "I try to be impartial. However, I have a special place in my heart for the people who built and sustain the outstanding reputation that this facility possesses."

The Memphis center has been selected as the national enroute facility of the year in 1968, 1976, 1986 and 1990.

The Airway Facilities sector has been recognized as the national sector of the year in 1977 and the regional sector of the year in 1986.

The original Memphis Airway Traffic

Control Center, commissioned January 15, 1942, was located in the old terminal building at Memphis Municipal Airport.

The first direct controller-pilot radio communications occurred in 1949. The Memphis long-range radar site was available in 1958 and the first remote radar site in Nashville was received in 1961.

A year later, the center moved to its current location.

During the past half-century, the center's original work force of 26 controllers has grown today to more than 485 Air Traffic employees and 89 Airway Facilities FAAers and 38 contractors.

The Memphis center controls traffic in airspace covering about 120,000 square miles. In 1991, it ranked ninth in the nation handling more than 1.8 million operations during the year. In 1962, by contrast, the center handled 335,000 operations.

Its coverage area has 17 control towers and 11 flight service stations.

Providing assistance to pilots in the Memphis center's airway system are 13 VHF omnidirectional ranges, 24 VHF omnidirectional ranges with tactical air navigation and five tactical air navigation systems.

## Birthday Celebration



The DOT is celebrating its 25th birthday with this special anniversary logo and slogan - "The Future Starts Here" - and a ceremony on the Mall.

The DOT officially turned 25 on April 1 and today it is the sixth largest cabinet agency with more than 107,000 employees around the world.

All employees are invited to an anniversary celebration on *Tuesday, May 12* from 11 a.m. to 2 p.m. on the Mall.

Watch for a 25th anniversary booklet in the May issue of *DOT Today*.

## Travel Orders

### *Take Them With You*

Travelling on government business? It's a good idea to take your travel orders with you, advises the General Services Administration (GSA).

Some airlines are requesting that employees, travelling on official government business, present a copy of their travel orders in order to verify that they are on official travel.

GSA advised the Office of Accounting that this requirement is in accordance with the city pairs contract.

## Flightplan

**Kids Clothing.** The DOT Volunteer Committee is sponsoring a children's recycled clothing, toy and book sale at the DOT Plaza, on *Thursday, May 14*, from 11 a.m. to 2 p.m.

Proceeds will go to Hine Junior High School, the Southwest Senior Citizen Center and other charitable organizations in the Washington area.

For more information, call Denise Davis, x79840.



**Military Aircraft.** The National Air and Space Museum is sponsoring a lecture by retired Air Force Lt. General William Earl Brown on *Thursday, May 21*, at 8 p.m., in the Langley Theater.

A veteran of Korea and Vietnam, Brown will talk about his cockpit experiences in the P-51, the F-15 and various other military aircraft.

**Trekkies Delight.** A major exhibit that examines the "Star Trek" television series of the 1960s runs *through September 7*, at the National Air and Space Museum.

The "Star Trek" retrospective focuses on the historical, political, social and cultural issues and themes that were incorporated into weekly episodes.

**Coalition Meetings.** The National Black Coalition of Federal Aviation Employees will hold its next monthly meeting on *Tuesday, June 2*, from 12 noon to 1 p.m. in FAA conference room 8ABC.

**Volunteer Committee.** The FAA Volunteer Committee holds its monthly meetings the *second Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C.

Meetings are scheduled for the following *Tuesdays: June 9, July 14 and August 11.*

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All members are urged to attend and

## Healthbeat

**Health Tips.** In an effort to increase employee health awareness, the staff at the FAA clinic offers FAAers the following tips.



➔ Use daily activities to increase physical fitness. Climb stairs instead of using elevators, walk instead of taking a short drive and increase physical work around the house.

➔ Stop smoking. Cigarette smok-

ing is the largest preventable cause of

illness. It is a major cause of heart, cancer and lung disease.

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**Wednesday Deadline.** *Headquarters Intercom* is published weekly. The deadline for items is *no later than 11 a.m. every Wednesday* for inclusion in the following issue.

But don't wait until the last minute. Get items in as soon as possible.

Bring them to room 909-B or call x77311.

➔ Join the Headquarters walkers. They continue to meet *Tuesdays and Thursday* at 2:30 p.m. in the lobby to take a two-mile walk around the FAA Headquarters building.

➔ Eat healthy meals. Proper nutrition, exercise and lifestyle modifications are solutions to obesity.

➔ Take time out to have your blood pressure checked at the FAA clinic. High blood pressure can lead to heart attack, stroke and kidney disease.

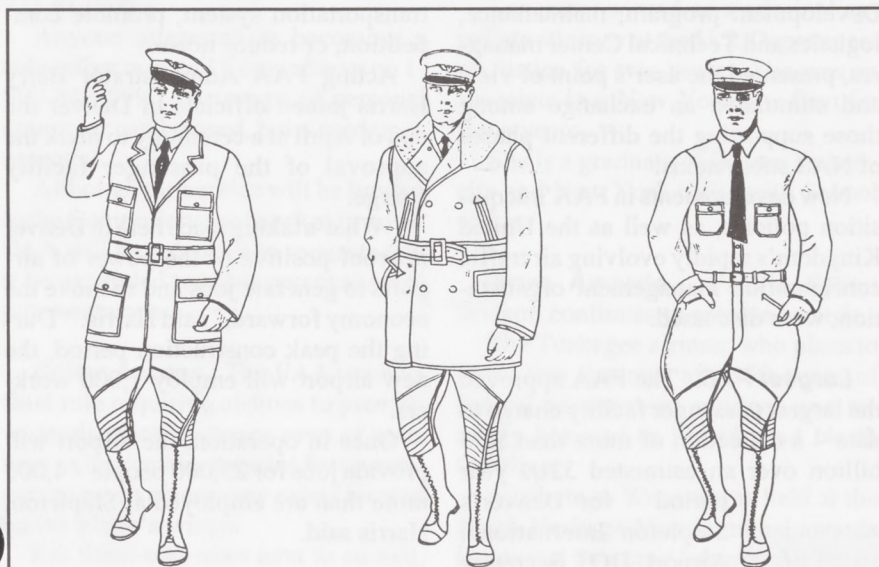
➔ Decrease heart disease by weight control, exercise and annual physical examinations.

For further information, call the clinic on x73406.



U.S. Department of Transportation  
Federal Aviation Administration

# Headquarters Intercom



Moderate Weather Outfit

Cold Weather Outfit

Hot Weather Outfit

## Those Were the Days

FAA Airway Facilities technicians have come a long way since aviation's early days. Back in 1929, they were called airway mechanics and worked for the Lighthouse Service of the Department of Commerce. They wore three different military-style uniforms, all olive drab in color, depending on the climate. Caps, including a fur hat for extreme cold weather, topped off the dress. These drawings of the old uniforms are from a poster that surfaced several years ago when a now-retired FAAer found it while cleaning out an attic.

## Helping the Economy

### DOT Completes Regulatory Review

To help the nation's economy, DOT Secretary Andrew Card has identified more than 300 administrative and legislative changes in DOT regulations.

The secretary's announcement followed a 90-day, government-wide moratorium on regulatory action ordered by President Bush.

The Department responded by carrying out a comprehensive review of existing DOT regulations to identify those which may unduly burden the economy.

"The moratorium was an opportunity for us to conduct a thorough review of our

regulations," said Card. "Our review will lead to less paperwork, cancellation of obsolete regulations, and fewer regulatory burdens on the transportation industry. Less money spent for unnecessary regulatory compliance means lower prices for consumers, and more money in the American economy that creates real jobs."

While DOT was conducting its own review, a notice was published in the *Federal Register* asking for public comment to identify DOT regulations that might impede economic growth, be no

turn to **Economy** on page 5

## SOARing Into the Future

### 15 Candidates Selected for Management Positions

Fifteen FAAers, including 13 women, have been selected for GM-15 positions located throughout the System Development organization (AXD).

The candidates were picked through the System Advancement and Recognition (SOAR) program.

Of the 149 applicants, 64 made the best qualified list.

Five candidates were then selected in each of the three AXD organizations - FAA Technical Center in Atlantic City and NAS Development and System Engineering and Development, both at Washington Headquarters.

turn to **SOAR** on page 6

## Secretarial Odes

### FAAers Take Top Honors in DOT Essay Contest

For the second consecutive year, FAAers took top honors in the DOT-wide secretarial essay contest.

Connie Coleman-Lacadie, of the Civil Aviation Security Division in the Northwest Mountain Region, was the first place winner. She received a plaque and a \$100 savings bond.

turn to **Winners** on page 5

### Eliminating Sexual Harassment

All FAA supervisors have a responsibility to eliminate any form of sexual harassment in the workplace.

Turn to page 7 for advice on supporting the agency's policy against sexual harassment.

## Highlights

**On the Air.** It's easy to get an announcement on DOT's new TV-TEN.

Just fill out a special broadcast request form, get it signed by a supervisor and submit it to Patty Fogarty, the new service's editor.

The forms are available in the DOT and FAA Offices of Public Affairs.

For more information, contact Fogarty at the DOT Office of Media Relations and Special Projects, A-20, x65564, fax x65583.

FAAers can watch the Transportation Employee Network on several monitors in the FAA Headquarters, Nassif and Coast Guard buildings.

**Configuration Management.** The 1992 Annual Configuration Management Conference, held recently in Alexandria, VA, drew more than 150 FAAers and contract employees.



*Engineering and Configuration Management Division Manager Alice Wong introduces keynote speaker Associate Administrator for System Engineering and Development Marty Pozesky at the Annual Configuration Management Conference.*

This year's theme, "Acquisition Configuration Management: Management Tool for System Development and Transition," was stressed by keynote speaker Marty Pozesky, Associate Administrator for System Engineering and Development.

He spoke of the "vital role configuration management plays in meeting agency objectives for the National Airspace System."

Sponsored by the National Airspace

System Engineering Configuration Management Branch, ASE-620, the conference presented configuration management from the "textbook" and "real world" perspectives, underscoring the need for ongoing adaptation of configuration management policy and procedures to a rapidly changing acquisition environment.

Panel discussions, featuring NAS Development program, maintenance, logistics and Technical Center managers, presented the user's point of view and stimulated an exchange among those supporting the different phases of NAS subsystems.

New developments in FAA's acquisition policies, as well as the United Kingdom's rapidly evolving air traffic configuration management organization, were discussed.

**Largest PFC.** The FAA approved the largest passenger facility charge to date - a collection of more than \$2.3 billion over an estimated 32 1/2 year period - for Denver's Stapleton International Airport, DOT Secretary Andrew Card has announced.

Proceeds from the \$3 passenger fee, which goes into effect July 1, will be used to fund eligible projects at the new airport that the city and county of Denver is building to replace Stapleton.

The approved projects include construction of five runways and relocation of utilities, including pipelines, powerlines, and microwave towers.

Major, secondary and access roadways will be built, as well as an automated ground transportation system to move passengers and baggage between the terminal and concourse.

Other projects include the lighting, signing, marking and grooving of the runways and the installation of taxiways and perimeter fencing.

The estimated date of initial occu-

pancy for the new airport is October 31, 1993.

The charge will be imposed on departing passengers, including those making connecting flights. No more than four such fees can be collected from one passenger on a round trip.

Funds from the passenger charge must be used to enhance the capacity, safety, or security of the national air transportation system, promote competition, or reduce noise.

Acting FAA Administrator Barry Harris joined officials in Denver the end of April at a ceremony to mark the approval of the passenger facility charge.

"What's taking place here in Denver is proof-positive of the power of airports to generate jobs and to move the economy forward," said Harris. "During the peak construction period, the new airport will employ 7,000 workers."

Once in operation, the airport will provide jobs for 25,000 people - 4,000 more than are employed at Stapleton, Harris said.

**Computer Networking.** FAA's Flight Standards Service is opening a direct line to the aviation community to answer questions about the agency's regulations and procedures.

The initial exchange, which is intended to promote greater compliance with FAA's safety standards and a better understanding of what the agency does, will be available on the aviation forum of the CompuServe personal computer network.

Members of the forum - CompuServe users interested in aviation - will type questions into their computers and, using a modem, send them to a computer in the Washington Flight Standards office.

The answers, which will be transmitted in the same way, will be provided by Rick Cremer, aviation safety inspector, working with other members of the FAA staff in Washington and around the country.

Cremer will research and provide answers to questions in such areas as airman certification, airline certifica-

tion, FAA regulations and the regulatory process, air traffic procedures, aircraft operating requirements and approach procedures.

He will *not* be able to answer questions on conflicts between an individual or a company and the FAA.

He can be reached by joining CompuServe's Aviation Forum (GO AVSIG) and leaving a message at 72130,3305.

Anyone interested in becoming a subscriber may call CompuServe on 1-800-848-8990. Any type of personal computer can be used, but a modem is essential.

Although the service will be limited to the CompuServe network at first, the FAA will be receptive to requests that it be expanded to other personal computer networks.

**Better Access.** The FAA issued a final rule requiring airlines to provide wider distances between rows of seats near exits to make it easier for passengers to reach emergency exits located on the plane's wings.

For three-seat rows next to an exit, the final rule requires a clear path 20 inches wide between the rows. For a two-seat exit, it requires a 10-inch path.

As an alternative, if the seat nearest to the exit is removed, the rule calls for two paths six inches wide in front of and behind the row of seats adjacent to the exit.

The modifications, which have to be in place within six months of the effective date of the rule, apply to all airline aircraft with 60 or more passenger seats. There are, however, provisions to extend compliance times or modify requirements for aircraft fleet sizes or configurations that are unusual.

"Today's action represents another step in our continuing efforts to enhance cabin safety and increase the chances of survival in accidents," said acting FAA Administrator Barry Harris.

**New Deputy GC.** DOT Secretary Andrew Card has named Shelley Longmuir as new deputy general counsel at the DOT.

Longmuir held various senior positions at the U.S. Department of Housing and Urban Development (HUD) from 1989 to the present.

Serving as counselor to the secretary at HUD since 1991, Longmuir was senior policy and legal advisor in charge of reviewing issues relating to development and implementation of national housing programs.

Longmuir served as a criminal appellate attorney at the U.S. Department of Justice for two years. She was an associate in a New York law firm for three years.

She is a graduate of Brown University and New York University School of Law.

**More Awards.** FAA's Spann Watson continues to receive awards.

The Tuskegee airman, who plans to retire this summer after 50 years of federal government service, was recently honored in Florida and North Carolina.

A tribute to Watson was held at the Black Heritage Month annual awards banquet at Seymour Johnson Air Force Base in Goldsboro, NC, and the base newspaper highlighted his career.

Watson was also praised at a "Blacks in Aviation" dinner hosted by Miami International Airport.

Watson, who traced the history of blacks in aviation for his audience at the events, also encouraged young blacks to seek aviation careers.

"Don't let anything or anybody stop you because the road is open," Watson said. "It's a long way to glory but we've come a long way baby."

Watson, 75, works in the office of Air Traffic System Management, Washington Headquarters.

His retirement dinner dance has been planned for *Saturday, August 8*, at the Bolling Air Force Base Officers' Club, beginning at 6 p.m.

Cost is \$35 a person and may be mailed to the Spann Watson Retirement Committee, 301 G Street, SW, Apt. 829, Washington, DC 20024 (202) 554-3905.

Reservations should be made by *Monday, June 8*.

For more information, contact these FAAers: Marcia Adams, x73488; Bill Byberg, x79362; Mel Cooper, x73788; Dennis Jackson, x77635 or Quentin Taylor, x78738.

**'Follow the River.'** Two USAir commuter pilots recently came to the aid of a 19-year-old novice pilot who was lost in snow and clouds in the Albany, NY, area.

Commuter pilots Dick Crossett and Ed Farley were preparing to land at Albany County Airport when they heard pleas for help from pilot trainee Jim Staunton. They immediately obtained permission from Albany air traffic controllers to divert their flight and found Staunton's single engine Cessna 152. They proceeded to guide it to safety.

The young pilot, on a solo training flight, was on his way from Albany to Bridgeport, CT, when he lost his bearings in bad weather.

Because he was flying too low, his distress messages did not reach their intended destination - a nearby airport, just north of Albany.

After Crossett and Farley found Staunton between Albany and New York City, they gave him instructions for finding the Hudson River and told him to follow the river north to Albany.

All air traffic control instructions were relayed through the USAir commuter pilots.

## Headquarters Intercom

May 19, 1992  
No. 92-19

**Diane Spitaliere**  
Editor

**Michael A. Malden**  
Art Director

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The Federal Aviation Administration  
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Washington, DC 20591  
(202) 267-7311

## Star Spangled Investment Bond Campaign Continues

The 1992 U.S. Savings Bond Campaign, with the theme "We all share a dream - the American dream," continues through May 27.

Lead coordinators in each organization can direct employees to local canvassers who can provide information on how to start a savings plan for bonds or increase an existing allotment.

Look for bond campaign results in a future edition of *Intercom*.



**U.S. SAVINGS BONDS**  
THE GREAT AMERICAN INVESTMENT



The Headquarters Compliance and Enforcement Inspection Team, left to right: Eleanor Eilenberg, Sandra Zywockarte, Carolyn Hammond, Beverly Collins, Diane Wood, Ralph Timmons, Victoria Ross and James Randford.

## Drug-Free Skies

### Headquarters Compliance and Enforcement Inspection Team Recognized by Federal Air Surgeon

Aviation Medicine's compliance and enforcement team at Headquarters was recently honored for developing the new compliance inspection process for the agency's anti-drug regulation.

The group, who received a special achievement award from Federal Air Surgeon Dr. Jon Jordan, was also lauded for doubling fiscal year 1991's aviation inspection goals.

The team, along with inspectors in each of the nine regional Aviation Medical Divisions, is responsible for monitoring and enforcing the aviation industry's compliance with FAA's anti-drug regulation.

They conduct on-site inspections to make sure that FAA-mandated programs are being performed in accordance with agency regulations. Inspectors are also responsible for preparing corrective and enforcement actions resulting from the inspections.

The three-year-old regulation requires that select aviation and aviation-related employers implement a program of drug testing for employees performing flightcrew, flight attendant and maintenance or preventive maintenance duties, and other safety and security sensitive functions.

All inspectors receive comprehensive training on the agency's anti-drug regulations and programs. Inspector training, specifically tailored for the industry anti-drug compliance and enforcement program, will soon be available at the FAA Academy in Oklahoma City.

## Wednesday Wednesday Wednesday

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Bring them to room 909-B or call x77311.

## Wednesday Wednesday Wednesday

## DOT Helps the Economy *continued from page 1*

onger necessary, or be too burdensome or costly.

More than 320 comments were submitted and reviewed.

The review generated regulatory actions that were divided into four categories.

→ **High priority administrative action** - those that the Department can make through rulemaking or other administrative processes that will have a substantial impact on the economy. There are 21 items in this category.

→ **Legislative actions** - those that require action by Congress. There are four items in this category.

→ **Important action items** - these actions will be taken as soon as possible because they will have a positive impact on the economy. There are 61 items in this category.

→ **Other action items** - this category includes all other actions encompassing rules that will be modified to make paperwork requirement changes, be revoked because they are obsolete or redundant and otherwise amended or clarified.

The Department has already taken action on a number of items in its review in order to remove regulatory burdens and stimulate the economy as soon as possible. Those effecting the aviation industry include:

→ **Openskies agreement.** The United States is exploring "open skies" aviation agreements with all European countries willing to allow U.S. airlines free access to their markets. These agreements would be designed to create a more market-oriented international aviation environment free of undue government intervention. DOT estimates that this initiative could result annually in about \$120.4 million in benefits from an agreement with Netherlands alone. Benefits could reach \$1.2 billion annually if other countries participate in the agreement.

