



U.S. Department of Transportation
Federal Aviation Administration

Headquarters Intercom



Safety Video is FAA's 'Unforgiven'

It won't win an Oscar...but it does star Clint Eastwood. It's the FAA video, entitled "The Vertical Dimension," which tells corporate executives not to pressure their pilots to fly or second guess their decision-making authority when it comes to flight safety. Eastwood generously agreed to star in and narrate the video. For Eastwood—seen studying his script—playing the part of a helicopter pilot comes naturally. He is a licensed helicopter pilot. "The Vertical Dimension," produced by the Office of the Associate Administrator for Aviation Safety, was filmed the same day "Unforgiven" premiered. DOT's TV-TEN will air the video on Friday, July 9, and Wednesday, July 14, at 8:30 a.m., 11 a.m., 12 noon and 1 p.m.

Sue Silverman Award

John Ogden Honored for Helping Women Achieve Career Goals

John Ogden was honored with the third annual Sue Silverman Award at the recent "Salute to Managers" luncheon.

The accolade, given by FAA's Federal Women's Program Committee, recognizes a Headquarters manager for significantly helping women develop to their full potential.

Ogden, manager of the Training and Career Development Branch, was singled out for his commitment to equal opportunity through affirmative action programs and his support of Federal Women's Program Committee activities.

Touted as a "well-known mentor to women and minorities," Ogden was the committee's choice for most sup-

portive Headquarters manager.

Upon accepting the award, Ogden said he was honored "to be in such good company as the previous award recipients."

Last year, Dorothy Berry, deputy assistant administrator for Human Resource Management, was honored with the award. The first annual award went to the late Irene Barnett, former director of the Office of Program and Resource Management.

The award is in memory of the late Sue Silverman, who became an agency division manager at 28, making her the youngest person in FAA to have reached that position.

turn to Silverman on page 4

Highlights

Don't Waste Talent. Addressing the kick-off ceremony of the newly-established DOT Gay, Lesbian, or Bisexual Employees group—known as GLOBE—DOT Secretary Federico Peña emphasized that "toleration and diversity are not about 'special privileges' for any group. They are about equal protection and treatment for all."

Peña told several hundred DOT employees that he is committed to gay rights and diversity.

"We must all work toward an end to discrimination, an end to the harassment or the holding down of any of our employees' careers solely because of their status," said Peña. "We have too much work to do for the American people to waste anyone's talent because of prejudice."

GLOBE organizers thanked Peña for making the DOT plaza available to the group and for having the courage to accept their invitation to speak at the event, which celebrated "gay pride."

Peña recently issued a diversity policy statement endorsing the hiring and promoting of gays and ending discrimination against workers on the basis of sexual orientation, race, disability, age, or cultural background.

See "EEO, Diversity Updates" on page 3 to learn more about Peña's newly-issued policy statements.

Global Satellites. The Oshkosh airshow has a new attraction this year.

For the first time, a demonstration of the differential global navigation satellite system will be part of the annual event.

The system was procured by the turn to Highlights on page 2

Highlights *from page 1*

state of Wisconsin from Trimble Navigation to test and demonstrate the Experimental Aviation Association fly-in this month.

Airway Facilities' Advanced Technology Staff has already installed and flight checked the satellite system. The highlight of the flight checking, according to the staff, was the ability to simultaneously demonstrate on cockpit instrumentation, the global positioning system and the instrument landing systems.

Quieter Skies. The level of noise at the nation's airports and surrounding areas continued to decline last year as airlines added quieter aircraft to their fleets, reports the FAA.

Last year, the proportion of quieter aircraft used by U.S. airlines increased from 51.8 percent of the fleet to 59.3 percent.

The improvement reflects compliance by the airlines with legislation passed in 1990 requiring that all older, noisier Stage 2 aircraft be replaced by quieter Stage 3 aircraft—which reduce noise levels by 50 percent—by the year 2000.



Stage 2 aircraft, such as this DC-9, are being replaced with quieter Stage 3 aircraft.

Stage 2 aircraft include Boeing models 727-100, 737-200 and McDonnell Douglas model DC-9. Stage 3 planes include Boeing models 737-300, 757 and McDonnell Douglas model MD-80.