→ **Airport security.** Airports are required to adopt and carry out a security program approved by the FAA. The FAA has issued guidance to provide more flexibility for airports without decreasing safety by permitting them to focus the installation of costly, high-technology

security systems in the most critical areas. Many of the 186 smaller and medium-sized airports should be able to take advantage of this new guidance.

→ **Harmonization of aircraft standards.** The differences between U.S. and international requirements for aircraft operation, maintenance, design and construction impose a heavy burden on U.S. manufacturers and operators. Creating common international standards could save U.S. industry up to \$1 billion annually.

→ **Public air charters.** The Department would propose simplified registration and financial procedures and would allow use of credit cards for payment. This would remove unnecessary burdens on consumers, charter operators and airlines and promote more competition and opportunities for low-cost air travel while updating and simplifying the rules' consumer protection provisions.

→ **Electronic filing of foreign air carrier tariffs.** Allowing cargo tariffs of foreign carriers to be filed electronically, as is allowed for passenger tariffs, instead of paper, will save \$3 million a year.

→ **Flight simulator training.** Removal of regulatory constraints on simulator technology would advance its development and produce safety benefits through improved training for pilots. Savings to industry would exceed \$400,000 annually.

→ **"Primary Category" aircraft certification.** The FAA would propose a new "primary category" of certification that would eliminate costly parts of the current certification process and permit some owners to perform some maintenance and inspection on their own aircraft. While safe to fly, these aircraft would be less expensive to manufacture, buy and maintain. Savings to the industry would reach \$1 million for each new aircraft design, with continuing savings to individual owners who would have reduced maintenance costs.

→ **Helicopter noise certification.** The FAA would propose an alternative, optional noise certification procedure for light helicopters. It would be less costly to conduct but involve more stringent

noise standards. The change would save about \$2.9 million a year.

→ **Aircraft transponders.** Allowing private aircraft owners and operators to phase in the newer "Mode S" transponders would reduce burdens on general aviation. This change is particularly important to the general aviation industry.

In addition to these items, the regulatory review process continues. Other potential changes are under consideration by the Department and further announcements are anticipated.

The public will have the opportunity to comment on every proposed administrative action through the normal rulemaking process. The Department, over the next few months, will issue notices in the *Federal Register* to implement the changes.

## Winners *from page 1*

*Misty King*, of the Human Resource Management Division in Southwest Region, came in third. She received a plaque.

Coleman-Lacadie and King were among seven FAAers who made the 10 semi-finalists in the annual event sponsored by the DOT Federal Women's Program Managers Intra-Departmental Council.

Other FAA semi-finalists, who received framed certificates, were:

Christine Scott  
Great Lakes Region  
Sheri Stevens-Mack  
Alaskan Region  
Gloria McMullen  
Southern Region  
Nancy McDonough  
Technical Center  
Kimberly Tweedle  
Technical Center

This year's theme, "A Past with a Future," drew 126 entries DOT-wide, 80 of them from FAA secretaries.

Semi-finalists and winners attended a ceremony in Washington, DC, in late April. A luncheon was held in their honor at the Bolling Air Force Base Officer's Club.

See page 7 for the first place essay by *Connie Coleman-Lacadie*.

## SOARing Into the Future *from page 1*

The SOAR program is designed to place candidates in targeted, higher grade level management positions.

While aimed at recruiting women, the agencywide merit promotion plan announcement which advertised the 15 AXD positions, was open to all FAA employees.

For the next year, the 15 selectees will participate in seminars, shadow-

ing and mentoring activities. They will also have the opportunity to observe meetings on Capitol Hill.

As part of the career-enhancing experience, participants will take graduate courses at Rutgers University, where they will earn a certificate in management.

SOAR stems from a commitment by Joe Del Balzo when he was Executive

Director for System Development, and the AXD management team to help women attain higher grade level management positions.

Technical Center Director Harvey Safeer sponsored the program. Janice Di Fabio and Pat Watts of his staff, along with Headquarters AXD Career Development Coordinator Lynn Strazzini, coordinated and implemented it.

Those selected for positions in the following organizations are:

### Technical Center

**Laurel Tootell**  
*Program Analyst, ACM-20*

**Patricia Mabis**  
*Operations Section  
Supervisor, AAC-482*

**Janet Sue Spurgeon**  
*Organizational Development  
Specialist, ACM-100*

**Barbara Cassada**  
*Traffic Management Unit Supervisor  
Denver ARTCC*

**Frances Mackuse**  
*Technical Program Manager  
ACN-250*

### NAS Development

**Veronica Jordan**  
*Supervisory General Engineer  
ANN-300*

**Loretta Parker**  
*Program Analyst, ASM-300*

**Lawrence Randall**  
*Electronics Engineer, AHT-400*

**Rejendra Saroop**  
*Resource Management  
Staff Assistant Manager, ASM-10*

**Sharon Darnell**  
*Supervisory Computer Systems  
Analyst, AIT-400*

### System Engineering and Development

**Charles Friesenhahn**  
*Program Analyst, ASF-250*

**Gayle Thornton**  
*Electronics Engineer, ANW-120*

**Carolyn Strano**  
*Computer Specialist, AAP-230*

**Frances Melone**  
*Supervisory Management  
Analyst, AIT-560*

**Diane Essig**  
*Program Analyst, APM-130*

## Healthbeat

**Health Tips.** In an effort to increase employee health awareness, the staff at the FAA clinic offers FAAers the following tips.

→ Use daily activities to increase physical fitness. Climb stairs instead of using elevators, walk instead of taking a short drive and increase physical work around the house.

→ Stop smoking. Cigarette smoking is the largest preventable cause of illness. It is a major cause of heart, cancer and lung disease.

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→ Eat healthy meals. Proper nutrition, exercise and lifestyle modifications are solutions to obesity.

→ Take time out to have your blood pressure checked at the FAA clinic.

High blood pressure can lead to heart attack, stroke and kidney disease.

→ Decrease heart disease by weight control, exercise and annual physical examinations.

For further information, call the staff at the FAA Headquarters medical clinic on x73406.

**Work Problems?** Help yourself feel better by contacting FAA's Employee Assistance Program (EAP).

It's easy. Just call *Jerry Meade* or *Kim Brams*, x73945.

## Supervisors' Responsibility

### *A Workplace Free of Sexual Harassment*

In the FAA, supervisors are responsible for preventing and eliminating all forms of harassment from the workplace, including sexual harassment.

The latest version of the *FAA Supervisor's Handbook* advises supervisors to support the agency's policy against harassment by:

→ Establishing and enforcing rules of conduct.

→ Including the issue of harassment in orientation and training sessions.

→ Ensuring that employees understand that harassment could result in disciplinary action.

→ Making sure the workplace is free of pictures, stickers and other items that may be harassing.

→ Monitoring their own language and behavior.

The handbook also tells supervisors to establish open lines of communication by:

→ Encouraging solution-oriented discussions.

→ Establishing a true "open door" policy.

The handbook defines sexual harassment this way:

#### **Unwelcome Advances**

*Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when submission or rejection of this conduct affects a person's employment, career advancement, impedes work productivity or creates an intimidating, hostile or offensive working environment.*

#### **Repetitive**

*Conduct that constitutes sexual harassment is usually repetitive, one-sided and unwelcome.*

*The harassing behavior can take a variety of forms, such as verbal, nonverbal or physical.*

*Sexual jokes or comments, notes, sexual pictures posted on walls or calling*

## Top Secretarial Essay

By Connie Coleman-Lacadie

Attention!

Past are the days of making sure the coffee pot is full.

A time has come for the secretary to once again be the "Keeper of the Secrets" as it was in the

Trusted position of the first secretaries.

We live in a day of modern technology and push for

Individuality from our most trusted employees.

The day has come to acknowledge the

Hard work and dedication we receive from our secretary,

A person that holds this position as one of honor and integrity.

Furthermore, we must continue to train and educate the secretary, to

Uppdate the technology required and

To enhance the secretary's final product that reflects on the boss.

Until we accept the secretary as the hub that keeps the office

Rotating on a smooth course, we may

Evermore be in the past and never become an integral part of the future.

Reflect on the past as a learning period; see today as a time of implementing what we have learned; look toward tomorrow as a growing period. Without the past, we have no future.

*Connie Coleman-Lacadie is congratulated by Assistant Administrator for Civil Rights Leon Watkins for her first place essay in the DOT's annual writing contest.*



*employees by terms of endearment can constitute sexual harassment.*

#### **Perceptions**

*Harassment is based on the victim's perceptions and the victim, as well as the harasser, may be male or female and does not have to be a member of the opposite sex.*

#### **Victims**

*The harasser can be the victim's supervisor or another supervisor, a co-worker, or an agent of the employer as well as a non-employee.*

*The victim does not necessarily have to be the person harassed, but anyone affected by the offensive conduct.*

## FYI...

**Right Number?** At FAA Headquarters, the *Intercom* is distributed on an "all employee count" basis.

This means that each employee should receive one copy.

If your office is not receiving the proper number of newsletters, it may not be getting the right number of other mailings.

Contact *Bernida Williams*, AIT-410, x78735, or the distribution representative for your office or service, to update your organization's distribution.

## Flightplan

**Military Aircraft.** The National Air and Space Museum is sponsoring a lecture by retired Air Force Lt. General William Earl Brown on *Thursday, May 21*, at 8 p.m., in the Langley Theater.

A veteran of Korea and Vietnam, Brown will talk about his cockpit experiences in the P-51, the F-15 and various other military aircraft.

**Trekkiies Delight.** A major exhibit that examines the "Star Trek" television series of the 1960s runs *through September 7*, at the National Air and Space Museum.



First Lieutenant Spock (Leonard Nimoy) and Executive Officer "Number One" (Majel Barrett) from the first "Star Trek" pilot.

The "Star Trek" retrospective focuses on the historical, political, social and cultural issues and themes that were incorporated into weekly episodes.

Admission to the exhibit is on a pass-only basis.

Each day, a limited number of free same-day passes will be distributed at the museum's special exhibition pass desk, beginning 15 minutes before the museum opens to the public. Additionally, tickets can be ordered through TicketMaster, with a small convenience fee for each ticket order placed.

For the latest information about the "Star Trek" exhibition, call (202) 786-2122.

**Battle of Midway.** The National Air and Space Museum is holding a special symposium commemorating the 50th anniversary of the historic Battle of Midway on *Wednesday, June 3*, at 8 p.m. in the Langley Theater

Scheduled participants include Captain Jack Reid, a pilot in the patrol squad which sighted the first body of the Japanese fleet in the battle; Captain Scott McCuskey, a F4F pilot who was serving on the carrier "Yorktown;" TBF Captain Albert K. Earnest and dive bomber pilot LCrd. Richard Best.

**Volunteers Needed.** Volunteers are needed to participate in a DOT test to monitor eye movement of people who do not abuse drugs or alcohol.

The study is being conducted by the National Highway Traffic Safety Administration and uses an instrument to measure horizontal and vertical eye movements. It takes about 10 minutes.

Volunteers should call Gloria Beale, x69581, Nassif Building, room 5130E, to make an appointment.

Test results will be compared with eye

movement measurements of drug and alcohol users.

**Coalition Meetings.** The National Black Coalition of Federal Aviation Employees will hold its next monthly meeting on *Tuesday, June 2*, from 12 noon to 1 p.m. in FAA conference room 8ABC.

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**Extra Copies.** If you need an extra copy of a past issue of *Intercom*, it's available in room 908.



U.S. Department  
of Transportation  
**Federal Aviation  
Administration**

# Headquarters Intercom



*Veteran air traffic controllers from across the country participate in recent DataLink validation test at the FAA Technical Center.*

## DataLink Technology

### *The 'Voiceless' Future of Air Traffic Control*

With new technology, future air traffic controllers will be able to move aircraft through the skies without uttering a single word to pilots.

The FAA is activating a new "voiceless" communications system that promises to revolutionize flight over the next five decades in much

the same way radar did two generations ago.

By the year 2000, the far-reaching program, called DataLink, will improve safety, increase capacity, reduce costs and boost human and equipment productivity.

*turn to DataLink on page 4*

## More Work Options

### *Harris Gives Green Light to Alternate Work Schedules at Headquarters*

Beginning on May 31, Headquarters organizations will be allowed to offer employees a choice of a different work schedule than the traditional eight hours a day, five days a week.

Under an alternative work schedule order signed by acting FAA Administrator Barry Harris on May 13, heads of offices and services and associate and assistant administrators reporting to the

administrator or an executive director have the option to implement alternate work schedules within their Headquarters organizations.

A wide range of schedules are available, but all require that FAAers work 80 hours during each two-week pay period.

The new Headquarters policy aims  
*turn to Work on page 3*

## Highlights

**Accent on Diversity.** The spotlight recently turned on cultural diversity as the FAA and DOT celebrated Asian Pacific American Heritage Month.

"Asian Pacific Americans make up an important part of the nation's rich ethnic tapestry," DOT Deputy Secretary James Busey said during the Department's third annual celebration on May 6 in the Nassif building plaza.

He said Asian Americans set a "powerful example" through the strength and solidarity of their families, personal sacrifices, courage, honor, drive to excel in education, self-discipline and entrepreneurship.

"To all of you who are of Asian Pacific ancestry - we welcome and appreciate your contributions to the

*turn to Highlights on page 2*

## TQM Catalog Soon to Arrive

As part of the FAA's continuing effort to increase Total Quality Management (TQM) awareness throughout the agency, the Office of Human Resource Development recently published a TQM catalog.

The catalog, aimed at enabling FAAers to quickly and conveniently meet their TQM information needs, contains a select inventory of material that lists books, software, videos, databases and other information about quality in business, industry and government.

The first of its type in the federal government, the publication will soon be arriving at all FAA facilities.

## Highlights from page 1

American way of life," Busey said.

"Keep up your good work as you strive with the rest of us to make America better."

Busey reversed the famous Rudyard Kipling phrase by telling how a successful Asian engineer described his own experience after founding a profitable business in San Diego 20 years ago.

The engineer said: "My body was made in India, my science was learned in England, and my management philosophy comes largely from the Japanese, but I'm putting it all together in California."

"Whether it's California or anyplace else in the country, one thing's for sure," Busey said. "East is East and West is West, and both have met in America."

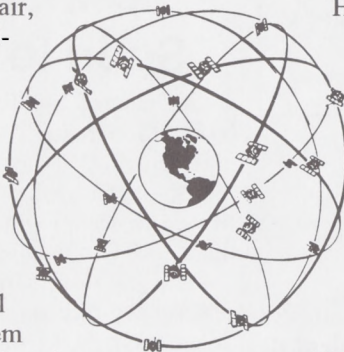
The 1990 census shows that Asian Pacific Americans were the nation's fastest growing minority during the 1980s.

While the national population rose 10% during the past decade, the Asian Pacific American population soared by more than 100%.

**Satellite Tracking.** Kicking off a demonstration of satellite technology at the Department's 25 anniversary ceremonies, DOT Secretary Andrew

Card predicted that many of today's air, ground and maritime navigational systems may well be replaced by space-based systems.

The May 12 demonstration, using the Global Positioning System (GPS) network of satellites, offered a dramatic look into the future of sophisticated systems used to track aircraft, ships, transit buses and other ground vehicles. It included live and taped demonstrations conducted by the United States GPS Industry Council.



GPS is based on a constellation of satellites. Receivers on the ground use these satellites as precise reference points to measure their position. By measuring the travel time of a signal transmitted from each satellite, a receiver on the ground can calculate its distance from that satellite. When recording the signals from four satellites, a GPS receiver can determine latitude, longitude, altitude, and precise time.

The GPS system will use 24 satellites broadcasting signals from 11,000 miles in space. These satellites, scheduled to be fully operational by 1994, will provide users with high quality navigation services without the need for a costly investment in ground facilities. The precise, continuous, all-weather coverage will radiate coded signals to vehicle receivers.

In aviation, GPS will permit pilots to fly more direct routes and save fuel since they will not have to rely upon land-based navigation aids. In addition, GPS can provide pilots with accurate instrument guidance approach paths to runways at airports equipped with differential GPS facilities.

"Satellite-based systems, such as the Global Positioning System, will provide accurate, more dependable and less costly navigational aids to all modes of transportation," said Card.

**Pease Goes Public.** A New Hampshire military installation is being converted into a civilian airport.

On April 14, the Air Force signed a long-term lease transferring Pease Air Force Base in Portsmouth to the Pease Development Authority as a public airport to be called Pease International Tradeport.

The signing marked the first military airfield recommended by the FAA for transfer from military to civilian use.

The 4,300-acre "tradeport" has an 11,000-foot runway with access to major highways. It is less than 60 miles north of Boston.

The development authority has at-

tracted a fixed base operator and a commuter airline has picked Pease for its maintenance center.

The State Department is also establishing a visa and passport processing center.

The airport authority is also pursuing Deutsche Airbus as its main tenant. Duetsche Airbus is looking for a U.S. location to set up a major aircraft overhaul and maintenance facility which would employ up to 1,000.

Efforts to incorporate Pease into the national airport system have been going on for years.

Last month's transfer was carried out through provisions of military base closure legislation approved by Congress in 1988. It allows airports to be transferred to a public agency at no cost if the FAA determines it would benefit the public.

Officials estimate that today it would cost \$1 billion to build Pease.

**Medical Meetings.** The DOT is sponsoring a series of three conferences for physicians who provide, or plan to provide, medical services required by DOT drug testing regulations for the transportation industry.

They will be held in Washington on June 10-11, Chicago, June 16-17, and San Francisco, June 29-30.

The conferences will provide a forum for discussion and interaction with DOT and other agencies on the Department's drug testing rules as they

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Diane Spitaliere  
Editor

Michael A. Malden  
Art Director

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relate to the duties of medical review officers who are required to review all DOT-mandated drug tests.

Conference sessions will provide current technical and program information to assist these physicians in carrying out their responsibilities.

Representatives from FAA, Federal Highway Administration, Federal Transit Administration, Research and Special Programs Administration and the U.S. Coast Guard, will provide sessions on issues relating to their respective agencies.

**Job Benefits.** To help FAAers and their families understand the agency's total benefits package and how these benefits work together to provide a comprehensive program of financial protection, FAA is again issuing the annual "Employee's Personal Statement of Benefits" to employees. It goes to FAAers covered by the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS).

The statement's convenient fold-out format shows the benefits that cover various events in an employee's life - illness, disability, retirement, etc.

It can also be valuable in planning for future financial security and in helping FAAers use and understand their benefits.

The 1992 statement will be mailed to all FAA employees in early June. All employees for whom statements are produced should receive them by the end of June.

The information on the statement is calculated as of March 7, and will be mailed to employees' W-2 address of record for that date. Employees who were not on FAA's payroll on March 7 will not receive a statement and one cannot be produced for them for 1992.

Eligible employees who have not received the statement by July 1 should contact their servicing human resource management division.

Human resource management divisions will collect names, addresses and social security numbers through August 1 to generate replacements for statements lost in the mail.

## Work from page 1

to foster a better work environment for employees, but also cautions that any changes in work hours should not "adversely impact on service to the public, operational requirements, or organizations goals and objectives."

A survey taken at Headquarters last year, showed that the most popular option was to work eight nine-hours days, one eight-hour day and take off one work-day during a two-week period.

That survey, conducted by the Headquarters Employee Participation Group and sponsored by the Human Resource Management Division, went to 3,000 employees.

Of the 1,952 who responded, 94% said they favored alternate work schedules.

Human Resources will be offering Headquarters employees alternate work schedule training on the specifics of the plan during the week of May 26.

For more information, contact Sheila White, AHR-130, x73886.

## U.S. SAVINGS BONDS



**The Great American Investment**

## People

**Leave Donors Wanted.** *Leona B. Jacobs*, secretary in the Management Support Branch, AAM-120, is eligible to receive leave from other employees through the FAA's Volunteer Leave Transfer Program.