The number of noisier aircraft declined from 2,498 in 1991 to 2,366 by the end of 1992.

FAA recently released a summary of reports submitted by the airlines at the

end of 1992 to allow the tracking of their compliance with the law.

FAA continues to sponsor programs that monitor the impact of aviation noise.

More than 200 airports have chosen to participate in an FAA-sponsored noise compatibility planning study, which makes federal funds available for noise mitigation projects.

Pay on Time. Travelers are reminded that monthly government Diners Club credit card bills must be paid within 25 days of the billing date.

Use the card only for authorized purposes and file a travel voucher immediately after returning from travel to receive reimbursement for expenses.

Misuse of the card or late payment may result in disciplinary action.

Noise Update. FAA has extended the public comment period of the agency's draft environmental impact statement concerning changes in aircraft flight patterns over New Jersey.

The 53-day extension period changed the deadline date from June 14 to August 6.

The extension was granted due to a request from the New Jersey Citizens for Environmental Research.

Certificate Revoked.

FAA issued an emergency order revoking the operating certificate of Syracuse, NY-based Horizon Air, doing business as Mohawk Airlines.

The order listed about 30 violations of the company's computerized continuous maintenance and surveillance program, which tracks overall operation time and time-limited parts. Other violations involved failure to comply with structural inspection of main landing gears and operating one engine beyond its hot section inspection time.

As a result of failure to comply with the continuous maintenance and structural inspection programs, the revoca-

tion order charged that the company was unable to determine the current status of life-limited parts and times last overhauls as required on a specified time basis.

The revocation order followed surveillance of five of the company's fleet of seven Fairchild SA-227-AC aircraft at its Syracuse facility. The company held a Part 135 air taxi and commuter certificate.

At press time, Mohawk Airlines was undergoing intensive evaluation and was in the process of being recertificated.

STAR Awards. System Operations (AXO) officially kicked off a new organizational awards program.

Called Sharing Talents Achieves Recognition—STAR for short—the program is designed to recognize the many acts of AXO employees, not meeting the criteria for existing awards or other forms of recognition. These could include community involvement, humanitarian or heroic deeds, recognition for a "class act" or value-added service.

Recognized employees will receive a star pin and certificate.

Nominations are accepted on an ongoing basis and can be made by managers or peers.

Quality Conference. The Sixth Annual National Conference on Federal Quality will be held in Washington, DC, Tuesday through Friday, July 20-23.

The event at the Washington Hilton and Towers is expected to attract 1,500 participants and 70 exhibitors—the largest national quality conference ever for federal executives and employees.

Highlights will include presentation of several quality and management improvement awards, 64 breakout sessions led by quality experts, and pre-conference workshops for beginning to advance practitioners.

It is sponsored by the Federal Quality Institute and the President's Council on Management Improvement. This year's theme is "Transforming Government: Putting People and Quality First."

For more information, call the conference automated hotline, (202) 376-6864, or Geoff Templeton, (202) 376-3752.

Diversity, EEO Updates

Peña Adds 'Sexual Orientation' to DOT Policies

For the first time, a DOT Secretary has included an employee's sexual orientation in the department's diversity and equal employment opportunity policy statements.

"My commitment extends far beyond simply reducing or preventing discrimination," Peña said in the EEO policy statement. "I will aggressively promote equal employment opportunity for all persons in our workplace, to fully include minorities, women, individuals of different sexual orientations, the disabled, and older Americans at all levels of the organization and to remove any real or artificial barriers that may limit opportunities."

In his diversity statement, Peña said that "diversity means inclusion."

He said he is committed to hiring, developing, promoting and retaining employees of all races, ethnic groups, sexual orientations, and cultural backgrounds. That includes the old, young, middle-aged, able-bodied and disabled, men and women, Peña said.

He emphasized that all managers are responsible for "nurturing and capitalizing" on every employee's talents. "I firmly believe this is done by empowering all employees with the opportunities, tools and support they need to develop to their fullest potential and contribute productively to the mission of the organization. My experience has proven that it is also done by helping employees balance work and family needs and providing appropriate accommodations and support systems for individuals with disabilities."

Peña also stressed that managers "must lead the way" in completely supporting diversity. But he added, "every single employee can get involved and participate by valuing the differences and cultures of others as well as their own. This will require mutual adjustment and understanding."

FAA Remembers

Charles McKnight. FAA retiree Charles McKnight, 71, died of a heart attack on June 4.

Mr. McKnight, a Springfield resident, retired from the Headquarters Air Traffic Service in 1975.

Mr. McKnight began his FAA career as an air traffic controller at Washington National Airport. Prior to joining the agency, he served as an Army Air Corps pilot in the Pacific during World War II. He served in the Air Force Reserve until 1972, when he retired as a colonel. In 1970, Mr. McKnight accepted a position at FAA Headquarters.

He is survived by his wife of 49 years, Ruby Harding McKnight, two daughters, and three grandchildren.

Employee Assistance

Counselors Available to Address Life's Many Problems

Any personal problem—no matter how large or small—can be discussed with FAA's employee assistance program (EAP) counselors.

The program is designed to help FAAers, their family members and recent retirees overcome life's difficulties. Common problems that help is sought for include depression, child rearing, stress, difficulties with a loved one, substance abuse, financial, and marital or personal relationships.

At FAA Headquarters, employees have a choice when seeking a counselor.

Headquarters EAP Manager Kim Brams—FAA's full-time mental health professional—is always on-site in the clinic, room 327. Personal Performance Consultants (PPC)—FAA's national EAP contractor—offers a 24-hour hotline service, as well as an on-site Headquarters counselor. PCC's Cary Cook is available in the clinic one alternating day a week.

Both Brams and Cook can be reached on (202) 267-3945.

PCC's hotline number reaches the group's national service network. If an emergency exists, or an employee needs to speak to someone right away, the caller will be immediately connected with a counselor. In non-emergency situations, the employee will be asked their name and zip code, in addition to the FAA jurisdiction in which they work. They will then be given the name

and telephone number of an EAP counselor located near their home or workplace so an appointment can be scheduled. Counselors are readily available in most locations.

Employees can call 1-800-234-1EAP to reach a counselor 24 hours a day.

Referral sites for treatment outside of EAP are also available in most locations. When a referral results in cost to the employee, the counselor will work with the individual, considering all available options and health benefits coverage.

EAP is voluntary, confidential and free-of-charge.

Headquarters Intercom

July 6, 1993
No. 93-24

Diane Spitaliere
Editor

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340
800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Sue Silverman Award

continued from page 1

The ceremony, held in Arlington, VA, was attended by Silverman's parents and sister.

Managers recognized at the luncheon by the Federal Women's Program Committee for their past and continued support of program activities were:

Joaquin Archilla
Systems Management Service
Deputy Director, ASM-2

Carolyn Blum
Associate Administrator for Contracts and
Quality Assurance, ASU-1

John Brown
Payroll and Administrative Systems
Division Manager, AAA-100

Bob Buckhorn
Acting Assistant Administrator
for Public Affairs, APA-1

Marion Carlson
Field Support Section Manager
ASM-722

Valerie Collins
Community and Consumer Liaison
Division Assistant Manager, APA-200

Pamela Foss
Human Resource Management Division
Manager, AHR-100

Lorraine Harris
Executive Program Manager
ACR-5



From left to right, Sue Silverman's parents and sister, Phyllis, Alvin, and Lori.

Dennis Kolb
ARSR-4 Branch Manager, ANR-140

John McGrath
Air Certification Engineering Division
Manager, AIR-100

John Ogden
Training and Career Development Branch
Manager, AHR-120

Deborah Osipchak
Financial Programs Staff Manager
AAA-60

Alice Payne
Administrative Branch Manager, AIR-530

Barbara Silva
Evaluation Staff Acting Manager, AAF-20

Paul Steucke
Public and Employee Communications
Division Manager, APA-300

David Tiedge
Foreign Operations Branch Manager
ACO-110

William Wallis
Program Manager for Civil Operations
ATM-100

Frederick Whiteside
Accounting Operations Division
Manager AAA-200

Glenda Whiting
Human Resource Management
Division Assistant Manager, AHR-102

Janice Williamson
NAS Contract Support Manager
ASM-730

Deborah Wilson
Contracts Division Assistant Manager,
ASU-300



Federal Women's Program Committee President Sheri Edgett Baron presents Training and Career Development Branch Manager John Ogden with Sue Silverman Award.