Jacobs is scheduled to undergo emergency surgery requiring about six to eight weeks recovery. Earlier this year, she exhausted all of her sick and annual leave due to abdominal surgery.

Those wishing to donate leave to her should contact Delores Powers, AAM-120, x61114.



## **Flight Standards Starts PASS Contract Negotiations**

*Lawrence "Larry" Sump (right), national branch agent for the Flight Standards branch of the Professional Airway System Specialists union, presents copy of proposed bargaining unit contract to lead management negotiator Michael Sacrey of the General Aviation and Commercial Division.*

*Initial negotiations were held in Washington, DC, for two weeks in April and will resume in Seattle the end of May.*

## DataLink *from page 1*

The first airplane designed specifically for the new system, the Boeing 777, will be introduced in 1995.

Designed to electronically transfer digital messages to computer display screens located on the ground and in aircraft flightdecks, the new system is capable of transmitting information such as automated terminal information systems, weather advisories, position reports, altitude and direction changes, and radio frequency changes.

"DataLink has the potential for allowing pilots and controllers to focus on their more critical duties by relieving them of repetitive, routine tasks," said Steve Zaidman, director of the Research and Development Service.

Here is an example how one of the

air traffic control DataLink services works.

A radar handoff is generated from the host computer, approved by the controller and uplinked to the aircraft. An indication that the pilot message has been received and displayed in the cockpit appears on the controller's display. The pilot then reads the information and electronically indicates that he will comply. The aircraft's radio can then be automatically turned to the new frequency and the transaction is complete.

Chicago's O'Hare and the Dallas/Fort Worth Airports are the first of 30 large airports already using DataLink technology for transmitting pre-departure information. These transactions alone reduce voice traffic for predeparture clearance by as much as 60%.

It is estimated that 30% of all voice

communications by controllers are repeat messages. Further, 23% of all operational errors are caused either directly or indirectly by mis-communications.

DataLink promises to relieve these problems associated with traditional voice communication.

→ **Frequency congestion** where many aircraft are communicating on the same frequency.

→ **Stuck mics** where one aircraft can inadvertently block out all other communications on a frequency.

→ **Stolen clearances** where an aircraft mistakenly accepts another plane's clearance.

→ **Anticipatory actions** by an aircraft based upon so-called "party line" data relayed to other aircraft on the same frequency.

A team of veteran controllers recently gave the new system high marks after a two-week validation test at the FAA Technical Center. The group, consisting of 14 air traffic controllers from across the country, was supported by 40 Technical Center employees who acted as simulation pilots.

Through pilot communication exercises that simulate the toughest operational environment using both terminal and enroute equipment, the team tested DataLink for practical air traffic control uses.

Controller measures taken during the test included records of voice and DataLink usage, as well as workload ratings and estimates of operational effectiveness.

Air crew measures evaluated perceptions of service effectiveness.

During this and other simulations, the number of controller voice transmissions were reduced by up to 41% and total controller acceptance time of the radio frequencies decreased by 45%.

In the near term, the FAA is focusing on a new radar-based technology, Mode S, which is to become the dominant transmission system for domestic air traffic control digital messages.

Satellites will be the primary DataLink transmission medium for oceanic services in the near term. In the long term, they will be used for domestic services.

## Thrift Savings Plan: Sign up by July 31

FAAers have until *Friday, July 31* to sign up for the Thrift Savings Plan or change the amount of their current contributions to any of the plan's three funds.

The following employees are eligible to participate during the open season, which began May 15.

→ Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) employees with continuous service before January 1, 1992.

→ Employees hired from July 1, 1991, to December 31, 1991.

→ Rehired CSRS or FERS employees who were previously eligible to participate.

Rehired employees who are not eligible to participate will become eligible in the second open season after being rehired.

CSRS employees may contribute 5% of their earnings with no government match.

FERS employees may contribute 10% of their earnings, with a 5% government match, which includes the agency's 1% automatic contribution.

All contributions are tax deferred until they are actually withdrawn from the plan.

The three investment funds under the plan are:

→ G/Government Securities Investment Fund

→ C/Common Stock Index Investment Fund

→ F/Fixed Income Index Investment Fund

Employees may transfer any portion of the money in their accounts among the G, C and F funds up to four times each year.

The Thrift Saving Plan election form (TSP-1) and the interfund transfer form (TSP-30) are available from AHR-140 at Headquarters.

Elections received before July 12 will be effective on July 12, and elections received after that date will be effective on the first full pay period after receipt by AHR-140.

FAAers in Headquarters with questions can contact Ida Mack, x73881, Barbara Claytor, x73873, or Charlene Narren, x73872.

## AXO Logo Search

The search is on for designing FAAers.

Joe Del Balzo, Executive Director for System Operations, has announced the beginning of a national competition to design a logo for the AXO organization.

The contest ends on *Monday, August 10*.

FAAers can submit entries in text form or in the form of drawings and sketches that reflect AXO concepts.

Here are some key words or thoughts that represent the AXO organization:

- Spirit
- Links - linking
- Vision for tomorrow
- Meeting challenges - for instance, those of the 21st century, the future
- Cross-organizational connections
- Horizontal integration

Selected by an AXO committee, the winning designer will receive a U.S. savings bond. The chosen logo will be formalized by an artist.

Submissions should be sent to Madeline Taylor, AXO-2, (202) 267-3499.

## About Diversity

### *FAA's Vision and Strategy*

Here is the FAA's definition of workplace diversity along with its vision and strategy.

#### **Definition**

Diversity in the Federal Aviation Administration is valuing, using and managing the differences that individuals bring to the workplace.

#### **Vision**

The Federal Aviation Administration is committed to valuing and managing the differences that individuals bring to the workplace to provide the agency a richer, broader perspective with sweeping implications for the future of world aviation.

#### **Strategy**

Our strategy insures that all individuals have the fullest opportunity to remain and grow within the Federal Aviation Administration.

## Airway Facilities Accolades

*Jacksonville, Houston and Atlanta Sectors  
Take 1991 Honors*



Airway Facilities sectors in Jacksonville, Houston, and Atlanta, have been named National Sector of the Year Award winners for the 1991 fiscal year.

They were selected from a group of regional winners in two categories - General National Airspace System (GNAS) and Air Route Traffic Control Center (ARTCC) - that exhibited the highest achievement in facility performance, human resource management and general programs.

Representing Southern Region in the national competition, Atlanta was honored as the best ARTCC sector. It was a second-time winner, having won the award in the 1989 fiscal year.

Jacksonville, also of Southern Region, and Southwest Region's Houston Sector won in the GNAS category.

The top regional sectors from which they were selected are:

#### **General National Airspace System Sectors**

- North Alaska (Fairbanks), *Alaskan Region*
- Des Moines, *Central Region*
- Empire (Syracuse), *Eastern Region*
- Minnesota (Minneapolis), *Great Lakes Region*
- Boston, *New England Region*
- Denver, *Northwest Mountain Region*
- Phoenix, *Western-Pacific Region*

#### **Air Route Traffic Control Center Sectors**

- Anchorage, *Alaskan Region*
- Washington (Leesburg), *Eastern Region*
- Minneapolis, *Great Lakes Region*
- Seattle, *Northwest Mountain Region*
- Houston, *Southwest Region*
- Oakland, *Western-Pacific Region*

*This article was previously published in the May 12 issue of Intercom. It has been reprinted because Atlanta and Houston Sectors were originally reported as winning in the incorrect categories.*

## Flightplan

**NBCFAE Conference.** The Third Annual Training and Awareness Conference of the Washington Headquarters National Black Coalition of Federal Aviation Employees is scheduled for *Thursday and Friday, June 25 and 26*, at FAA Headquarters.

The theme is "Key to Success - Commitment."

Attendees will be given training credit, either 8 or 16 hours, depending on days of attendance, and certificates of completion for participating in the training workshops.

Space is limited, so employees are encouraged to register early.

A reception is scheduled for *Thursday* and an awards luncheon will be held on *Friday* at the Holiday Inn, SW.

Prices until *June 12* are \$40 for members and \$45 for nonmembers. After that date, the cost is \$45 for members and \$50 for nonmembers.

Completed registration forms are to be returned to Dave Dawson, x77078.

For more information, contact Dawson or Alfredia Brooks, x79941.

**TWO Convention.** The Technical Women's Organization (TWO) will hold its 1992 National Convention on *Tuesday through Friday, June 23-26*, at the Ramada Renaissance Hotel, Atlanta.

Reservations can be made by calling (404) 762-7676. Employees need to specify that they are registering for the TWO convention.

For further information, contact Candy Close, (317) 247-2283.

**Health Fair.** The Human Resource Management Division is sponsoring a mini health fair for Headquarters FAAers on *Friday, May 29*, from 9 a.m. to 12 noon, in Headquarters conference room 9ABC.

There will be representatives present from Blue Cross/Blue Shield, Government Employees Hospital Association, Health Plus, Kaiser Permanente Health Care Program, National Association of Letter Carriers, Aetna Life and Casualty, Mail Handlers, Prudential Health

Care and M.D. Individual Practice Association.

For more information, contact Ida Mack, x73881, Charlene Warren, x73872, or Barbara Claytor, x73873.

**Race for the Cure.** All DOT Headquarters employees and their families are invited to join DOT Secretary Andrew Card and his wife in the National Race for the Cure on *Saturday, June 20*.

An aerobic warm up on the mall kicks off the event at 8 a.m., with the race immediately following at 8:30 a.m.

Participants may choose a 5K run or a one-mile fun run.

Proceeds are used to increase awareness of the high incidence of breast cancer and to support research and educational programs for the disease. Last year DOT raised over \$25,000.

The entry fee is \$10 before *June 10*, and \$15 after that date.

Registration forms have been distributed to all Headquarters DOT employees with a letter of invitation from Secretary Card.

**Air Force Reunion.** FAAers who were stationed in the 753rd AC&W Squadron, Sault Ste Marie, MI, in the mid 1950s, or know of someone who was, and are interested in a reunion, should contact retired FAAer Jim Doyle, 15009 Rosehill Road, Olathe, KS 66062, (913) 897-2069.

**Coalition Meetings.** The National Black Coalition of Federal Aviation Employees will hold its next monthly meeting on *Tuesday, June 2*, from 12 noon to 1 p.m. in FAA conference room 8ABC.

**Volunteer Committee.** The FAA Volunteer Committee holds its monthly meetings the *second Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C.

Meetings are scheduled for the following *Tuesdays: June 9, July 14 and August 11*.

**TQM Meetings.** The FAA Headquarters Quality Network holds its

monthly meetings from 2 to 3:30 p.m. in room 5AB the *first Tuesday* of every month.

The next meeting is scheduled for *Tuesday, June 2*.

For additional information contact Ted Criswell, x77925, or Carol Dieterle, x 79129.

**FWPC Meetings.** Regular meetings of the Federal Women's Program Committee take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room. All employees are invited to attend.

For more information, contact Marcia Adams, x73488.

**FAA Managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings is scheduled for *Wednesday, June 10*.

**Hispanic Meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are normally scheduled for the *first Tuesday* of each month at 12 noon.

Meetings are scheduled for the following *Tuesdays: June 2, July 7, and August 4*, in conference room 5C.

Contact Susanna Leon-Guerrero, x73975, or Pat Myers, x77882, for more information.

**Asian Pacific Meetings.** Weekly meetings of the Coalition of FAA Asian Pacific Americans are held *every Tuesday* from 12 noon to 1 p.m. in Civil Rights conference room 1030.

For more information, contact Matt Asai, x77542.

**Recycle It.** The white color of *Intercom* allows it to be recycled.

After reading the newsletter, make the extra effort to put it in one of the building's office recycling boxes.



U.S. Department of Transportation  
Federal Aviation Administration

# Headquarters Intercom



## My Favorite Air Sport

This is just one of the many winning art pieces in the 1992 International Aviation Art Contest. This drawing, by 16-year old Jeremy McGraw of Edmond, OK, came in first place among youngsters aged 13 to 16. For additional art work and a complete listing of this year's winners, turn to page 6.

## Searching for Senior Executives

### DOT, FAA Launch Top Level Recruitment Effort

Interested in joining the Senior Executive Service? The FAA, in a joint effort with DOT, is again searching for talented managers with the potential to succeed in the agency's senior executive jobs.

This top-level recruitment effort - called the Candidate Development Program - is designed to identify interested employees who have demonstrated potential to be successful senior managers.

Once selected, candidates will complete a tailored, in-depth, two-year developmental program. Upon successful completion, they will be certified by the Office of Personnel Manage-

ment for three years.

The certified candidates will serve as the primary pool for selection into entry-level Senior Executive Service positions.

Applicants must currently be serving, or have served, in a GS/GM-15 or equivalent position in the executive, legislative or judicial branch of the federal government. Service in an independent federal agency also qualifies. Applications from exceptionally well-qualified GS/GM-14s will also be considered.

Although not mandatory, supervisory experience is highly desirable and will be

turn to **Senior Executives** on page 3

## Highlights

**Dollars for Scholars.** A college scholarship program for Headquarters employees and their families has been launched by the Headquarters Employee Participation Group.  
Details on page 4.

**Harassment, What Is It?** Sexual harassment doesn't fly at the FAA. Not sure what sexual harassment is? Here's a definition.  
*Unwelcome sexual advances, return to Highlights on page 2*

## 'Strong Momentum' Richards' Goal: Keep FAA the World Leader

Retired Air Force General Thomas Richards, nominated to be the next FAA Administrator, says he's impressed by the agency's "strong momentum" and "clear commitment" to preserving its role as the world leader in aviation safety.



Thomas Richards

During a May 14 hearing before a Senate committee, Richards said he would provide leadership and support  
turn to **Richards** on page 5

## Flight Standards Feats

The Associate Administrator for Regulation and Certification has announced the winner of the Flight Standards Field Office Award for the 1991 fiscal year. Turn to page 4 to read about the winning facility.

## Highlights *from page 1*

*quests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when submission or rejection of this conduct affects a person's employment, career advancement, impedes work productivity or creates an intimidating, hostile or offensive working environment.*

*Conduct that constitutes sexual harassment is usually repetitive, one-sided and unwelcome.*

*The harassing behavior can take a variety of forms, such as verbal, nonverbal or physical.*

*Sexual jokes or comments, notes, sexual pictures posted on walls or calling employees by terms of endearment can constitute sexual harassment.*

*Harassment is based on the victim's perceptions and the victim, as well as the harasser, may be male or female and does not have to be a member of the opposite sex.*

*The harasser can be the victim's supervisor or another supervisor, a co-worker, or an agent of the employer as well as a non-employee. The victim does not necessarily have to be the person harassed, but anyone affected by the offensive conduct.*

Any employee who feels that he or she is the victim of sexual harassment, should contact the Office of Civil Rights for the name of an EEO counselor within 30 calendar days of the incident.

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**Crash Probe.** The National Transportation Safety Board will hold a hearing beginning on June 22 into the crash of a USAir jet at LaGuardia Airport on March 22.

Twenty-seven people were killed when the Fokker-28 airliner crashed after takeoff during a snow storm.

Board member John Lauber will preside over the inquiry at the Ramada Hotel at LaGuardia. It is expected to run through June 25.

**No Joke.** A 56-year-old man was convicted and sentenced to 30 years in prison for a "joke" airline hijacking threat.

The incident occurred in February 1991 on a Southwest Airlines flight from Oakland to San Diego and Austin, TX.

In handing down the stiff sentence on May 12 for attempted air piracy and interfering with a flightcrew, a U. S. District judge in San Diego took into account the extensive criminal history of Curley Compton, Jr. that dates back to 1949.

Compton wore a paper bag over his head during part of the trial and cursed the judge at sentencing, according to newspaper reports.

**Computerized News.** The FAA has widened its distribution of news releases through three computerized data banks.

FAA news releases and civil penalty decisions of \$50,000 or less are now available worldwide from FEDIX (Federal Education Information Exchange System), CompuServe and GENie (General Electric Network Information Exchange).

Using a personal computer equipped with a modem, the media, industry and public can access all three data banks 24 hours a day.

"Government works best when information on its decisions reaches the widest number of citizens," said acting FAA Administrator Barry Harris.

Each data bank contains the following items dating back to January 1, 1991: news releases, speeches by the administrator, civil penalty orders issued by the administrator, along with

FAA legal interpretations.

FEDIX may be accessed by any computer with a modem by dialing 1-800-232-4879. CompuServe and GENie subscribers may access them by dialing their regular data line numbers.

For more information of these electronic data services, call:

→ FEDIX: (301) 975-0103

→ CompuServe: 1-800-848-8199

→ GENie: 1-800-638-9636

**Working Together.** The DOT has launched a grant program to foster intermodal transportation efficiency.

A 1991 law makes \$3 million in federal funds available to states, which can receive a maximum of \$500,000 each, to develop model plans that encourage and promote a national intermodal transportation system.

In a letter to the nation's 50 governors, DOT Secretary Andrew Card invited states to submit proposals and "think creatively" about highly integrated, multimodal networks and systems that "move people and goods as smoothly and efficiently as possible."

Written proposals are due to DOT by July 17. States selected to receive the grants are expected to be announced this fall.

**Wanted: More Hispanics.** The number of Hispanics who work for the federal government lags far behind the civilian labor force, an FAAer recently told the chairman of the Equal Employment Opportunity Commission.

David Benton, who chairs the Hispanic employee coalition at Headquarters, emphasized to commission chairman Evan Kemp that in the past decade the increase in Hispanics in the federal work force was less than 1%, while the nation's Hispanic population soared by 54%.

In 1980, Hispanic representation in the civilian labor force was 6.4%, while Hispanics comprised 5% of the federal work force.

In 1990, while Hispanics in the civilian labor force rose to 9%, their representation among federal workers edged up to 5.5%, Benton told Kemp at a recent Hispanic Employment

Roundtable in Washington, DC.

Benton pointed out that the latest General Accounting Office report on federal government affirmative action indicated that Hispanic males and females and white females are the most underrepresented groups.

**Hispanic Conference.** The National Hispanic Coalition of Federal Aviation Employees will hold its national training conference *August 11 through 13* in Chicago.

This year's theme is "500 Years of Cultural Contributions."

The conference will include an Hispanic international aviation panel, technical displays and cultural exhibits.

The agenda will cover the past, present and future of the Hispanic experience as it relates to day-to-day careers in the FAA.

The event will be held at Embassy Suites, 600 North State Street, downtown Chicago.

To register or for more information on room and airline rates, contact Myrna Rivera, (312) 694-7893, or Aida Ramos, (312) 694-7874, both from the Great Lakes Region.

## Senior Executives

*from page 1*

taken into consideration during the selection process.

The FAA expects to select about 15 candidates by the end of the year.

The program's vacancy announcement runs through July 10.

In FAA Headquarters, copies of it are available in room 522. At the regions, the announcements can be obtained from servicing human resource management divisions.

For more information, contact Debbie Conway, (202) 724-0524, or Gale Tolson, (202) 724-0522, both of the Senior Executive Resource Staff, AHR-20, located in the Tariff building.

DOT has scheduled candidate development program briefings in the Nassif building on June 12 and 19, room 6244, from 10 to 11 a.m.

Unlike previous years, all completed applications should be sent directly to DOT, Human Resources Development Division, Room 9425, M-13, 400 Seventh Street, SW, Washington, DC 20590.



Civil Aviation Security staffers congratulate recipients of the first Walter Greiner Award. They are, left to right: Director of Office of Civil Aviation Security Operations Lynne Osmus, Special Agent Charles Guffey, Carrie Reilly-Greiner, Special Agent David Schaufler, Central Region Security Division Manager Naomi Saunders and Assistant Administrator for Civil Aviation Security O.K. Steele.