Flightplan

Acquisition Conference. The first annual System Development (AXD) Acquisition Management Conference will be held on *Thursday, July 8*, at the Washington Sheraton Woodley Park Hotel, from 8:30 a.m. to 3:30 p.m.

The conference theme is "Innovation and Improved Processes."

The event is the result of several agency initiatives aimed at positively impacting the acquisition of systems and services in the FAA, ultimately affecting agency customers. It is designed to provide opportunities for sharing information regarding acquisition initiatives, technologies, processes and procedures.

The keynote speaker is John Burt, executive director for System Development.

Several other speakers from FAA and private industry will make presentations.

The target audience is AXD acquisition teams, support elements and AXD customers. Affected employees are encouraged to attend. Transportation to and from the hotel will be provided.

For more information, call Mary Kay Born, ANW-3, x78492.



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

Headquarters Intercom



Sensors on this pilot's head and face monitor brain and eye movement activity, while he completes a short performance test, evaluating vigilance and sustained attention.

Flightcrew Fatigue

Flying Tinkers With Pilots' Biological Clocks

After more than a decade of research into pilot fatigue, sleep and the body's activity and sleep cycles—called circadian rhythms—NASA has identified new insights into flightcrew fatigue.

Here are some basic findings reported in the current issue of *FAA Aviation Safety Journal*:

→ Sleep loss and circadian disruption from long-haul flight operations can result in fatigue, increased sleepiness, and reduced performance.

→ While on short-haul trips for three to four days, pilots take longer to fall asleep, sleep less, awake earlier, and report lighter and poorer sleep compared to pre-trip sleep patterns.

→ Pilots generally report feeling less well during extended duty hours.

→ Helicopter pilots on short-haul flights for four or five days are far more likely to report headaches and back pain than commercial short-haul fixed-wing pilots, probably due to the physical environment of the helicopter flightdeck.

→ Off-duty times overstate the time available for sleep.

→ Regulation of duty hours should be considered, much like flight hours.

→ Rest periods should occur at the same time on trip days or progressively later across days.

→ On layovers, experienced in-

turn to **Flight Fatigue** on page 3

Highlights

Faster Routes. FAA has developed a computer-generated aircraft route between Dallas-Ft. Worth and Tokyo, ensuring a minimum flight time for the nation's air carriers.

After computer testing of simulated flights for 30 days, the route was developed and implemented by Western-Pacific Region's Oakland air route traffic control center.

The first flight on the new "minimum time track" took place the end of May, reporting an average savings of 27 minutes or approximately \$5,000 in operating costs.

Such savings would equate to \$1.8 million annually.

Minimum time tracks are generated by Oakland center daily and are based on a strategy of avoiding adverse weather conditions by locating a flight path with minimum headwinds.

FAA began to use computer-generated minimum time tracks in September 1990. Initially used from western United States and western Canadian airports to the Orient, the system was expanded in December 1992 to include flights from Los Angeles to Sydney, Australia.

Grand Canyon Traffic. At the end of June, the FAA held two informal public meetings in Phoenix and Las Vegas as part of its study of air traffic increases over Grand Canyon National Park.

The study will focus on traffic increases since 1987, a forecast of traffic activity through the year 2010, airspace capacity and aviation safety, federal requirements to restore natural

turn to **Highlights** on page 2

Highlights *from page 1*

quiet to the park, and plans to use quiet aircraft technology by commercial air tour operators.

Written comments are due August 15 to FAA's Air Traffic Systems Management Branch, AWP-530, Western-Pacific Regional Office.

Virginia Noise. FAA is holding a public meeting to elicit comments from citizens on aircraft noise in Northern Virginia on July 13, from 7 to 10:30 p.m. at the Kenmore Middle School, Arlington.

Comments received will be analyzed and become part of the basis for various ongoing FAA noise mitigation projects in metropolitan Washington.

Registered individuals will be given five minutes to make presentations.

Written comments are also invited and should be addressed to John Kies, FAA, Eastern Region, AEA-530, Fitzgerald Federal Building, JFK International Airport, Jamaica, New York 11430.

New Job. Leonard Griggs, former FAA assistant administrator for Airports, has been appointed as the new director of Lambert-St. Louis Airport.

Griggs was airport director at St. Louis prior to his FAA appointment.

New Aviation Reports. The FAA has published a new list of scientific and technical aviation reports available to the public.

The list covers the period from January 1992 through December 1992 and updates an earlier list released in March of last year.

Subjects discussed in the publications include aircraft safety and airport technology, aviation medicine, communications, environment, navigation, and miscellaneous subjects.

Federal government agencies and their contractors may order individual reports from the Defense Technical Information Center, Cameron Station,

Building 5, Alexandria, VA 22314. The public may order individual reports from the National Technical Information Service, 5285 Port Royal Road, Springfield, VA 22161.

Good People 'Trapped.' Many government workers are "good people trapped in bad, archaic systems," but they still must take responsibility. That's how Ted Gaebler sees it.

The co-author of *Reinventing Government* challenged more than 160 FAAers last month "to keep our democracy as we know it" by stepping up



Steve Anderson, right, chats with Theron Gray, AIT-1, far left, Darlene Freeman, ASF-1, and Ted Gaebler. Freeman, who is in charge of the agency's team for the President's National Performance Review, emphasized that government needs to "create a work atmosphere where new ideas and fresh approaches are encouraged and welcomed."

and making changes from the inside.

He told Headquarters managers and staff that government must be more flexible, creative, and entrepreneurial. "If we want to be change agents for doing this we must educate the public and we need to empower people who are doing it, and that's you."

Steve Anderson, a business and information technology consultant, was also on the June 17 program. He spoke about business process re-engineering—the latest management wave of changing business processes, organization, infrastructure and technology.

The reason for radical changes, Anderson said, is to change output. That means getting products out in less time with greater quality to give customers better service or make more money—or both.

He said it's vital for business partners and information technology pro-

viders to work together because things are often automated that a business agency shouldn't be doing in the first place.

The event was sponsored by the Information Technology organization, headed by Theron Gray.

The presentations are available on video tape from information resource managers in regions and centers. At Headquarters, employees can borrow tapes from AIT-200, x79973, or AXQ-3, x79889.

Civil Rights Chief Retires. William Hudson, director of DOT's Office of Civil Rights retired July 3.

Hudson began his DOT career in 1967. He managed the Coast Guard Civil Rights Office before returning to the Office of the Secretary as Civil Rights director in 1983.

He has 43 years of government service.

Air in Your Pocket? Pocket cards describing the new airspace reclassification, which begins on September 16, are available. Call the Office of Aviation Safety, ASF-220, on (202) 267-7770.

After more than 15 years of study and preparation, a six-class designation for U.S. airspace—A, B, C, D, E and G—is fast approaching.

Objectives of reclassification are to:

- Simplify airspace designations.
- Increase standardization of equipment and pilot requirements for operations in various classes of airspace.
- Promote pilot understanding of available air traffic control services.
- Work towards international commonality.

Find out more about airspace reclassification, including a chart which highlights changes, in the July issue of *FAA World*.

There has also been a series of articles in *FAA Aviation News*, the most recent in the July/August issue. The publication will also issue a new reprint of its articles on airspace reclassification to coincide with the September 16 changeovers.

Healthbeat

Health Fair. There will be a health fair in the FAA Headquarters building lobby on *Wednesday, July 14*, from 11 a.m. to 2:30 p.m.

A wide variety of health information and screenings will be available, including glaucoma, vision, and eye-glass screenings.

Audio screenings will be conducted in the clinic, room 327, but require an appointment.

The event is sponsored by the Health Awareness Program.

Flight Fatigue

from page 1

International flightcrews sleep efficiently at selected times or sleep less efficiently but longer than normal, with a preference for sleeping during local night.

➔ Despite efficient or longer sleep during layovers, the circadian system is unable to resynchronize and quickly adapt to rapid, multiple time-zone shifts.

➔ A brief inflight nap is an acute inflight safety valve to improve performance and alertness on long-haul flights, but naps do not affect the cumulative sleep debt in most crew members.