## Security Honors

### Two Special Agents Receive First Walter Greiner Award

Two special agents from Central Region's Civil Aviation Security Division were recently honored with the first Walter Greiner Award for attaining high academic averages and exhibiting positive attitudes while attending the Basic Air Transportation of Hazardous Materials class at the Transportation Safety Institute in Oklahoma City.

The award, named for the late Walter Greiner who served as long-time manager of the Dangerous Goods and Explosives Branch in FAA Headquarters, was given to Charles Guffey and David

Schaufler. O.K. Steele, Assistant Administrator for Civil Aviation Security and Carrie Reilly-Greiner, Greiner's widow, made the presentation at a Headquarters ceremony.

Jim Weismann of the Western-Pacific Region was the first to receive the Outstanding Student Award late last year. It has since then been renamed to honor Greiner.

The award will be given to the most outstanding student in each Basic Air Transportation of Hazardous Materials class offered several times a year at the Transportation Safety Institute.

Wednesday

Wednesday

Wednesday

Wednesday

*Intercom* is published weekly.

The deadline for items is *no later than 11 a.m. every Wednesday* for inclusion in the following issue.

But don't wait until the last minute. We appreciate getting items as early as possible.

Bring them to room 909-B or call x77311.

Wednesday

Wednesday

Wednesday

Wednesday

## Feedback

**Kudos.** The Headquarters Employee Participation Group got a pat on the back from a top agency official for its efforts associated with the recently-approved alternative work schedules.

In a memo announcing the program, Dorothy Berry, Deputy Assistant Administrator for Human Resource Management, also commended the Headquarters employee group for its "leadership and consistent support in the development and approval of the alternative work schedule program." She said she looks forward to its successful implementation.

The plan, okayed by acting FAA Administrator Barry Harris on May 13, gives Headquarters organizations the option of allowing employees to choose among various workday schedules.

## Dollars for Scholars

### Scholarships on Tap for Headquarters FAAers

Need financial help paying for books or courses?

FAA Headquarters has a new scholarship program to ease the cost of college education for employees and their immediate families.

The Headquarters Employee Scholarship Fund is being launched this month and expects to distribute a total of \$2,000 in grants before this year's fall semester.

All Headquarters FAAers, their spouses and children are eligible to apply.

The program is managed by the

Headquarters Employee Participation Group and in cooperation with the Office of Labor and Employee Relations.

A scholarship committee will decide on scholarship awards and amounts.

Application forms and specific details of the program will be available this month in the lobby of the personnel office on the fifth floor.

The form asks for a family financial statement, scholastic history and transcript, personal

references and a statement of personal and career goals.



## Flight Standards Feats

### Anchorage Facility Wins National Recognition

The Anchorage Flight Standards District Office (FSDO) won national honors for its outstanding achievements during the 1991 fiscal year, significantly contributing to the success of the Flight Standards Service safety program.

The Anchorage district extends from the Canadian border to the furthest Aleutian Island - about the distance from Washington, DC, to Albuquerque. Most of the area is sparsely populated with very few roads. Aviation is the primary means of transportation.

FAAers at the facility completed 100% of their required inspections - up 40% from the prior fiscal year.

Through innovative ideas and partnership with the aviation industry, the total number of aircraft accidents in the district decreased by 15%, while air carrier accidents were reduced by 32%.

The facility also excelled in equal employment opportunity, total quality management, human resource management and customer service.

The Anchorage facility will receive a plaque and framed certificate from Tony Broderick, associate administrator for regulation and certification.

The top regional FSDOs from which Anchorage was selected are:

Kansas City, *Central Region*  
Pittsburgh, *Eastern Region*  
Rapid City, *Great Lakes Region*  
Windsor Locks, *New England Region*  
Portland, *Northwest Mountain Region*  
Kentucky, *Southern Region*  
Albuquerque, *Southwest Region*  
Honolulu, *Western Pacific Region*

All regional nominees will receive a special recognition plaque.

## Richards: 30 years of Aviation Experience from page 1

to FAA's work force to help it meet tomorrow's challenges.

Richards, 62, must be confirmed by the Senate before he becomes the Administrator.

"FAA faces many challenges as it heads into the 21st century," Richards said, including advances in capacity, safety and security.

"The need to recognize the importance of the human factors equation as we bring new technology on line is paramount," he said.

"I consider the FAA to be one of the finest agencies throughout government, staffed with dedicated safety professionals who have played a key role in giving the United States the safest and most efficient air transportation system in the world," Richards told senators.

Since his nomination for FAA's top job, Richards said he has received several briefings which show the agency is making progress on a wide range of fronts.

If confirmed, Richards said he will continue to "press forward with key efforts," including procurement reform, safety compliance, air traffic controller screening and training improvements.

Since the bombing of Pan Am 103, Richards, who was a member of the President's Commission on Aviation Security and Terrorism, said he is "very pleased" with FAA's bolstered civil aviation security program.

"I have a keen interest in ensuring that the skies remain free of terrorism," he told the Senate, adding that he would "welcome the opportunity to work with the Congress and industry to build on the good work that has already been done in this area."

Richards also said his background in managing large organizations and administering educational and technical training programs can contribute to FAA's ongoing work.

He said he would also be a strong advocate for advancing the agency's programs and work closely with Congress and the aviation community.

Richards thanked DOT Secretary Andrew Card, DOT Deputy Secretary James Busey and Harris, who he said "paved the way for me."

"Jim Busey has provided tremendous leadership in aviation and management both at the Department and at FAA."

He expressed his "sincere thanks and gratitude" to Harris.

"Barry has done an excellent job of leading the FAA during a period of transition," emphasizing that he would "welcome the opportunity to rely on Barry's experience and advice in running the FAA."

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***'I consider the FAA to be one of the finest agencies throughout government, staffed with dedicated safety professionals who have played a key role in giving the United States the safest and most efficient air transportation system in the world.'***

Thomas Richards

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A retired four-star general with more than 5,000 flight hours, Richards has 30 years of experience in flying propeller,

single and multi-engine jet aircraft.

His military career spanned more than four decades. It began with the Army infantry in 1948. As a platoon sergeant during the Korean War, Richards was wounded twice.

During the 1960s, he served two tours of duty in Vietnam as an Air Force officer and flew 624 combat missions.

Later he played a key role in U.S.-Soviet negotiations of the INF treaty and served as commandant of the U.S. Air Force Academy.

Before retiring in 1990, Richards was deputy commander-in-chief of the U.S. European Command Headquarters in then West Germany.

He has done consulting and strategic planning for several major corporations.

Richards was born in San Diego and graduated from Hampton High School, Hampton, VA, in 1948.

He earned a bachelor of science degree in business administration from Virginia Polytechnic Institute in 1956 and a master's degree in communication from Shippensburg State College in 1973.

He completed Squadron Officer School in 1963 and the Army War College in 1973.

Richards is married and has three children.

### Building Bulletin Board

**Elevator Update.** The upgrading of elevator cars 1-4 at FAA Headquarters is now complete. Pending successful inspection by the General Services Administration, they will be in full service beginning this month.

At that time, cars 5-8 will be taken out of service and renovated. This will take up to six months.

The new state-of-the-art elevators include computerized control panels, floor selection software packages and recessed lighting.

**New Playground.** Construction of a new playground for the DOT Day Care Center at FAA Headquarters will begin early this month.

Located on the C Street side of the Headquarters building, the new facility will be approximately 60 feet by 15 feet.

It will include an activity center and a track for riding toys.

## Top Aviation Artists

### Youngsters Win International Art Contest Honors

The winners for this year's International Aviation Art Contest, sponsored by the FAA, the National Aeronautics Association, the National Association of State Aviation Officials and Federation Aeronautique Internationale, have been selected in three categories.

Brandon Simms, age 8, Lakeview, MN, placed first in Category I - ages 5 through 8 - with Suzanne Rail, age 8, McCook, NB, and Brandon Harper, age 8, Blackfoot, ID coming in second and third.

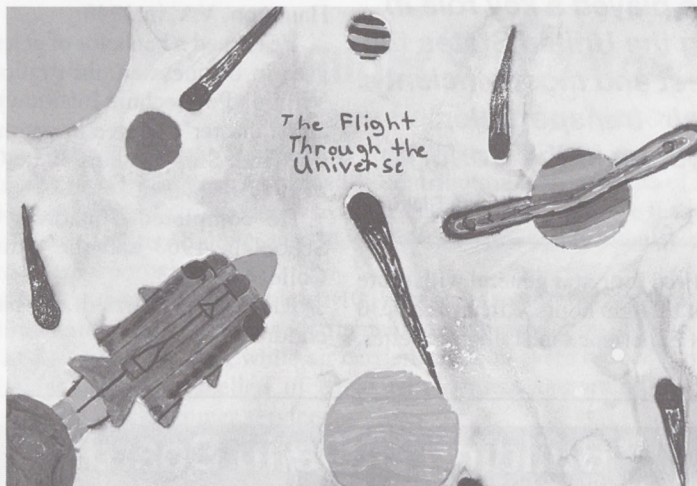
In Category II - ages 9 through 12 - Natalie Doel, age 12, Freeport, ME, took top honors, while Jeffery Grocky,



Into the Sunset

### Into the Sunset

Natalie Doel, age 12, Freeport, ME



### The Flight Through the Universe

Brandon Simms, age 8, Lakeview, MN

age 11, Muskegon, WI, and Michelle Patterson, age 12, Tuckerton, NJ, placed second and third.

In Category III - ages 13 through 16 - Jeremy McGraw, age 16, Edmond, OK, won first place with Nathan Knott, age 15, Arthur, NE, and Amber Lorimer, age 16, Barton, VT, coming in second and third.

This year's theme was "My Favorite Air Sport."

The theme for the 1993 art contest is "Flying, Yesterday and Tomorrow."



# The Express

You've got a train to catch.™

The Virginia Railway Express - "The Express" for short - is Northern Virginia's new commuter rail which will provide connecting service from

will operate east and west between Broad Run-Manassas Airport and Union Station. The Fredericksburg line, scheduled to begin operation on

Manassas and Fredericksburg to the District.

The Manassas line, scheduled to start service Monday, June 22,

Wednesday, July 22, will travel north and south along the Potomac River between Fredericksburg and Union Station.

The L'Enfant stop is across the street from the FAA Headquarters building.

Need more information? Call The Express' 24-hour-a-day Train Rider's Automated Customer Service system, (703) 497-7777.

## Flightplan

**Salute to Managers.** The annual "Salute to Managers" luncheon will be held on *Friday, June 5*.

The event features the presentation of the Sue Silverman Award, sponsored by the Federal Women's Program Committee at FAA Headquarters.

The event will be held at the Hyatt-Arlington, 1325 Wilson Boulevard. Cost is \$15.55. To make reservations, contact Lynda Griffin, x78136; Laura Waters, x77854; or Pat Haynes, 606-4614.

**Black Coalition Confab.** The Third Annual Training and Awareness Conference of the Washington Headquarters National Black Coalition of Federal Aviation Employees is scheduled for *Thursday and Friday, June 25 and 26*, at FAA Headquarters.

The theme is "Key to Success - Commitment."

Training credit and certificates will be given to those completing workshops.

A reception is scheduled for *Thursday* and an awards luncheon will be held on *Friday* at the Holiday Inn, SW.

Prices until *June 12* are \$40 for members and \$45 for nonmembers. After that date, the cost is \$45 for members and \$50 for nonmembers.

Space is limited, so employees are encouraged to register early.

Return completed registration forms to Dave Dawson, x77078.

For more information, contact Dawson or Alfredia Brooks, x79941.

**Logo Search.** A national competition to design a logo for the System Operations (AXO) organization ends on *Monday, August 10*.

FAAers can submit entries in text form or in the form of drawings and sketches that reflect AXO concepts.

Here are some key words or thoughts that represent AXO: spirit, links, vision for tomorrow, meeting challenges, cross-organizational connection and horizontal integration

Selected by an AXO committee, the

winning designer will receive a U.S. savings bond. The chosen logo will be formalized by an artist.

Submissions should be sent to Madeline Taylor, AXO-2, x73499.

**Women's Convention.** The Technical Women's Organization (TWO) will hold its 1992 National Convention on *Tuesday through Friday, June 23-26*, at the Ramada Renaissance Hotel, Atlanta.

Reservations can be made by calling (404) 762-7676. Employees need to specify that they are registering for the TWO convention.

For further information, contact Candy Close, (317) 247-2283.

**Retirement Luncheon.** Dave Kress, manager of the Air Transportation Division, is wrapping up a government aviation career spanning half a century.

He is the most senior Flight Standards aviation safety inspector in the FAA.

A retirement luncheon has been planned in his honor on *Wednesday, July 1*, at 11:30 a.m., at the Fort McNair Officers' Club, Washington, DC.

Anyone wishing to attend should contact Brian Calendine, x78086.

**On the Air.** It's easy to get an announcement on DOT's new TV-TEN.

Just fill out a special broadcast request form, get it signed by a supervisor and submit it to Patty Fogarty, the new service's editor.

The forms are available in the DOT and FAA Offices of Public Affairs.

For more information, contact Fogarty at the DOT Office of Media Relations and Special Projects, A-20, x65564, fax x65583.

FAAers can watch the Transportation Employee Network on several monitors in the FAA Headquarters, Nassif and Coast Guard buildings.

**So Long, Spann.** A retirement dinner dance has been planned for Spann Watson on *Saturday, August 8*, at the Bolling Air Force Base Officers' Club, beginning at 6 p.m.

The Tuskegee airman will retire after 50 years of federal government service.

Watson, 75, works in the office of Air Traffic System Management.

Cost is \$35 a person and may be mailed to the Spann Watson Retirement Committee, 301 G Street, SW, Apt. 829, Washington, DC 20024 (202) 554-3905.

Reservations should be made by *Monday, June 8*.

For more information, contact these FAAers: Marcia Adams, x73488; Bill Byberg, x79362; Mel Cooper, x73788; Dennis Jackson, x77635 or Quentin Taylor, x78738.

**Money Alert.** FAAers have until *Friday, July 31*, to sign up for the Thrift Savings Plan or change the amount of their current contributions to any of the plan's three funds.

FAAers in Headquarters with questions can contact Ida Mack, x73881, Barbara Claytor, x73873, or Charlene Narren, x73872.

**Fight Breast Cancer.** All DOT Headquarters employees are invited to join DOT Secretary Andrew Card and his wife in the National Race for the Cure on *Saturday, June 20*.

An aerobic warm up kicks off the event at 8 a.m., at 14th and Constitution Avenue, NW, with the race immediately following at 8:30 a.m.

Participants may choose a 5K run or a one-mile fun run.

Proceeds are used to increase awareness of the high incidence of breast cancer and to support research and educational programs for the disease. Last year, DOT raised over \$25,000.

The entry fee is \$10 before *June 10*, and \$15 after that date.

Registration forms have been distributed to all Headquarters DOT employees with a letter of invitation from Card.

**Air Battle.** The National Air and Space Museum is holding a special symposium commemorating the 50th anniversary of the historic Battle of Midway on *Wednesday, June 3*, at 8

## Flightplan *from page 7*

p.m. in the Langley Theater

Scheduled participants include Captain Jack Reid, a pilot in the patrol squad which sighted the first body of the Japanese fleet in the battle; Captain Scott McCuskey, a F4F pilot who was serving on the carrier "Yorktown," TBF Captain Albert K. Earnest and diver bomber pilot LCrd. Richard Best.

**Coalition Meetings.** The National Black Coalition of Federal Aviation Employees will hold its next monthly meeting on *Tuesday, June 2*, from 12 noon to 1 p.m. in FAA conference room 8ABC.

**Volunteer Committee.** The FAA Volunteer Committee holds its monthly meetings the *second Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C.

Meetings are scheduled for the following *Tuesdays: June 9, July 14 and August 11.*

**TQM Meetings.** The FAA Headquarters Quality Network holds its monthly meetings from 2 to 3:30 p.m. in room 5AB the *first Tuesday* of every month.

The next meeting is scheduled for *Tuesday, June 2.*

For additional information contact Ted Criswell, x77925, or Carol Dieterle, x 79129.

**FAA Managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings is scheduled for *Wednesday, June 10.*

**Hispanic Meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are normally scheduled for the *first Tuesday* of each month at 12 noon.

Meetings are scheduled for the following *Tuesdays: June 2, July 7, and August 4*, in conference room 5C.

Contact Susanna Leon-Guerrero, x73975, or Pat Myers, x77882, for more information.

**FWPC Meetings.** Regular meetings of the Federal Women's Program Committee take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights

conference room. All employees are invited to attend.

For more information, contact Marcia Adams, x73488.

**Asian Pacific Meetings.** Weekly meetings of the Coalition of FAA Asian Pacific Americans are held *every Tuesday* from 12 noon to 1 p.m. in Civil Rights conference room 1030.

For more information, contact Matt Asai, x77542.

## Blue Ribbon Panel

### FAA Examines Possibility of Future Pilot, Maintenance Technician Shortage

The FAA has set up a blue ribbon panel of civil and military aviation experts to study the possibility of future shortages of well-qualified pilots and aviation maintenance technicians in civil and military aviation.

The panel, chaired by General Kenneth Tallman, President Emeritus of Embry-Riddle Aeronautical University, is chartered to make recommendations for alleviating any foreseeable shortages of well-qualified people in these aviation career fields.

The first in a series of public meetings, the advisory panel met on May 12-13, at FAA Headquarters.

The FAA and the Bureau of Labor Statistics have projected that the need for both civil pilots and maintenance technicians will grow faster over the next decade than for any other occupation - 2.4% annually for aviation versus 1.2% for all other occupations. Future requirements for military occu-

pations are more difficult to predict.

The meeting was opened by DOT Deputy Secretary James Busey, who said the 18 panel members, "bring to their assignment a breadth of knowledge and experience which will enable them to clearly assess the true dimensions of our problem and to



From left to right, Kenneth Tallman, President Emeritus of Embry-Riddle Aeronautical University, Senator John McCain, and DOT Deputy Secretary James Busey, at Blue Ribbon Panel meeting.

evaluate the range of responses which are available to us."

Senator John McCain of Arizona, the ranking minority member of the subcommittee on aviation who initially raised concern about this issue, also addressed the panel.



U.S. Department of Transportation  
**Federal Aviation Administration**

# Headquarters Intercom



A panel of five experts gives advice on preparing for the Senior Executive Service. They are, left to right, Debbie Conway, Candidate Development Program Manager; Dorothy Berry, Deputy Assistant Administrator for Human Resource Management; William Behan, Manager, Systems Plans and Programs Division; Lindy Ritz, Deputy Manager, FAA Logistics Center; and Lynne Osmus, Director, Office of Civil Aviation Security Operations.

## Making it to the Top

### Career Tips from FAA's Senior Executives

More than 80 Headquarters FAAers recently got advice about preparing for the Senior Executive Service (SES) from a panel of experts.

Nuts-and-bolts career tips were given by Dorothy Berry, Deputy Assistant Administrator, Human Resource Management; William Behan, Manager, System Plans and Programs Division; Lynne Osmus, Director, Office of Civil Aviation Security Operations; and Lindy Ritz, Deputy Manager, FAA Logistics Center.

Dorothy Berry, a four-year SESer, advised the group that only a select few will make it into the senior executive service, pointing out that there are only 188 of these top jobs out of almost 53,000 positions.

"It's not enough to be good at your job," she said, "You must be consistently outstanding in everything you do."

Berry gave these helpful tips to becoming a successful manager.

➔ **Risk Taking.** "Take assignments

and jobs that nobody else wants," she said. "These jobs are usually essential to the organization."

➔ **Personal drive and development.** "Be willing to make a total commitment to your career, even if it means sacrifice in your personal life."

➔ **Taking responsibility for your own career.** "You need to personally take action toward the development of your career."

➔ **Significant supervisory-managerial experience.** "Early supervisory experience is a critical factor in making it into the candidate development program."

Behan, who entered the senior executive ranks less than a year ago, stressed the importance of knowing about all aspects of the agency.

"Get beyond your comfort level," he urged, "The broader your experience and background, the more chances you have to show what you can do."

He also stressed the need for indi-  
*turn to SES on page 5*

## Cafeteria Survey

### FAAers Want Better, Cheaper Food

A cafeteria survey, answered by about 500 FAAers at Headquarters, shows that many employees are dissatisfied with the quality and cost of food but say they are satisfied with the service and management.

The results were released by the Headquarters Employee Participation Group, which sponsored the survey along with Service America, the cafeteria contractor, and the Building Management Division, AAF-50.

The questionnaire was distributed to 3,300 Headquarters employees during the last week in March. About 500, or 15%, returned it.



Here are the survey's main findings. Service, management and cleanliness were generally seen in a positive  
*turn to Survey on page 3*

## Highlights

**Culturally Diversifying.** Headquarters FAAers recently had the opportunity to experience Asian Pacific culture first hand.

Turn to page 6 to get a glimpse of the celebration that took place the end of May at the Headquarters building commemorating National Asian Pacific American Month.

*turn to Highlights on page 2*

## Highlights *from page 1*

**Airport \$\$\$.** The FAA approved \$495.5 million in allocations under the Airport Improvement Program during the second quarter of the 1992 fiscal year.

The money went to 50 states and three territories for 463 planning and development projects including three state block grants.

Here's how it breaks down:

→ \$298.1 million went for 191 projects at primary airports, including a letter of intent for capacity improvements at Alabama's Birmingham airport for \$17.4 million.

→ \$56.7 million was allocated for 139 projects at general aviation airports.

→ \$60.3 million was approved for 75 projects at reliever airports which help keep traffic away from busier primary airports.

→ \$19.2 million went for 27 projects at smaller commercial service airports.

→ \$3.3 million was approved for 28 system plan studies.

→ Illinois, Missouri and North Carolina were selected for the state block grant pilot program. Collectively, the three states were given \$57.9 million for the 1992 fiscal year.

**Buckle Up.** The DOT has just kicked off a summer-long campaign to increase safety belt use nationwide. It's part of a two year program to reach 70% safety belt use by the end of 1992.

This summer's campaign theme, "Buckle Up, Avoid the Summertime Blues," reminds motorists that safety belt laws are being enforced.

DOT Secretary Andrew Card urges all DOT employees to serve as models for the rest of the federal work force by buckling up and encouraging their family, friends and neighbors to make it a habit, too.

**International Winner.** The first page of the June 2 issue of *Intercom* displayed the art work of Jeremy McGraw, one of the national winners in the 1992 International Aviation Art Contest.

Since then, McGraw won top international honors in his category.

## Learning About Diversity

Interested in learning about diversity?

The winter 1991-92 edition of *The Bureaucrat: The Journal for Public Managers*, contains a forum on "Valuing Differences and Managing Diversity," including discussions on:

- "From Civil Rights to Valuing Differences"
- "The Challenge of Work Force 2000"
- "The Concept of Managing Diversity"
- "Categorized Work Force"
- "Tomorrow's Work Force: Today's Challenge"
- "Diversity in US Diplomacy"

A copy of the publication can be found in the FAA Headquarters Library on the ninth floor.

## FYI . . .

**Job Hazards?** Headquarters FAAers are urged to be on the lookout for conditions in the building that can cause injury or property damage.

Report all on-the-job hazards immediately by calling the PRIDE line, x77433.

**Travel Advisories.** Planning a trip to a foreign country?

It's a good idea to call the State Department Citizen Emergency Center hotline at (202) 647-5225 in Washington, DC, for travel advisories on possible threats in various countries.

## Headquarters Intercom

June 9, 1992  
No. 92-22

Diane Spitaliere  
Editor

Michael A. Malden  
Art Director

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(202) 267-7311

## Healthbeat

**Blood Tests.** Blood chemistries are being offered to Headquarters FAAers by Occupational Health Services, Inc., in the clinic, room 327, on *Wednesday and Thursday, June 10 and 11*, from 8:30 to 11:30 a.m.

Cost varies depending on the blood profile requested.

Interested employees should sign up immediately in the clinic.

Although appointments are strongly encouraged, walk-ins will be accepted the day of testing.

**Video Library.** The clinic maintains a medical video library that zeros in on specific health topics. It is available to all Headquarters FAAers.

**Take a Walk.** The Headquarters walkers continue to meet *Tuesdays and Thursdays* at 2:30 p.m., in the lobby for a two-mile walk around the FAA Headquarters building.

**Weight Management.** A support group for Weight Management Program participants continues to meet *every Wednesday* at 1 p.m. All employees who have completed the eight-week program are invited to attend.

For more information about these programs, and the room number for the weekly weight management meetings, call x73406.

**Work Problems?** Help yourself feel better by contacting FAA's Employee Assistance Program.

It's easy. Just call *Jerry Meade* or *Kim Brams*, x73945.

## Survey from page 1

light, receiving high marks in the "satisfied" and "adequate" categories on the questionnaire.

→ 35% were satisfied with the management, 37% called it adequate and 28% were dissatisfied.

→ 40% said they were satisfied with the service, 30% said it was adequate and 30% said they were dissatisfied.

→ 31% answered they were satisfied with the cafeteria's cleanliness, 32% said it was adequate and 37% indicated dissatisfaction.

→ 28% said they were satisfied with the variety of food, 38% called it adequate and 35% said they were dissatisfied.

The survey also gave those responding an opportunity to make comments.

Adding pizza and an expanded salad and pasta bar to the cafeteria were the two top choices to widen food variety.

The survey results suggest a strong concern for the prices charged in relation to the quality of food offered.

→ 23% indicated satisfaction with food quality, 36% labeled it adequate and 41% said they were dissatisfied.

→ 17% said they were satisfied with the value or cost of the food, 33% said the value was adequate and 50% said they were dissatisfied.

Since the cafeteria space is GSA-

managed, the employee group and Building Management Division were particularly interested in responses to the question on cafeteria atmosphere.

In answering that question, 21% of those responding said they were satisfied with the cafeteria's atmosphere,

31% said it was adequate and 47% indicated they were dissatisfied.

The survey is part of the Headquarters Employee Participation Group's ongoing effort to improve the cafeteria. The group's cafeteria committee meets with representatives of the cafeteria contractor, General Services Administration and the FAA building management team every month.

As a result of these meetings, Service America has added "fitness fare," their healthy food alternative to the daily menu, and now offers fat-free yogurt.

Here are some of the recent changes to make the dining atmosphere nicer. New lighting was added to serving areas which also received a fresh coat of paint and new ceiling tiles were installed throughout the dining area.

Additionally, the employee group's decoration subcommittee has received donations of more than 60 prints from art galleries across the country.

They will be framed and hung on cafeteria walls as a cooperative effort between the HEPG and the FAA building management team.

## Fighting Breast Cancer

All DOT Headquarters employees and their families are invited to join DOT Secretary Andrew Card and his wife in the National Race for the Cure on *Saturday, June 20.*

An aerobic warm up kicks off the event at 8 a.m. at the Washington Monument, with the race immediately following at 8:30 a.m.

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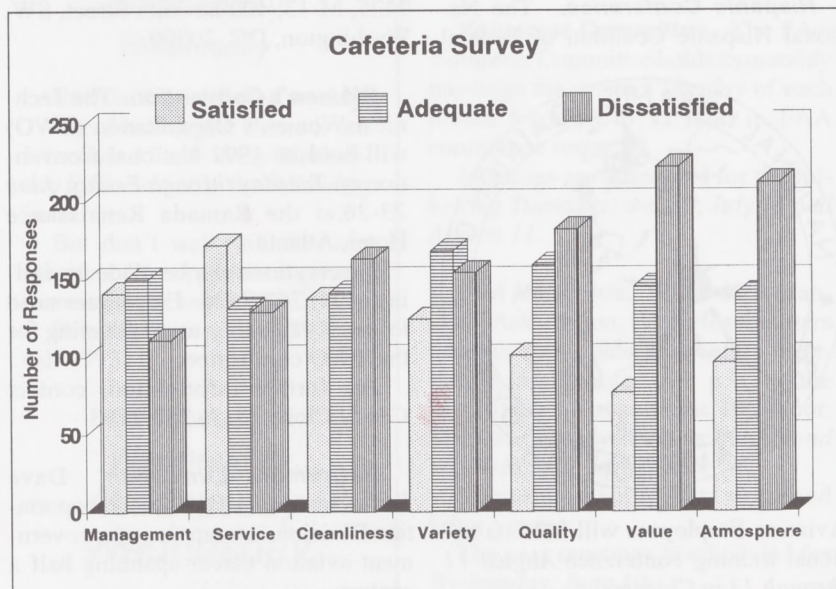
All participants will receive a t-shirt and a chance to win a new car. Entertainment and food will also be provided at the event.

DOT Fitness Center staffers are accepting registration forms and fees in the lobby of the FAA Headquarters building at noon every day. FAAers

can also register by contacting Jerry Meade, room 327, x73945.



**RACE FOR THE CURE**



## Flightplan

**Gender Dynamics.** The Headquarters chapter of the Professional Women Controllers Association is sponsoring a lunchtime forum on "Gender Dynamics, the Basis for Progress," on *Wednesday, June 10*, at 11:30 a.m., in conference room 5AB.

Dr. Elaine Schalowitz, chief of the Interpersonal Skills Branch at the CIA, will be the guest speaker.

All FAAers are invited to bring their lunch and participate in the forum.

For more information, call Ellen Crum, x79859.

**College Money.** A new Headquarters Employee Scholarship Fund expects to distribute a total of \$2,000 in grants before this year's fall semester.

All Headquarters FAAers, their spouses and children are eligible to apply.

The program is managed by the Headquarters Employee Participation Group in cooperation with the Office of Labor and Employee Relations.

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Space is limited, so employees are encouraged to register early.

Return completed registration forms to Dave Dawson, x77078.

For more information, contact Dawson or Alfredia Brooks, x79941.

**Hispanic Conference.** The National Hispanic Coalition of Federal



Aviation Employees will hold its national training conference *August 11 through 13* in Chicago.

This year's theme is "500 Years of Cultural Contributions."

The event will be held at Embassy Suites, 600 North State Street, downtown Chicago.

To register or for more information on room and airline rates, contact Myrna Rivera, (312) 694-7893, or Aida Ramos, (312) 694-7874, both from the Great Lakes Region.

**SES Briefings.** DOT has scheduled briefings on this year's Senior Executive Service Candidate Development Program in the Nassif building on *Friday, June 12 and Friday, 19*, room 6244, from 10 to 11 a.m.

This top-level recruitment effort is designed to identify interested employees who have demonstrated potential to be successful senior managers.

The FAA expects to select about 15 candidates by the end of the year.

The program's vacancy announcement runs through *Friday, July 10*.

In FAA Headquarters, copies of it are available in room 522. For more information, contact Debbie Conway, (202) 724-0524, or Gale Tolson, (202) 724-0522, both of the Senior Executive Resource Staff, AHR-20, located in the Tariff building.

All completed applications should be sent directly to DOT, Human Resources Development Division, Room 9425, M-13, 400 Seventh Street, SW, Washington, DC 20590.

**Women's Convention.** The Technical Women's Organization (TWO) will hold its 1992 National Convention on *Tuesday through Friday, June 23-26*, at the Ramada Renaissance Hotel, Atlanta.

Reservations can be made by calling (404) 762-7676. Employees need to specify that they are registering for the TWO convention.

For further information, contact Candy Close, (317) 247-2283.

**Retirement Luncheon.** Dave Kress, manager of the Air Transportation Division, is wrapping up a government aviation career spanning half a century.

He is the most senior Flight Standards aviation safety inspector in the FAA.

A retirement luncheon has been planned in his honor on *Wednesday, July 1*, at 11:30 a.m., at the Fort McNair Officers' Club, Washington, DC. Anyone wishing to attend should contact Brian Calendine, x78086.

**Tennis Update.** Six weeks into the 1992 season, the FAA tennis team is in first place in the Western Division of the DOT Tennis League with a 5-1 record.

Congratulations to team members Jim Brown, ATM, Todd Thompson, AIR, and Nancy Watson, ACS.

**FAA T-Shirts.** FAA t-shirts are available in the Nassif building's employee store, room 2100.

The shirts are white and display the multi-colored FAA logo.

Costs are \$11.25 for DOT Employee Recreation Association members and \$12 for non-members.

Membership cards can be purchased in the employee store for a \$2 membership fee.

**Wednesday  
Wednesday  
Wednesday  
Wednesday**

*Intercom* is published weekly. The deadline for items is **no later than 11 a.m. every Wednesday** for inclusion in the following issue.

But don't wait until the last minute. We appreciate getting items as early as possible.

Bring them to room 909-B or call x77311.

**Wednesday  
Wednesday  
Wednesday  
Wednesday**

**On the Air.** It's easy to get an announcement on DOT's new TV-TEN.

Just fill out a special broadcast request form, get it signed by a supervisor and submit it to Patty Fogarty, the new service's editor.

The forms are available in the DOT and FAA Offices of Public Affairs.

For more information, contact Fogarty at the DOT Office of Media Relations and Special Projects, A-20, x65564, fax x65583.

FAAers can watch the Transportation Employee Network on several monitors in the FAA Headquarters, Nassif and Coast Guard buildings.

**Logo Search.** A national competition to design a logo for the System Operations (AXO) organization ends on *Monday, August 10*.

FAAers can submit entries in text form or in the form of drawings and sketches that reflect AXO concepts.

Here are some key words or thoughts that represent AXO: spirit, links, vision for tomorrow, meeting challenges, cross-organizational connection and horizontal integration

Selected by an AXO committee, the winning designer will receive a U.S. savings bond. The chosen logo will be formalized by an artist.

Submissions should be sent to Madeline Taylor, AXO-2, x73499.

**Volunteer Committee.** The FAA Volunteer Committee holds its monthly meetings the *second Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C.

Meetings are scheduled for the following *Tuesdays: June 9, July 14 and August 11*.

**FAA Managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

The next meetings is scheduled for *Wednesday, June 10*.

## SES *from page 1*

vidual development plans.

"The plan is a commitment from both you and the FAA to concentrate on enhancing your career," he said.

For Ritz, "flexibility is the name of the game."

A recent graduate of the SES candidate development program, Ritz is also a firm believer in risk taking. She strongly encouraged career-minded employees to get involved in task

**'It's not enough  
to be good at your job.  
You must be  
consistently outstanding  
in everything you do.'**

Dorothy Berry

forces, work groups and special projects that encompass an agency perspective.

Osmus, new to the senior executive service, encouraged employees to "focus on the big picture."

"All FAA programs interact," she said, "You need to know how to fit the pieces together."

Being open to feedback is also a big career booster, according to Osmus.

Debbie Conway, SES Candidate Development Program Manager, explained that the program is two years old and has selected 52 candidates to date.

A vacancy announcement for the program closes on July 10. Turn to Flightplan on page 4 for information on how to apply for the next SES candidate development program.

Conway said it is vital to prepare for these top FAA jobs early in an employee's career.

"You need to take advantage of opportunities to broaden and develop executive skills. Special projects, task forces, quality action teams and job changes are all excellent ways of doing this," she said.

The panel discussion was sponsored by the Office of Civil Rights and the Federal Women's Program Committee.

# Honoring Asian Pacific Americans, FAA Style

*Headquarters Gets a Glimpse of Unique Art, Cuisine and Entertainment*

Several hundred Headquarters FAAers recently got a taste of Asian Pacific culture.

Indian, Hawaiian, Filipino, Tahitian and Maori dancers entertained the group, while karate experts demonstrated some of their more intricate moves.

Other exhibits included flower arranging, origami, Japanese doll making, art and photography.

As part of its goal to make FAAers aware of cultural diversity,

the coalition of FAA Asian Pacific Americans and the Office of Civil Rights held the event at the Headquarters building the end of May to mark Asian Pacific American Heritage Month.

In his welcoming remarks, Joe Del Balzo, Executive Director for System Development, praised the "adaptabil-

ity" of Asian Pacific Americans and their legacy of discipline, determination, education, devotion to family, and respect for tradition.

He talked about the first Asian immigrants and how many of them found work on the Transcontinental Railroad, the first great project to build a national transportation system.

"Today," Del Balzo pointed out, "many of their descendents are helping to build another great

transportation system."

"This time, however, they are contributing their skills as scientists, engineers, systems analysts and management specialists."

In FAA, Asian Pacific Americans have found a place in virtually every profession - from entry level positions through the senior executives service.

Concluding the cultural event, was a sampling of Chinese and Thai food.

Earlier in the month, DOT marked the event with their own celebration held in the plaza of the Nassif building.

Here are some snapshots of the FAA and DOT events.

An exhibit in the lobby also highlighted Headquarters employees who have an Asian Pacific heritage.



Photo By Ben Kochar

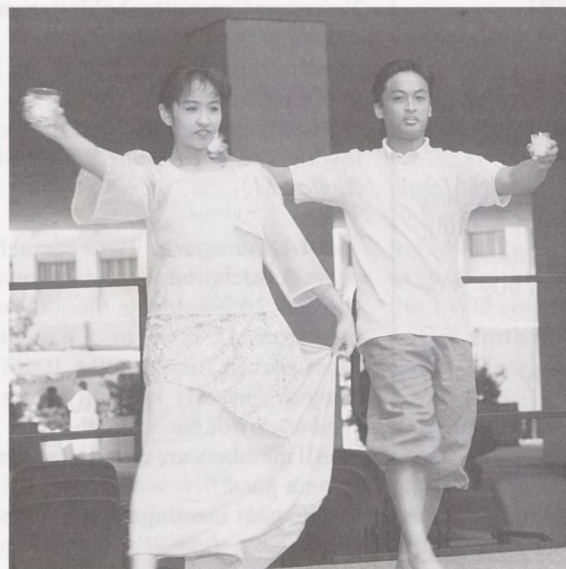


Photo By Ben Kochar



U.S. Department  
of Transportation  
**Federal Aviation  
Administration**

# Headquarters Intercom

## Sexual Harassment

### *Prevention Training on Tap*

Four training sessions on sexual harassment, targeted to Headquarters managers, are on tap this month and next.

The identical four-hour seminars will include a discussion of definitions of sexual harassment, how to identify sexual harassment and sexual harassment laws, policies and regulations.

The sessions, entitled "Introduction to Prevention of Sexual Harassment," run from 8 a.m. to 12 noon on the following dates:

- Wednesday, June 24, room 8ABC.
- Tuesday, July 7, room 8ABC.
- Wednesday, July 8, room 8ABC.
- Wednesday, July 15, room 5ABC.

Interested managers should submit form 3000.13 through their training coordinator to AHR-120 as soon as possible.

The sessions are sponsored by the Training and Career Development Branch.

Future sessions are planned for all employees.

For more information, contact Angel Colon, x77756.