The *Journal* article summarizes some of the significant findings from the NASA Ames Fatigue Countermeasures Program and is available for copying in the FAA library.

Medical Mentions

FAA Physicians Recognized at Aerospace Medical Association Meeting

FAA's Federal Air Surgeon Dr. Jon Jordan was recently elected a Fellow to the Aerospace Medical Association at the group's annual meeting, held in Toronto, Canada.



Federal Air Surgeon Dr. Jon Jordan, right, is congratulated by Aerospace Medical Association President Dr. Robert Dillie for being elected as an association Fellow.

FAA was well represented at the meeting with researchers from the Civil Aeromedical Institute—known as CAMI—making 16 presentations and chairing four scientific sessions. They joined staffers from the Office of Aviation Medicine in conducting an avia-

tion medical examiner seminar for 249 physicians, including medical representatives from 49 foreign countries.

Three other FAA physicians were also honored at the meeting.

➔ Civil Aeromedical Institute Director Dr. William Collins was awarded the association's President's Citation for original research and technical career contributions to the organization's scientific programs.

➔ Aeromedical Certification Division Manager Dr. Audie Davis received the Airline Medical Director's Achievement Award for exceptional contributions to civil aviation.

➔ Biodynamics Research Section Supervisor R. Van Gowdy was awarded the Hasbrook Award for his work in improving crash survivability.

The Aerospace Medical Association is a non-profit organization made up of medical professionals, including physicians, physiologists, psychologists, nurses, and engineers.

Association members share a common interest in the health and safety of those dealing in hazardous environments.

Building Bulletin Board

Diffusing Air. Employees are urged not to remove deflectors on air diffusers, located in the new ceiling tiles.

The Facilities Management Branch says that several incidents of removal by building occupants have been reported. Only the Facilities Management Branch, in cooperation with the General Services Administration building manager, can authorize altering the building's air supply system.

Removing these deflectors will not increase air flow into the office, but could affect the comfort of others. Deflectors only diffuse the air flow, ensuring equal distribution in the surrounding area.

After the ceiling and sprinkler construction work has been completed, the contractor will balance the air flow to each area for optimum efficiency.

Employees experiencing problems or wanting to report a missing deflector, should contact the building PRIDE line, x77433.

Building management will investigate the problem and try to resolve it.

Headquarters Intercom

July 13, 1993
No. 93-25

Diane Spitaliere
Editor

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Overseas Opportunities

FAA Seeks Reps for International Positions

Applicants are being sought for FAA representative positions in London, Singapore and Amman or Riyadh, announced the assistant administrator for Policy, Planning and International Aviation.

The vacancy announcement—numbered API-93-0758—is open through July 30.

Those selected will serve as senior agency representatives for the many countries assigned to each position's geographical area. Responsibilities include the coordination and management of a broad range of agency activities, while serving as the liaison between FAA organizations, foreign civil aviation authorities, industry and international organizations.

FAA representatives—who are required to do extensive overseas travel—are responsible for promoting and gain-

ing support for U.S. aviation standards, policies and procedures, in addition to providing advice and assistance to foreign governments. A broad-based knowledge of FAA program areas, such as Air Traffic, Aircraft Certification, Security, Flight Standards and Aviation Standards, is required.

Team building skills are essential. FAA representatives must gain the cooperation of people from diverse organizations and backgrounds to ensure the success of international projects. The positions also require effective communications skills and the ability to deal effectively with high-level officials.

Benefits include free housing, education allowances, dependent travel benefits, home leave and post allowances.

For more information, see the above-mentioned vacancy announcement or contact Cecilia Hoyer, (202) 267-8007.

People

New Officers. Speechmasters, the FAA Headquarters chapter of Toastmasters International, has new officers.

Valerie Kulhanek, of Policy, Planning and International Aviation, is the new president. She replaces Lynn Brown of the Aircraft Certification Service.

Kulhanek, a program analyst, served as the group's publicity vice president during the past year.