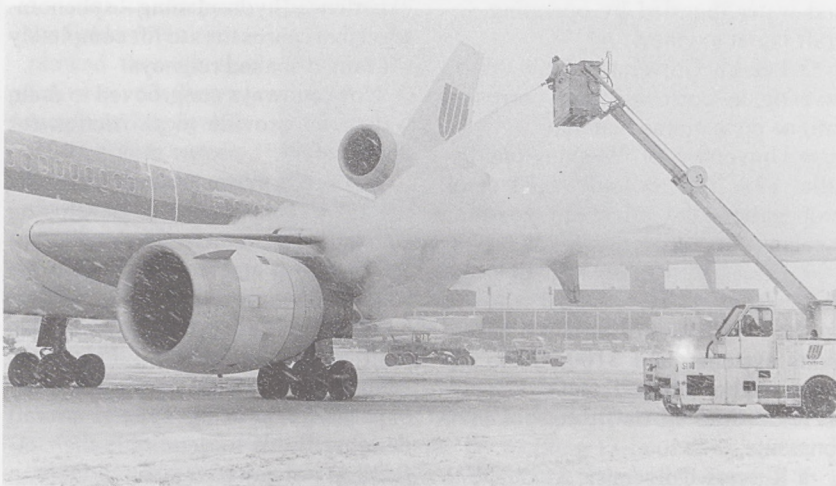
## Highlights

**Worldwide Clout.** As aviation shrinks the world, FAA's international activity continues to expand.

The agency enjoys unmatched prestige around the globe. Its standards and procedures are recognized as symbols of excellence in the international aviation field.

Read about FAA's worldwide role in the June issue of *FAA World*.

turn to **Highlights** on page 2



*Aircraft being de-iced during a heavy snowstorm at Chicago's O'Hare Airport.*

## Hot International Topic

### *Aircraft De-icing Conference Attracts 800 Worldwide*

A two-day international conference, called by the FAA to come up with better ways to fight ice buildup on airplanes, was a hot topic attracting approximately 800 aviation experts, including 65 international representatives.

FAA officials said the agency is working on preliminary decisions on a new de-icing policy and expects to have a new safety program on the books before winter weather hits.

The new policy will replace FAA's existing rule, which acting FAA Administrator Barry Harris characterized as "frustratingly simple." It says that no person shall take off in an aircraft with ice, snow, or frost adhering to the wings.

Many airline pilots have made dozens of "go, no-go" decisions in adverse weather conditions. "Luckily, they were almost never wrong," Harris said. "The problem is, luck should have nothing

to do with this decision. A pilot who has the responsibility for a go, no-go decision on a winter takeoff must have the best information possible to make that decision."

Held in suburban Washington on May 28 and 29, the big turnout showed a global "common concern" about aircraft icing hazards, Harris told the group.

Over the years, Harris said, international aviation experts have collaborated to reduce the hazards of windshear, midair collisions, aging aircraft and terrorism.

"We've pooled information and technology to meet each new challenge, each new threat. And through our collective efforts, we've made air travel the safest form of transportation in the world," he said.

Harris said that in the last 25 years, despite many "remarkable achievements" *turn to De-icing on page 3*

## Highlights *from page 1*

**Safety Research.** The FAA is awarding seven research grants, totaling \$2.2 million, to six universities for studies designed to increase aviation safety.

Receiving the grants are:

→ Purdue Research Foundation, \$800,000 to study the effects of hail and water ingested by operating aircraft fanjet engines.

→ Lehigh University, \$770,000 to investigate corrosion and corrosion fatigue on airframe materials.

→ University of Washington, Seattle, \$252,726 to study axial crack propagation and arrest in pressurized fuselages.

→ Massachusetts Institute of Technology, \$69,000 to conduct research on the integration of airborne hazard alerts systems, and \$100,000 to develop methods of collision risk analysis for various air traffic control environments.

→ Rutgers University, \$137,556 to conduct research on the interaction of water sprays with fire flume in aircraft cabin fires.

→ University of Utah, \$125,091 to investigate the role of fretting corrosion and fretting fatigue on aircraft rivet hole cracks.

"We expect these research programs to provide us with new technology that will greatly enhance our safety efforts and allow us to continue our worldwide aviation leadership role," said DOT Secretary Andrew Card.

The grants are the first to be awarded under a new program authorized by the Aviation Safety and Capacity Expansion Act.

Future awards are expected to bring the grant total to \$15 million.

Twenty seven additional research proposals are being reviewed by the FAA.

**Groovy Report.** FAA's Tom Morrow will represent the agency at a technical symposium in Berlin later this month.

Morrow, an engineer and Airports program manager at Headquarters, will

present a paper on the United States participation in establishing international guidelines on the use of friction measuring equipment at airports at the Second International Symposium on Road Surface Characteristics.

When turbojet aircraft were introduced commercially at U.S. airports in 1962 they operated on smooth, non-grooved runway pavement surfaces and experienced hydroplaning - a phenomenon that causes tires to lift completely off rained soaked runways.

Now, runways are grooved to drain water and provide more friction for better safety.

Morrow's presentation zeroes in on the FAA's experience in developing standards that improve frictional properties on wet and frozen runways for safer aircraft operations.

While in Europe, Morrow will also visit airports in Berlin, Frankfurt, Munich and Zurich to discuss their experiences in using Type II aircraft de-icing fluids to determine their effects on runway pavement surfaces.

**Automation Plan.** The FAA has its first human resource management automation plan.

The HRM Automation Plan, recently approved by Herb McLure, Assistant Administrator for Human Resource Management, gives the agency a formal, objective way of managing human resource information system priorities.

The plan documents a long-term strategy for sharing human resource management data with national and local systems developed by service organizations such as Airway Facilities, Air Traffic, Flight Standards, Airports, Aviation System Standards, and others.

Here are the plan's specific goals:

→ Manage human resource management data as a corporate resource that is shared throughout the FAA.

→ Increase data standardization, integration, reliability, relevancy, currency, accessibility, accuracy, consistency and timeliness.

→ Increase productivity of FAAers through reduction of paperwork, effi-

cient work processes, and one-time entry of data at its source.

→ Make sure that FAA human resource management data and information systems are secure and private.

→ Provide automated systems capable of accommodating change. This includes adapting to changes in organization, business processes, data requirements and technology.

→ Provide automated systems which will support effective human resource management decision making.

→ Provide systems compatible with the agencywide systems "architecture," and initiatives, such as OATS, CORN and others.

For additional information about the automation plan, contact Stanley Markowitz, HRM Automation Division, APN-100, (202) 267-8061.

**ASD Awards.** Peer nominations in 12 different categories are being accepted through Tuesday, June 30, for the annual System Engineering and Development (ASD) organization's awards ceremony.

It is scheduled for August 13.

Award recipients will represent ASD in the annual System Development (AXD) organization's awards ceremony in September.

Get nominations in early. Nomination forms are available from ASD awards committee members.

### Headquarters Intercom

June 16, 1992  
No. 92-23

Diane Spitaliere  
Editor

Michael A. Malden  
Art Director

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Washington, DC 20591  
(202) 267-7311

## De-icing *from page 1*

ments," icing has been a factor in over a dozen accidents worldwide involving air carrier or transport aircraft.

"I find it sad, even ironic, that with all our great technology, ordinary winter weather, like snow, ice and frost, is still capable of bringing down the most sophisticated aircraft and the most experienced pilot."

Harris added that "bureaucracies like ours are often accused - sometimes rightly so - of a lumbering lack of responsiveness." But he emphasized, "I believe we will persuade even our severest critics that we've moved swiftly and decisively in seeking to reduce the winter hazards of aircraft icing."

The conference was called after the March crash of USAir flight 405 when it was taking off in a snowstorm at New York's LaGuardia Airport.

Investigators are looking at ice buildup on the wings as one of the probable causes of the accident in which 27 of the 51 people on board died.

Last month's conference zeroed in on numerous de-icing items and asked expert opinions on:

- Aircraft and wing designs.
- Experience with different types of de-icing fluids and which fluids work best under which conditions.
- Hazards of de-icing fluids on people and the environment.
- Air carrier and airport operator recommendations on de-icing stations and where they should be placed for maximum efficiency.
- Ground crew advice on the best procedures for de-icing aircraft.
- Pilot and crew training in ice detection and recognition.
- Special maintenance training needed to work on different types of de-icing fluids.
- Aircraft dispatching and sequencing.

The conference included representatives from aircraft manufacturers, de-icing and de-icing equipment manufacturers, airport operators, universities and research institutions, government agencies and airline maintenance, operations and dispatch employees.

## The Aftermath of USAir 405

### LaGuardia ILS Replaced in Record-Breaking Time

When USAir flight 405 crashed on take-off during a snowstorm on March 22 at LaGuardia Airport, the Fokker-28 airliner plowed through the Runway 13 Instrument Landing System (ILS) before careening over a dike and slamming into Flush Bay upside down.

After FAA engineers assessed the damage, it was estimated that it would take until May 11 to restore the destroyed navigational system.

Eastern Region's Airway Facilities Division quickly put together a team of 47 regional engineers and technicians. By working 12-hour days, seven days a week and putting in a collective 3,256 hours, they had the new ILS in place and flight checked by April 10 - 32 days ahead of schedule.

The group's achievement takes on extra dimensions when the points of impact on the night of the accident are reconstructed.

Judging by equipment damage, when the aircraft left the runway, it struck the top of the visual approach slope indicator (VASI) boxes, then took out the transmitter shelter, ripping away a 250-by-50 foot counterpoise which is strung with 25,000 feet of stainless steel wire, and went on to destroy the localizer antennas.

The ILS for Runways 13 and 31 is unique because the runway runs parallel to a 12-foot dike which separates it from the bay. The counterpoise straddles the top of the dike so that radiated signals are not reflected by the terrain.

The FAA team involved in the restoration effort received letters of appreciation from the Port Authority of New York and New Jersey, in addition to a group Superior Accomplishment Award.

*Thanks to  
Duncan Pardue,  
Eastern Intercom  
editor, for this  
report.*



*BEFORE: The localizer antenna and counterpoise immediately after the USAir accident.*



*AFTER: The newly-constructed LaGuardia counterpoise, completed 32 days ahead of schedule.*

## Flightplan

**Theater Tickets.** The DOT Employees Recreation Association is offering discounted tickets to the *Saturday, July 11*, performance of the musical "Once on this Island," at the Eisenhower Theatre, Kennedy Center.

The tickets cost \$30.60 each and will be sold on a first-come, first-served basis.

Interested FAAers can contact Bill Gossard, 382-6566.

**Smart Money.** A new Headquarters Employee Scholarship Fund expects to distribute a total of \$2,000 in grants before this year's fall semester.

All Headquarters FAAers, their spouses and children are eligible to apply.

The program is managed by the Headquarters Employee Participation Group in cooperation with the Office of Labor and Employee Relations.

Application forms and specific details of the program are available in the lobby of the personnel office on the fifth floor.

**Black Coalition Confab.** The Third Annual Training and Awareness Conference of the Washington Headquarters National Black Coalition of Federal Aviation Employees is scheduled for *Thursday and Friday, June 25 and 26*, at FAA Headquarters.

The theme is "Key to Success - Commitment."

Training credit and certificates will be given to those completing workshops.

A reception is scheduled for *Thursday* and an awards luncheon will be held on *Friday* at the Holiday Inn, SW.

Cost is \$45 for members and \$50 for nonmembers.

Space is limited, so employees are encouraged to register early.

Return completed registration forms to Dave Dawson, x77078.

For more information, contact Dawson or Alfredia Brooks, x79941.

**Hispanic Conference.** The National Hispanic Coalition of Federal Aviation Employees will hold its na-

tional training conference *August 11 through 13* in Chicago.

This year's theme is "500 Years of Cultural Contributions."

The event will be held at Embassy Suites, 600 North State Street, downtown Chicago.

To register or for more information on room and airline rates, contact Myrna Rivera, (312) 694-7893, or Aida Ramos, (312) 694-7874, both from the Great Lakes Region.

**FAA T-Shirts.** FAA t-shirts are available in the Nassif building's employee store, room 2100.

The shirts are white and display the multi-colored FAA logo.

Costs are \$11.25 for DOT Employee Recreation Association members and \$12 for non-members.

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For more information, contact Fogarty at the DOT Office of Media Relations and Special Projects, A-20, x65564, fax x63703.

FAAers can watch the Transportation Employee Network on several monitors in the FAA Headquarters, Nassif and Coast Guard buildings.

**Money Alert.** FAAers have until *Friday, July 31*, to sign up for the Thrift Savings Plan or change the amount of their current contributions to any of the plan's three funds.

FAAers in Headquarters with questions can contact Ida Mack, x73881, Barbara Clayton, x73873, or Charlene Warren, x73872.

**Logo Search.** A national competition to design a logo for System Operations (AXO) ends on *Monday, August 10*.

FAAers can submit entries in text form or in the form of drawings and sketches that reflect AXO concepts.

Here are some key words or thoughts that represent AXO: spirit, links, vision for tomorrow, meeting challenges, cross-organizational connection and horizontal integration

Selected by an AXO committee, the winning designer will receive a U.S. savings bond. The chosen logo will be formalized by an artist.

Submissions should be sent to Madeline Taylor, AXO-2, x73499.

**Lost Pen.** Bill Nelson, National Flight Data Center, has lost a black and gold fountain pen in the FAA Headquarters building

Nelson is offering a cash reward to anyone who finds the pen because it has great sentimental value.

He can be reached on x79295.

**Fight Breast Cancer.** All DOT Headquarters employees and their families are invited to join DOT Secretary Andrew Card and his wife in the National Race for the Cure on *Saturday, June 20*.

An aerobic warm up kicks off the event at 8 a.m. at the Washington Monument, with the race immediately following at 8:30 a.m.

Participants may choose a 5K run or a one-mile walk.

Proceeds are used to increase awareness of the high incidence of breast cancer - the leading killer of women aged 35-54 - and to support research and educational programs for the disease. The entry fee is \$10.

All participants will receive a t-shirt and a chance to win a new car. Entertainment and food will also be provided at the event.

DOT Fitness Center staffers are accepting registration forms and fees in the lobby of the FAA Headquarters building at noon everyday. FAAers can also register by contacting Jerry Meade, room 327, x73945.

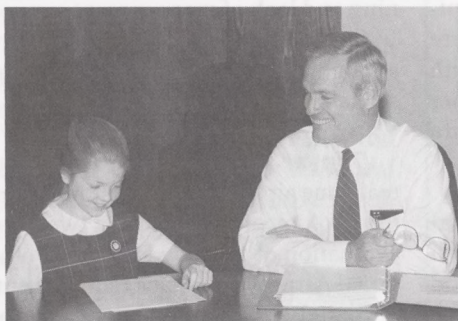
**Extra Copies.** If you need an extra copy of a past issue of *Intercom*, it's available in room 908.



U.S. Department of Transportation  
Federal Aviation Administration

# Headquarters Intercom

## 'Scouting' the FAA



A group of girl scouts recently followed FAAers through their daily routines as part of a troop "shadowing" program. Office of Budget Director Ruth Leverenz, right, puts a youngster in the budget "driver's seat," while acting FAA Administrator Barry Harris discusses agency policy with his young "shadower."

Turn to page 4 for more about the educational experience and additional photos.



## New Administrator

### Senate Okays Richards for FAA's Top Job

Thomas Richards has been confirmed by the Senate as the new FAA Administrator.

The Senate okayed Richards, a retired Air Force four-star general, on June 9.

With more than 5,000 flight hours, Richards has 30 years of experience flying propeller, single and multi-engine jet aircraft.

The 62-year-old San Diego native replaces James Busey who became DOT Deputy Secretary late last year. Busey is leaving that post this summer to take a job in the private sector.



Thomas Richards

turn to Richards on page 6

## Back and Better Than Ever

### FAA's Toxicology Lab Rebuilt with New Staff, Latest Equipment

In 1987 the Civil Aeromedical Institute's (CAMI) Toxicology Lab in Oklahoma City closed up shop. Today, more than five years later, its back and better than ever.

The National Transportation Safety Board (NTSB), the agency responsible for determining the cause of transportation accidents, asked the FAA to reopen the facility, pointing out the need for a full service lab to support accident investigations. Mandated post-accident toxicology testing, the agency emphasized, was a critical part of investigations when determining possible drug use by operators of aircraft and other public transportation vehicles.

And so, in October 1990, the Toxicology and Accident Research Labora-

tory was back in business, but this time with the latest state-of-the-art equipment and a staff of chemists and technologists who are tops in their fields.

Dr. Dennis Canfield, former director of Forensic Science at the University of Southern Mississippi, came on board in 1989 to head the soon-to-be reinstated laboratory.

"The lab looked like technicians had just walked out and left in the middle of their research," Canfield recalled. "Much of the remaining equipment was more than 20 years old - far too antiquated to perform tests required by even the most minimal laboratory standards."

Dr. William Collins, director of the

turn to Toxicology Lab on page 7

## Highlights

**Prevent Harassment.** Several training sessions to help Headquarters managers prevent sexual harassment are slated for July.

Turn to Flightplan on page 8 for details.

**Newest Challenge.** Managing a diverse work force is one of the FAA's newest challenges as the nation's labor pool changes dramatically in the next decade.

Find out what the agency is doing to get ready for the future in the June issue of *FAA World*.

turn to Highlights on page 2

## Highlights *from page 1*

**Curry Leaves.** Jerry Ralph Curry has resigned as Administrator of the National Highway Traffic Safety Administration. He left NHTSA on June 4.

Last year Curry was nominated to become FAA Administrator but withdrew his name from consideration.

Retired Air Force General Thomas Richards was then nominated for the agency's top job.

Curry was praised by DOT Secretary Andrew Card who said he was grateful for Curry's "wise counsel and strong leadership."

"His vigorous commitment to improving safety on America's roads and highways has helped bring down the nation's highway fatality rate to an all-time low," Card said.

Fred Grubbe was named acting NHTSA Administrator.

**Cargo Fires.** The Atlantic City Technical Center has wrapped up a series of fire tests on combination cargo and passenger jets, commonly called "combi."

A total of 39 fire tests were conducted in a 707 fuselage, a DC-10



The remains of one of 39 fire tests on a "combi" aircraft.

fuselage, a 150 cubic foot container and a 800 cubic foot contained.

The project supported several airworthiness directives issued by the Northwest Mountain Region, which proposed substantial changes in fire protection requirements for combi aircraft.

The results of the testing are currently being discussed with the Joint Airworthiness Authorities and an official report is expected to be completed this summer which could result in more fire safety changes.

Project engineer David Blake said the testing examined the effectiveness of fire containment covers over pallets in cargo areas, Halon total flood systems, hand-held extinguishers, firefighter intervention and smoke detection systems.

The tests, performed by the Technical Center's Fire Safety Branch, were prompted by the 1987 crash of a South African Airways 747. The airliner plunged into the ocean following a fire on the main deck.

**Good Jobs, But...** Most federal employees are generally satisfied with their jobs but many doubt that good performance is rewarded and believe future promotional opportunities are limited, according to a recent survey conducted by the Office of Personnel Management (OPM).

The findings are based on responses from about 32,000 federal employees nationwide. Some 1,312 responses came from DOT workers and about half of those were FAAers.

OPM reported that approximately three-fourths of workers are satisfied with their jobs, consider their positions challenging and call themselves committed to the federal government. A third plan on changing jobs within the next year, but only a third of that group said they expect to look outside of the government.

Most employees believe they work hard, are making good use of their skills, and know what is expected of them.

But only half believe their personal development is encouraged and that they are able to accomplish worthwhile things in their jobs.

Less than half have confidence and trust in their organization and only 30% perceive it as treating everyone equally.

The most commonly cited career advancement barrier was lack of va-

cant higher positions. Only a third said they are satisfied with their career prospects and 15% said discrimination hampers promotions.

Only half believed they would get a cash award or raise for good performance. Less than one fifth believe the appraisal system motivates people to perform well and 61% believe some people get higher ratings than they deserve.

The most frequently cited barriers to better productivity were poor planning and lack of management support.

Supervisors do not believe they have enough authority to hire, promote and set salaries of their people.

**Denver Airspace Update.** Using real-time air traffic control simulations, the FAA recently finished a two-week evaluation of the new Denver International Airport's airspace requirements.

Slated for completion in October 1993, the new Denver airport will include six runways - four north-south parallels and two east-west parallels - on opening day.

Using the Technical Center's ARTS IIIA and enroute air traffic control labs, Tech Center specialists, Denver tower and center controllers and airport planners simulated both the new Denver terminal radar approach control facility and the Denver enroute center to determine maximum use of the airspace in the system.

### Headquarters Intercom

June 23, 1992  
No. 92-24

Diane Spitaliere  
Editor

Michael A. Malden  
Art Director

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The Atlantic City center's Target Generator Facility, using 36 pilot simulator operators to key in aircraft positions and targets, channeled the positioned aircraft to Denver controllers in adjacent labs.

Fifty-two scenarios - each lasting an hour - utilized 300-500 simulated aircraft, ranging from commuter aircraft to air carrier jets.

The simulation covered a 200-mile radius area and included air traffic to Denver International and nine surrounding satellite airports.

It also included adaptation of nine radar sites and more than 180 airways and jet routes.

The Denver airspace evaluation marked the first time the Technical Center's multiple sectors and terminal facilities were used simultaneously to conduct a simulation.

Data is being evaluated by Atlantic City scientists and Denver planners. A report on new airport procedures is expected to be finalized this fall. Denver enroute center and terminal FAAers are slated to begin training for the new airport next spring.

**Papal Visit?** Denver officials want Pope John Paul II to land at the new Denver International Airport next summer when the pontiff visits the city.

The proposal is being pushed by the airport commission, but there's no word yet from church officials planning the pope's visit, reports the *Rocky Mountain News*.

The pontiff is scheduled to be in Denver for three days in mid August 1993 to attend World Youth Day.

Although Denver International isn't scheduled to officially open until Oc-



The pope uses an Alitalia 747, dubbed "Shepherd One" when he travels abroad.

tober 1993, several runways should be operational by August.

**Using FTS-2000.** With the FTS-2000 ten-digit dialing plan, employees are reminded to use FTS for all long distance calls placed within the continental United States.

When a commercial number is not available, dial 8, 700, and the former 7-digit FTS number.

If a wrong number or a recorded message is reached, check the dialing conversion directory - available through Headquarters area telephone coordinators - or call the FTS-2000 service locator attendants on 8-700-288-1212.

**Two-Sides.** DOT has launched a campaign encouraging employees to use the two-sided

## Kennedy Tower Reunion

A reunion is being planned for past and present FAAers of New York's Kennedy tower.

Two former Kennedy tower controllers - now working in Southern Region - are seeking the names of FAAers interested in attending the proposed event.

It is tentatively scheduled for late 1992 to early 1993, but input is still being sought. One of the locations being considered is Las Vegas.

In addition to tower employees, anyone having past or present dealings with the New York facility, is also invited.

Anyone interested in attending the event, or wanting more information, should contact Bill Fedowich, Pensacola tower area manager, work (904) 432-2323, home (904) 476-6609, or David Royal, (404) 344-6910.



Kennedy Tower

copying feature found on most agency duplicating machines.

Doing so results in less paper use - that means cutting fewer trees and using less energy for paper manufacturing.

DOT, along with other government agencies, has an active paper recycling program in place and wants to do more.

Two-sided copying not only cuts paper and mailing costs, but reduces storage space and strain on the environment.

Look for posters in copying centers reminding employees of the campaign.

Remember, think "two-sided" before you push that copier button!

**Travel Advisories.** Planning a trip to a foreign country?

It's a good idea to call the State Department Citizen Emergency Center hotline at (202) 647-5225 in Washington, DC, for travel advisories on possible threats in various countries.

## Entertaining t

### Local Girl Scouts Get 'Up Close

A local girl scout troop recently "stormed" FAA Headquarters.

As part of their "Sign of the Satellite" badge requirement, the girls "shadowed" FAAers to learn about aviation from the world's leading experts.

Annandale troop 420, which is divided into three patrols, is comprised of 14 girls, aged 10-11. During a three-day period, the groups spent time with several FAA Headquarters organizations, which gave them a total agency perspective.

Some of the scouts met and talked with acting FAA Administrator Barry Harris. Others participated in shadowing assignments in Civil Aviation Security Operations, Government and Industry Affairs, Budget, Operations, Systems Maintenance, Accident Investigation, Air Traffic System and Program Management, International Aviation and Aviation Safety.



# ing the 'Troops'

*Close and Personal' with FAAers*

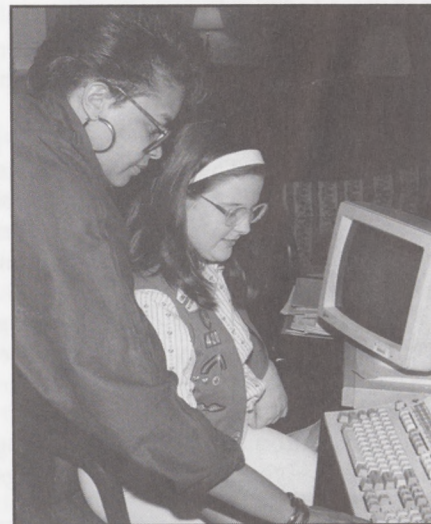
The group even got a first-hand air traffic control experience when they visited the newly-dedicated Manassas tower.

In thank-you letters, troop members expressed interest in future aviation careers as a result of their FAA experience.

One scout wrote, "Aviation is very interesting...It might be a good area for my career."

Another, in awe of an FAA Administrator's busy schedule, wrote, "It was fun meeting Mr. Harris. I was amazed at how many things went on in his schedule. Being an Administrator really has you meeting interesting people...I'd like to come back someday for a visit."

Here are some snapshots taken during the scouts' FAA shadowing experience.



## Healthbeat

**Give Blood.** The Red Cross is sponsoring a blood drive on *Wednesday, June 24*, from 9:30 a.m. to 2:30 p.m. in FAA Headquarters conference room 5ABC.

All eligible donors are encouraged to participate.

**Video Library.** The clinic maintains a medical video library that zeros in on specific health topics. It is available to all Headquarters FAAers.

**Take a Walk.** The Headquarters walkers continue to meet *Tuesdays and Thursdays* at 2:30 p.m., in the lobby for a two-mile walk around the FAA Headquarters building.

**Weight Management.** A support group for Weight Management Program participants continues to meet *every Wednesday* at 1 p.m.

All employees who have completed the eight-week program are invited to attend.

For more information about these programs, and the room number for the weekly weight management meetings, call x73406.

## Drug Testing

### Positive Findings Up for Industry Aviation Workers

A larger percentage of private industry aviation workers in safety and security jobs and applicants for those jobs tested positive for drug use in the first six months of 1991, compared to a previous survey, the FAA recently reported.

An analysis of drug tests showed positive findings in 1,524 cases for an overall positive rate of 1.05%.

The positive rate for the 1990 calendar year was 0.42 of 1%.

The aviation industry's anti-drug program covers some 350,000 employees and applicants for a variety of jobs including pilots, mechanics, flight attendants, airport security screeners, flight engineers and aircraft dispatchers.

The results do not include statistics from the FAA's internal employee drug testing program.

During the first six months of 1991, there was an increase in the number of tests conducted. Drug testing results from employees of aviation company contractors were also included for the first time.

Pre-employment drug tests accounted for about half or 764 of the positive test results.

Applicants who tested positive were not hired in safety or security-related positions.

The remaining 760 positive results were found among aviation employees in safety or security-related positions.

Of those, random tests produced the most positives - 680, followed by return-to-duty - 37, reasonable cause - 24, periodic - 15, and post-accident - 4.

Employees who tested positive were immediately removed from their safety or security-related jobs.

There were 964 positive findings among maintenance workers and applicants for maintenance jobs, 357 among security-screener workers and applicants for security-screener jobs, and 126 among flight attendants and applicants for flight attendant jobs. Flightcrew members and applicants for flightcrews accounted for 24 of the positive findings.

Of the 1,524 persons testing positive, 57% were found to have used marijuana, 36% cocaine, 4% each of amphetamines and opiates and 1% for phencyclidine (PCP). The individual percentages add up to more than 100% because of multiple drug use by some people.

## Back on Track

### LINCS Contract Award Upheld

A \$864 million contract for a more reliable air traffic communications network is back on track.

The General Services Administration's Board of Contract Appeals has upheld the FAA's award of the new Leased Interfacility National Airspace Communications System - known as LINCS - to MCI Communications Corporation.

The contract was awarded to MCI in March, but was protested by other bidders - AT&T and U.S. Sprint.

AT&T withdrew its protest but Sprint didn't.

The board ruled that the agency awarded the contract to the company whose proposal was most advantageous to the government.

LINCS will provide the FAA with leased communications for the next 10 years. Air traffic controller-to-pilot communications, radar information and critical computer data will flow through the network.

Among the benefits expected are much better reliability, improved management capabilities and greater cost effectiveness.

Installation is scheduled to begin later this year and be completed over the next three years.

## Richards *from page 1*

Barry Harris has been serving as acting Administrator for the past six months.

The Senate also okayed two other DOT nominations.

Arthur Rothkopf was confirmed as DOT Deputy Secretary and Michael James Toohey was confirmed as DOT Assistant Secretary for Governmental Affairs. He replaces Galen Reser who took a job in the private sector.

Rothkopf had been DOT General Counsel and Toohey was a senior Washington representative for Ashland Oil, Inc.

## Toxicology Lab *from page 1*

Civil Aeromedical Institute, explained that the plan was to hire the best lab manager and then staff and work with them to develop a "world-class facility."

Collins, along with Dr. Jerry Hordinsky, CAMI's Aeromedical Research Division Manager, was instrumental in planning the facility's rebuilding.

"Dr. Hordinsky's dedicated recruitment and programming efforts put us in a position to accomplish our goal of creating a world-class facility," said Collins.

The forensic toxicology staff currently includes three medical technologists, two chemists and a laboratory assistant.

All staffers received extensive training, including cross-training with staffs from the Center for Human Toxicology in Utah and the Armed Forces Institute of Pathology in Washington, DC.

Unlike its predecessor, the lab opened with screening capability for both legal and illegal drugs. It now performs analyses not possible in most toxicology labs. For example, in the highly-publicized Los Angeles runway incursion - where a Boeing 737 collided with a smaller commuter plane - the lab found the presence of phenobarbital in the 737 pilot's speci-

men. This had previously gone undetected by other toxicology labs.

The toxicology laboratory has several crucial responsibilities.

**Supporting FAA and NTSB investigations.** The rebuilt facility provides state-of-the-art analysis in accident investigations. It receives from 400 to 600 specimens a year from aviation accident victims across the nation. Additionally, it does analysis work on non-aviation accident victims, upon request of the NTSB.

These analyses are performed on tissue, urine and blood samples from victims.

The CAMI facility also supplies kits containing needed supplies and instructions for local medical examiners or pathologists to collect, preserve and ship specimens to the lab.

**Toxicology research.** The lab conducts in-depth research on an as-needed basis.

If a particular drug is identified in many specimens, research is often conducted to determine if and how it affects pilot performance.

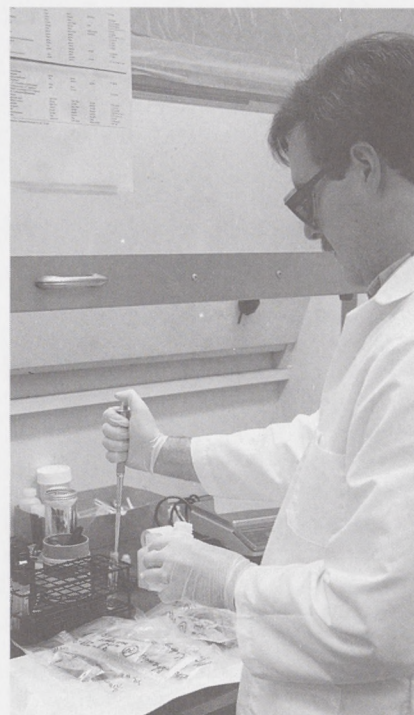
FAA regulations specifically state that a pilot cannot operate an aircraft under the influence of drugs.

"We need to know what drugs have influence and what human functions are influenced by various drugs," said Canfield.

**Expert witnesses.** Lab staffers are responsible for providing legal testimony in a court of law. Primarily, they do so in cases involving blood-alcohol tests, but not necessarily for analyses performed in the FAA lab.

Testimony is provided on procedures, processes and equipment used by a lab to test for the presence of alcohol or drugs. Many cases involve revocation of a pilot certificate, based on lab results.

**Quality Control.** The lab participates in programs designed to test laboratory pro-



*Chemist Edwin Huffine prepares specimens for analysis.*

ficiency. The College of American Pathologists (CAP) sends specimens to all participating labs - about 250 - and then "grades" the analysis results.

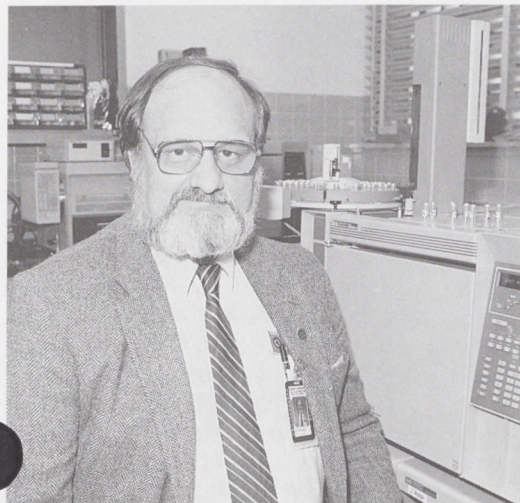
CAMI participates in three relevant proficiency tests.

In forensic urine drug testing - searching for abused drugs - the CAMI facility has identified the presence of drugs 100% of the time and consistently quantified the amount of the drug within 2% of the mean value reported by the lab groups.

In blood alcohol analysis, the lab reported values that are less than one standard deviation from the mean, which is well within the criterion established by CAP.

In the area of toxicology - looking at blood samples to identify abused drugs, with an emphasis on marijuana - CAMI was one of two labs to identify the presence of marijuana.

The lab is currently seeking certification by the College of American Pathologists and expects to receive it later this year. Although not legally required, certification provides greater quality control and ensures complete user-confidence.



*Toxicology Lab Manager Dr. Dennis Canfield in CAMI's newly-rebuilt toxicology laboratory.*

## Flightplan

**Prevent Harassment.** Training sessions on preventing sexual harassment, targeted to Headquarters managers, are on tap.

The identical four-hour seminars will include a discussion of definitions of sexual harassment, how to identify sexual harassment and sexual harassment laws, policies and regulations.

The sessions, entitled "Introduction to Prevention of Sexual Harassment," run from 8 a.m. to 12 noon on the following dates:

- *Tuesday, July 7*, room 8ABC.
- *Wednesday, July 8*, room 8 ABC.
- *Wednesday, July 15*, room 5ABC.

Interested managers should submit form 3000.13 through their training coordinator to AHR-120 as soon as possible.

The sessions are sponsored by the Training and Career Development Branch.

Future sessions are planned for all employees.

For more information, contact Angel Colon, x77756.

**Theater Tickets.** The DOT Employees Recreation Association is offering discounted tickets to the *Saturday, July 11*, performance of the musical "Once on this Island," at the Eisenhower Theatre, Kennedy Center.

The tickets cost \$30.60 each and will be sold on a first-come, first-served basis.

Interested FAAers can contact Bill Gossard, 382-6566.

**FAA T-Shirts.** FAA t-shirts are available in the Nassif building's employee store, room 2100.

The shirts are white and display the multi-colored FAA logo.

Costs are \$11.25 for DOT Employee Recreation Association members and \$12 for non-members.

Membership cards can be purchased in the employee store for a \$2 membership fee.

**Hispanic Conference.** The National Hispanic Coalition of Federal

Aviation Employees will hold its national training conference *August 11 through 13* in Chicago.

This year's theme is "500 Years of Cultural Contributions."

The event will be held at Embassy Suites, 600 North State Street, downtown Chicago.

To register or for more information on room and airline rates, contact Myrna Rivera, (312) 694-7893, or Aida Ramos, (312) 694-7874, both from the Great Lakes Region.

**On the Air.** It's easy to get an announcement on DOT's new TV-TEN.

Just fill out a special broadcast request form, get it signed by a supervisor and submit it to Patty Fogarty, the new service's editor.

The forms are available in the DOT and FAA Offices of Public Affairs.

For more information, contact Fogarty at the DOT Office of Media Relations and Special Projects, A-20, x65564, fax x63703.

FAAers can watch the Transportation Employee Network on several monitors in the FAA Headquarters, Nassif and Coast Guard buildings.

**Coalition Meetings.** The National Black Coalition of Federal Aviation Employees holds its monthly meetings on the *first Tuesday* of each month from 12 noon to 1 p.m.

For further information, call Marcia Adams, x74488.

**Volunteer Committee.** The FAA Volunteer Committee holds its monthly meetings the *second Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C.

Meetings are scheduled for the following *Tuesdays: July 14 and August 11.*

**TQM Meetings.** The FAA Headquarters Quality Network holds its monthly meetings from 2 to 3:30 p.m. in conference room 5AB the *first Tuesday* of every month.

For additional information contact Ted Criswell, x77925, or Carol Dieterle, x79129.

**FAA Managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

**Hispanic Meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are normally scheduled for the *first Tuesday* of each month at 12 noon.

Meeting are scheduled for the following *Tuesdays: July 7 and August 4*, in conference room 5C.

Contact Susanna Leon-Guerrero, x73975, or Pat Myers, x77882, for more information.

**FWPC Meetings.** Regular meetings of the Federal Women's Program Committee take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room. All employees are invited to attend.

For more information, contact Marcia Adams, x73488.

**Asian Pacific Meetings.** Monthly meetings of the Coalition of FAA Asian Pacific Americans are held the *second Tuesday* of each month from 12 noon to 1 p.m. in Civil Rights conference room 1030.

For more information, contact Matt Asai, x77542.

**Three Weeks, Please.** *Intercom* gladly runs announcements in *Flightplan*.

To make sure the information gets to FAAers in a timely manner, submit all items *at least three weeks in advance* of the event.

If we receive it by *11 a.m. Wednesday*, it will appear in the next issue.

Bring *Flightplan* announcements to room 909-B or call x77311.

**Extra Copies.** If you need an extra copy of a past issue of *Intercom*, it's available in room 908.

# Headquarters Intercom



U.S. Department  
of Transportation  
**Federal Aviation  
Administration**



Dorothy Berry receives the second annual "Sue Silverman Award" during the recent "Salute to Managers" luncheon. With Berry are Silverman's parents, Phyllis and Alvin, and sister, Lori.

## Sue Silverman Award

### Dorothy Berry Honored for Helping Women Achieve Leadership Roles

Saying she was overwhelmed by the honor, Dorothy Berry recently received the second annual Sue Silverman Award.

The accolade, given by the FAA's Federal Women's Program Committee, recognizes a Headquarters manager for significantly helping women develop to their full potential.

Berry was also singled out for her commitment to equal employment opportunity through affirmative action programs and her active support of Federal Women's Program Committee activities.

Berry is Deputy Assistant Administrator for Human Resource Management.

At a June 5 "Salute to Managers" luncheon, Berry said she was surprised and overwhelmed by the award.

"I am extremely honored. Thank

you so much for your recognition. It really means a lot to me," she said.

The award is in memory of the late Sue Silverman. Silverman became a division manager at 28, the youngest person in the FAA to have reached that position.

*turn to Silverman on page 4*

## Highlights

**It's Illegal.** Sexual harassment is illegal. It's just that simple.

To help all FAAers know their responsibilities, *Intercom* starts a three-part series this week on preventing harassment at work.

The first, on page 5, outlines managers' responsibilities.

*turn to Highlights on page 2*

## Improving MLS

FAA has awarded two contracts totaling \$148 million, including options, for the design and development of advanced versions of the Microwave Landing System (MLS), a highly precise aircraft guidance system.