Other recently-elected officials include Vanessa Thomas, Airport Planning and Programming, vice president-administration; Ray Kelly, Operational Support Service, vice president-education; Steve Black, Policy, Planning and International Aviation, vice president-public relations; Connie Streeter, Flight Standards Service, secretary; Tom Smith, Aviation Policy, Plans and Management Analysis, treasurer; and Dan Taylor, Aviation Policy, Plans and Management Analysis, sergeant-at-arms.

FAA Toastmasters is a communications and leadership program. They meet the first and third Tuesday of each

month in room 8ABC. Guests and new members are welcome.

For more information, contact Valerie Kulhanek, x73318, or Steve Black, x79094.

Another Fred. A recent issue of *Intercom* chronicled the daily 252-mile round-trip commute to work in Pasco, WA, by FAAer Fred Fitzgerald in his 1972 VW beetle.

Now, the July edition of *DOT Today* highlights the get-to-work trek of another Fred—Fred Gibbs of Headquarters.

For the past eight years, Gibbs has commuted to work in his single-engine four-seat airplane from his hometown of Easton, PA, 225 miles away.

He takes off on Monday mornings and lands at Hyde Field in Clinton, MD, an hour and 10 minutes later. Then he drives a car the final stretch. Gibbs spends the rest of the workweek in a suburban townhouse, and flies back to Pennsylvania on Friday.

An FAAer for 22 years, Gibbs manages the publications branch of the Air Traffic Rules and Procedures Service.

Pay Up

Outstanding Vouchers Result in Pay Deductions

FAAers with outstanding travel advances of more than 30 days, are advised to pay up to avoid having the money taken out of their paychecks.

On August 2, DOT will implement an automated system designed to issue demand letters to employees with delinquent or excessive travel advances. It will automatically process salary offsets for nonresponsive employees. The first one is scheduled for September 28, covering the pay period ending September 18.

Employees are required to liquidate any outstanding advance balances immediately after returning from a trip. Balances are considered delinquent 30 days after the trip is completed.

Continuing advances become delinquent when no reimbursement voucher is submitted for a 45-day period following the last voucher submitted. They are considered excessive when the amount exceeds projected needs for 45 days based on the employee's reimbursed expenses for the latest 90-day period.

Employees are encouraged to immediately settle any travel advances outstanding more than 30 days after trip completion in order to avoid salary offset.

FAAers with continuing advances should review their advance in accordance with the above criteria and liquidate the advance if there has been no travel activity for 45 days.

Travelers with continuous travel activity, and who submit monthly reimbursement vouchers, should review the amount and liquidate any amount in excess of that needed to cover 45 days of travel.



Headquarters Intercom

Rivet-Checking Robot

Mechanical Device to Inspect Aging Aircraft

Airline safety inspectors may one day have new additions to their teams—seven-footed robots designed to detect structural flaws in aging aircraft.

The FAA Technical Center is taking the lead in investigating the possibility of using a robotic maneuvering device to assist in automating data collection and interpretation of traditional, nondestructive inspection equipment.

The mechanical inspector would be capable of searching for flaws in aircraft skins and underlying structures with more reliability, a high probability of detection, greater uniformity and at faster rates than can be accomplished by human inspectors.

The project was initiated in June 1991, with a conceptual design delivered to the Technical Center in December by Carnegie Mellon Research—the organization developing the device with FAA.

Investigators at the research center constructed and tested a prototype of the system earlier this year.

The robot, given the name ANDI—short for automated nondestructive inspector—is currently equipped with an eddy current inspection probe.

ANDI sports a three-foot modified



Robotic maneuvering device slides across aircraft fuselage section searching for structural flaws.

“T” shape, weighs about 30 pounds and is equipped with suction cups on each of its seven feet to walk along the surface of an aircraft.

Future plans call for an operational robot to weigh around 20 pounds.

The mechanical inspector prototype is remotely controlled by an operator using a personal computer. All electrical and control cabling, as well as compressed air for the suction cups, is delivered to ANDI through an umbilical line. Locomotion is achieved through the use of electric stepping motors.

“Using an FAA-supplied, ten-by-six-foot curved section of fuselage, the prototype was able to maneuver in one direction, scan a sliding eddy current probe along a row of rivets and collect

turn to Robot on page 7

Highlights

‘Trek’ Clone? What do “Star Trek” and the FAA have in common? Find out on page 4.