A contract for \$78.2 million was awarded to Wilcox Corporation of Kansas City, MO, and a \$69.8 million contract was awarded to Raytheon Corporation of Marlboro, MA. The award prices include six test systems each, plus options.

The first systems are slated to be delivered for testing in 46 months.

"The Microwave Landing System

*turn to MLS on page 5*

## Moving Up

### New Developmental Program Targets Mid-Level Managers for Advancement

A new developmental program targeting mid-level managers has been announced by the Office of Human Resource Development.

Called the Mid-Level Manager Development Program, it is designed to sharpen the necessary managerial skills

for upper-management positions. The program goal is to enrich the selection pool for these high-level jobs by developing candidates throughout FAA's diverse work force.

The vacancy announcement closes

*turn to Managers on page 4*

## Highlights *from page 1*

**No Fireworks.** Federal regulations forbid transporting fireworks in passenger carry-on or checked baggage and they are strictly regulated when shipped by air freight.

Many airlines have special rules for fireworks that may be more restrictive than the federal guidelines. Some airlines totally ban fireworks.

Any person who illegally transports fireworks or causes them to be transported on an aircraft is subject to a civil penalty of not more than \$25,000 and not less than \$250 for each violation. In certain instances, a person can be subject to criminal prosecution.

For more information, call the Dangerous Goods and Explosives Branch, ACO-130, x78434.

**True Friend.** When a coworker and friend became terminally ill, Ana Cruz went into action.

Cruz, a Logistics Division inventory specialist in FAA's New England



Anna Cruz is congratulated by New England Deputy Administrator Bart Bartanowicz.

Region, volunteered to take full responsibility for caring for her friend and her friend's eight-year-old son.

To honor her deeds, Cruz recently received the 1992 Boston Federal Executive Board's Award for Outstanding Community Service.

In nominating Cruz for the accolade, the FAA chronicled her work.

She provides all household care for her friend and son including food shopping, cooking, cleaning and laundering. Cruz takes her friend to doctor's appointments, prepares her son for school and takes him to class every day.

"Ana has given her friend's young son the guidance and love that he so desperately needs at this confusing and depressing time in his life. Ana has put her own life on hold and sacrificed personal needs and desires to allow her friend to live her final days united with her son in total dignity," the award nomination said.

**New DOT Deputy.** Arthur Rothkopf is the new DOT Deputy Secretary, replacing former FAA Administrator James Busey who left the DOT on June 19.

Busey, who was named to the number two DOT post late last year, is taking a job in the private sector.

Rothkopf previously served as DOT General Counsel.

**Vision Award.** An FAAer has won a national vision award.

Kathryn Wood, a health technician at the Civil Aeromedical Institute in Oklahoma City, was recently named the 1992 Paraoptometric of the Year.

Wood is the 13th winner of the honor, sponsored by the American Optometric Association.

Award winners are singled out for their technical competence in their daily work, service to optometry and their community, and interest in vision education.

Wood has worked for CAMI's Vision Research Section for five years and has been a leader in many local, state and national paraoptometric groups and volunteer organizations.

**Think Big.** "If you're going to take the time to do something, take it one step better than the person before you. Don't accept the commonplace job or performance as your benchmark."

That's advice from New England Regional Administrator Arlene Feldman to graduating college students.

Feldman, the keynote speaker at New Hampshire Technical College's commencement last month, urged gradu-

ates to think big.

"The limitations put on you generally will be of your own doing," she said. "Pursue bigger and better."

Feldman also focused on personal integrity. "Cultivate it, treasure it and it will grow and serve you well. It is an equation that begins and ends with you," she said.

Feldman encouraged graduates to follow aviation careers and emphasized, "your destiny is in your hands. The breaks you get will be the breaks you make."

The FAA has been actively involved with the college and recently issued an aviation maintenance certificate to the school permitting it to conduct courses for students to earn an FAA Air Frame and Power Plant license.

**Los Angeles Update.** The FAA is evaluating proposed changes to the Los Angeles Terminal Control Area (TCA) that will affect air traffic in the Los Angeles basin.

The proposed modifications were the subject of three public meetings at the end of June. Another was scheduled for July 1. They include:

→ Lowering the TCA ceiling to 10,000 feet mean sea level from 12,500 feet.

→ Raising the base altitude west of Santa Monica to 5,000 feet mean sea level from 4,000 feet.

→ Expanding the eastern boundary from 25 to 35 miles. Turbo jet aircraft

## Headquarters Intercom

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Diane Spitaliere  
Editor

Michael A. Malden  
Art Director

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will be contained with the TCA as they descend from 10,000 feet.

➔ Expanding the southern and southeastern boundaries from 12 to 40 miles. Turbo jet aircraft will be contained with the TCA as they ascend or descend to or from 10,000 feet.

A TCA is a designated block of airspace that extends from the surface to a specific altitude above mean sea level and extends laterally in all directions from the airport the TCA principally serves.

**Best Mark.** The nation's largest airlines posted their best mark in April for baggage handling and second best for on-time arrivals since the DOT began collecting the data more than four years ago.

The Department's monthly Air Travel Consumer Report shows an April mishandled baggage rate of 3.94 for each 1,000 passengers for the 10 largest U.S. carriers. Previously, the best baggage handling performance was the record of 4.34, reached last September.

April's on-time performance mark for the 10 largest carriers was 86.6%, topped only by the 87.9% record, also set last September. In compiling the data, flight delays caused by mechanical problems are not counted.

The Department received 593 complaints from consumers in April about airline service, up from March's total of 525 but well below the 698 received in April 1991.

U.S. carriers registered 0.95 involuntary denied boardings for each 10,000 passengers in the first three months of 1992, identical to the rate for the last quarter of 1991 but down from the 1.29 mark for the January through March period of last year.

While providing a summary of flight data in its monthly report, the Department also maintains a file covering more than 20,000 flights available for inspection in DOT Headquarters, room 4201.

All the flight information, computer tapes (\$150 per tape reel) and a complete printout are available from DOT's Volpe National Transportation /Systems Center, Kendall Square, Cambridge, MA.

## Surveying FAA

### SFA Process Examined at Annual Conference

This year's Survey Feedback Action (SFA) conference brought together representatives from organizations throughout FAA to devise new ways of strengthening the agency's survey process.



Survey Program Manager Dee Richard, left, presents Estelle Lauletta with the first annual SFA Bright Idea Award.

Those attending the conference came from the Center for Management Development and Air Traffic, Airway Facilities, Flight Standards and Human Resource Management organizations. They participated in a series of workshops addressing such issues as report formats, supervisory information verification, critical concern groups and follow-up activities.

This year's conference was also attended by FAA's four unions, the Air Traffic and Airway Facilities Supervisors' Committees and the Federal Managers Association.

## Healthbeat

**Video Library.** The clinic maintains a medical video library that zeros in on specific health topics. It is available to all Headquarters FAAers.

**Take a Walk.** The Headquarters walkers continue to meet *Tuesdays and Thursdays* at 2:30 p.m., in the lobby for a two-mile walk around the FAA Headquarters building.

**Weight Management.** A support group for Weight Management Program participants continues to meet *every Wednesday* at 1 p.m.

All employees who have completed the eight-week program are invited to attend.

For more information about these programs, and the room number for the weekly weight management meetings, call x73406.

Susan Walker from Federal Express - the company FAA's survey process is modeled after - served as guest speaker at the five-day San Antonio event.

Demonstrating their belief that the survey feedback action process can improve the work environment, the following organizations were recognized at the conference's awards ceremony.

**Eastern Region Air Traffic Division** for conducting SFA training for all its managers and supervisors and reviewing all survey feedback action plans.

**Northwest Mountain Employee Development Branch** for sponsoring SFA training for all regional supervisors.

**Western Pacific Airway Facilities Division** for publicizing regional survey results and committing to follow-up on all action items.

**Great Lakes Air Traffic Division** for formalizing and publicizing its position on elevating significant SFA issues.

Estelle Lauletta, from the Great Lakes' Employee Development and Organizational Effectiveness Branch, was honored with the first annual SFA Bright Idea Award.

Lauletta took the lead in the production of a video tape demonstrating how employees can make the most of the survey feedback action planning process.

## Silverman *continued from page 1*

The ceremony was attended by Silverman's parents and sister and Wayne Barnett, husband of Irene Barnett, who died in November, 1991. She received the first Sue Silverman Award.

Finalists for this year's Silverman award included:

**Joe Del Balzo**

*Executive Director for System Operations, AXO-1*

**Philip Canal, Manager**

*Program Planning and Analysis Branch, AIR-510*

**Sherelle Carper, Manager**

*Advanced Systems Section Branch, ATZ-110*

**Don Hansen, Manager**

*Travel and Relocation Systems Division, AAA-300*

Several other FAAers also received recognition at the luncheon for supporting the committee's activities. They were:

**Arnold Acquilano,**

*Associate Administrator for Airway Facilities, AAF-1*

**Pat Cariseo, Manager**

*Employee Communications Branch, APA-340*

**Michael Evans, Manager**

*Policy and Systems Analysis Division, APO-200*

**Pam Foss, Manager**

*Human Resource Management Division, AHR-100*

**Michael Gariazzo, Assistant Manager**

*Telecommunications Management  
and Operations Division, ASM-301*

**Cogan Marshall, Acting Assistant Manager**

*Maintenance Operations Division, ASM-201*

**Dana Scott**

*Deputy Assistant Administrator for Information Technology, AIT-2*

**Dick Stafford, Media Communications Specialist**

*Office of Public Affairs, APA-310*

**Paul Steucke, Manager**

*Public and Employee Communications Division, APA-300*

**Glenda Whiting, Assistant Manager**

*Human Resource Management Division, AHR-100*

**Janice Williamson**

*Transportation and Property Officer, ASM-730*

**Elizabeth Yoest, Manager**

*Planning and Program Management Division, AIR-500*

**Dave Ostrowski, Manager**

*Policy and Procedures Branch, AIR-110*

## Managers

*continued from page 1*

on Thursday, July 30.

The pilot program is open to Headquarters and regional Aircraft Certification and Flight Standards managers and supervisors. In Headquarters, the Office of Rulemaking is eligible.

Future announcements will be broader in scope and include other FAA organizations.

Fourteen GM-14/15 candidates will be competitively selected.

Those selected will remain in their current positions while participating in the one- to two-year program.

Developmental activities include an orientation workshop, an assessment workshop conducted by the Center for Creative Leadership, rotational and shadowing assignments, special projects and periodic topical workshops.

Announcement and application packages may be obtained from servicing Training Program Management Offices in the regions and Headquarters.

For more information, call Lynda Lane, AHD-220, (202) 267-3600.

## FYI...

**Wednesday Deadline.** Headquarters *Intercom* is published weekly. The deadline for items is *no later than 11 a.m. every Wednesday* for inclusion in the following issue.

But don't wait until the last minute. Get items in as soon as possible.

Bring them to room 909B or call x77311.

**Job Hazards?** Headquarters FAAers are urged to be on the lookout for conditions in the building that can cause injury or property damage.

Report all on-the-job hazards immediately by calling the PRIDE line, x77433.

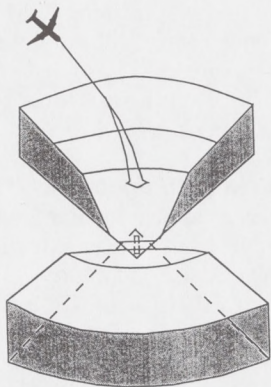
**Extra Copies.** If you need an extra copy of a past issue of *Intercom*, it's available in room 908.

## MLS *continued from page 1*

will have a significant effect on the FAA's ability to handle air traffic," said DOT Secretary Andrew Card. "When the new system has been implemented, it will improve air traffic flows and enhance the capacity of the national airspace system."

The MLS will provide greater efficiency and flexibility and offer pilots a broad range of paths to the runway, instead of the one path the existing system provides.

The new systems will be designed to enable aircraft to land in lower visibility conditions than can be handled by existing microwave landing units.



This diagram shows the wide volume of airspace covered by the Microwave Landing System.

Compared to existing systems, the MLS will mean fewer delayed and cancelled flights because of bad weather.

The two contractors will be considered in the award of future production contracts which will include units for the FAA and Department of Defense.

Both contractors will independently design and build systems for two types of bad weather conditions. One is for ceilings of 100 feet and visibility of 1,200 feet, while the other is for ceilings of less than 100 feet and down to 700 feet of visibility.

The MLS is scheduled to replace the existing Instrument Landing System (ILS) worldwide over the next 20 years.

The ILS has been used for more than 40 years and although still highly reliable, it is not designed for tomorrow's needs.

The MLS provides a common system for civil-military use, a frequency band free of congestion, a high quality guidance signal less susceptible to terrain and structure effects, and multiple approach paths for various classes of aircraft.

Contract options allow the FAA to add training, 12 additional microwave landing units, software support items, and other logistics support items as needed.

The Defense Department, with the

Air Force as the lead service, has supported the FAA's advanced MLS program since 1988.

For the Defense Department, the advanced MLS will compliment its ongoing acquisition of modified commercial and military MLS avionics and the mobile MLS.

The MLS will also replace the precision approach radar as the NATO standard precision approach and landing system in 1998.

## Sexual Harassment

### *It's Not Just a Management Problem*

There are no ifs, ands or buts about it - sexual harassment is illegal. It's that simple.

Any employee who sexually harasses another can be held *legally* and *financially* responsible.

Everyone - victims, coworkers, supervisors, and the agency - is responsible for recognizing, promptly responding to, and preventing sexual harassment in the workplace.

The agency is responsible for the acts of its managers and supervisors. It is also responsible for sexual harassment among employees when management is aware of, or should have been aware of, inappropriate behavior.

In all cases, management needs to show that it took immediate and appropriate corrective action upon being made aware of a complaint.

The agency can also be responsible for the harassing acts of non-employees. In these cases, the Equal Employment Opportunity Commission considers the degree of control the employing agency had over the conduct of non-employees when reviewing a complaint.

Although harassment is everyone's business, managers, supervisors and employees have varying degrees of responsibility.

All agency **managers** are responsible for:

➔ Setting the standard for the office or facility long before any reports of sexual harassment are received.

➔ Letting employees know what is expected in a professional setting.

➔ Exhibiting behavior that makes it clear inappropriate behavior will not be tolerated.

➔ Asking random questions. Managers should talk about sexual harassment as a general issue to ensure that employees feel comfortable discussing such problems.

➔ Encouraging supervisory staffers to be alert for harassment and to deal with it before it reaches the complaint stage.

➔ Holding periodic meetings to review regulations against sexual harassment.

➔ Asking the Office of Civil Rights for guidance in discussing sexual harassment.

➔ Clipping and posting articles on the topic and ensuring the agency's equal employment opportunity and sexual harassment policies are clearly visible to all.

➔ Immediately intervening when a specific allegation of harassment is received.

Above all, these measures should be taken even if the workplace appears to be harassment-free. Just because managers are not aware of a problem, doesn't necessarily mean one doesn't exist.

*This is the first in a three-part series on sexual harassment. Next week, learn what a supervisor can do to prevent sexual harassment in the workplace.*

*Thanks to Lu Carradine, Central Region Civil Rights Manager, for this report.*

## Flightplan

**Prevent Harassment.** Training sessions for Headquarters managers on preventing sexual harassment will be held in July.

The identical four-hour seminars will include a discussion of definitions of sexual harassment, how to identify sexual harassment and sexual harassment laws, policies and regulations.

The sessions run from 8 a.m. to 12 noon on the following dates:

- *Tuesday, July 7*, room 8ABC.
- *Wednesday, July 8*, room 8ABC.
- *Wednesday, July 15*, room 5ABC.

Interested managers should submit form 3000.13 through their training coordinator to AHR-120 as soon as possible.

For more information, contact Angel Colon, x77756.

**AXO's Spirit.** A national competition to design a logo for System Operations (AXO) ends on *Monday, August 10*.

FAAers can submit entries in text form or in the form of drawings and sketches that reflect AXO concepts.

Here are some key words or thoughts that represent AXO: spirit, links, vision for tomorrow, meeting challenges, cross-organizational connection and horizontal integration

Selected by an AXO committee, the winning designer will receive a U.S. savings bond. The chosen logo will be formalized by an artist.

Submissions should be sent to Madeline Taylor, AXO-2, x73499.

**Kennedy Reunion.** A reunion is being planned for past and present FAAers of New York's Kennedy tower.

It is tentatively scheduled for late 1992 to early 1993, but ideas are still being sought. One of the locations being considered is Las Vegas.

In addition to tower employees, anyone having past or present dealings with the New York facility, is also invited.

Interested in attending or want more information? Contact Bill Fedowich, Pensacola tower area manager, work (904) 432-2323, home (904) 476-6609, or David Royal, (404) 344-6910.

**Hispanic Conference.** The National Hispanic Coalition of Federal Aviation Employees will hold its national training conference *August 11 through 13* in Chicago.

This year's theme is "500 Years of Cultural Contributions."

The event will be held at Embassy Suites, 600 North State Street, downtown Chicago.

To register or for more information on room and airline rates, contact Myrna Rivera, (312) 694-7893, or Aida Ramos, (312) 694-7874, both from the Great Lakes Region.

**College Money.** A new Headquarters Employee Scholarship Fund expects to distribute a total of \$2,000 in grants before this year's fall semester.

All Headquarters FAAers, their spouses and children are eligible to apply.

The program is managed by the Headquarters Employee Participation Group in cooperation with the Office of Labor and Employee Relations.

Application forms and specific details of the program are available in the lobby of the personnel office on the fifth floor.

**Coalition Meetings.** The National Black Coalition of Federal Aviation Employees holds its monthly meetings on the *first Tuesday* of each month from 12 noon to 1 p.m.

For further information, call Marcia Adams, x74488.

**TQM Meetings.** The FAA Headquarters Quality Network holds its monthly meetings from 2 to 3:30 p.m. in conference room 5AB the *first Tuesday* of every month.

For additional information contact Ted Criswell, x77925, or Carol Dieterle, x79129.

**FAA Managers.** The Federal Managers Association, FAA Headquarters Chapter 265, holds its monthly meetings from 12 noon to 1 p.m. in the MacCracken Room on the 10th floor. They are usually held on the *second Wednesday* of each month.

All members are urged to attend and bring a guest.

**Hispanic Meetings.** Monthly meetings of the National Hispanic Coalition of Federal Aviation Employees are normally scheduled for the *first Tuesday* of each month at 12 noon.

Meetings are scheduled for the following *Tuesdays: July 7 and August 4*, in conference room 5C.

Contact Susanna Leon-Guerrero, x73975, or Pat Myers, x77882, for more information.

**FWPC Meetings.** Regular meetings of the Federal Women's Program Committee take place on the *first Wednesday* of each month starting at 11 a.m. in the 10th-floor Civil Rights conference room. All employees are invited to attend.

For more information, contact Marcia Adams, x73488.

**Retirement Luncheon.** The Office of Environment and Energy is holding a retirement luncheon for Harvey Van Wyen on *Friday, July 10*, at the Bolling AFB Officers' Club from 11 a.m. to 2 p.m. The cost is \$20.

Van Wyen has just completed 35 years of government service.

Anyone interested in attending should contact Joyce Bentley, AEE-110, on x73554, by July 2.

**Two-Sided Copying.** DOT encourages employees to use the two-sided copying feature found on most agency duplicating machines.

Doing so results in less paper use — that means cutting fewer trees and using less energy for paper manufacturing.

DOT, along with other government agencies, has an active paper recycling program in place and wants to do more.

Two-sided copying not only cuts paper and mailing costs, but reduces storage space and strain on the environment.

Look for posters in copying centers reminding employees of the campaign.

Remember, think "two-sided" before you push the copier button.