Ability First. When interviewing a person with a disability for a job, focus on the applicant’s ability first, disability second.

Turn to page 6 for more suggestions about interviewing applicants with disabilities.

New Chief Counsel. FAA has a new chief counsel—Mark Gerchick.

Since 1985, Gerchick has been a partner in the Washington office of the Los Angeles-based law firm of Paul, Hastings, Janofsky & Walker before being tapped as FAA’s top lawyer.

A resident of Washington, Gerchick received a law degree, cum laude, from

Harvard Law School in 1977. He received a bachelor’s degree from Amherst College in 1973 where he was Phi Beta Kappa.

In the early 1970s, he worked as a reporter and

feature writer for the *Miami Herald* and has had articles published in the *Washington Post*, *Legal Times*, *Wall Street Journal* and *Newsweek*.

He has been practicing law in Washington for 15 years, focusing on administrative law, counseling and government-related litigation.

Gerchick assisted in the Clinton presidential campaign and worked ex-

turn to Highlights on page 2



Mark Gerchick

Highlights *from page 1*

tensively in the Washington transition planning effort.

He and his wife Lisa have a two-year-old son, Adam.

\$56 Million Contract. The FAA has awarded a three-year, \$56 million contract to Martin Marietta Corporation, Washington, DC, to provide system engineering and technical support to the agency's massive air traffic control modernization.

Martin Marietta will help the agency integrate a complex network of advanced automation, communications, navigation and landing, radar surveillance and weather monitoring systems to make sure they fit and work together.

The System Engineering and Technical Assistance (SETA) contract can be renewed for two, two-year periods. If both renewal options are exercised, it would raise the contract's value to a total of \$144 million.

Gubernatorial Gratitude. FAAer William Cotlair received praise from New York Governor Mario Cuomo for his contributions to the 1993 Governor's Excelsior "Quality at Work" award program.

The program is an integral part of the state's efforts to encourage and recognize organizational excellence in business, education and government.

Serving as an awards examiner, Cotlair was responsible for evaluating quality systems and products of manufacturers who provide communication, navigation and related equipment to the FAA.

Assigned to Contracts and Quality Assurance in Headquarters, Cotlair is manager of the Northeast Field Industrial Section, located in Ronkonkoma, NY.

He is a senior instructor in total

quality management at the Quality Institute of Long Island. It is his second year as an Excelsior examiner.

"The men and women who tirelessly serve as examiners and judges for the Excelsior Award are helping all of New York's public and private institutions to speak the language of quality," said Cuomo.

Cuomo also thanked the FAA for its "strong participation in the program and donation of staff time towards successful completion of the award selection process."

An awards dinner was held in Albany, NY, the end of May, honoring the award recipient—Davis Vision, Inc.—as well as the judges and examiners who participated in the award process.

Developing Careers. More than 100 FAAers gathered at Headquarters recently to learn about agency career opportunities.

The career development seminar, sponsored by the Office of Civil Rights and the Federal Women's Program Committee, focused on various developmental programs.

Agency experts explained programs such as Office of the Secretary's career strategies for prospective women managers; Office of Personnel Management's women's executive leadership and executive potential programs; FAA's mid-level managers development program and individual development plans; and DOT's fellows program.

Program graduates talked about their personal experiences.

All presentations were followed by a question and answer period.

Pay Up. FAAers with outstanding travel advances of more than 30 days are advised to pay up to avoid having the money taken out of their paychecks.

On August 2, DOT plans to implement an automated system designed to issue demand letters to employees with delinquent or excessive travel advances. It will automatically process salary offsets for nonresponsive employees. The first one is tentatively scheduled for September 28, covering the pay period

ending September 18.

Employees are required to liquidate any outstanding advance balances immediately after returning from a trip. Balances are considered delinquent 30 days after the trip is completed.

Travelers with continuous travel activity, and who submit monthly reimbursement vouchers, should review the amount and liquidate any amount in excess of that needed to cover 45 days of travel.

Electronic Info. FAA news releases, speeches and interpretations of civil penalty actions are available to the public via CompuServe, GENie and FEDIX electronic information systems.

For information on retrieval from these systems, call CompuServe, 1-800-848-8199; GENie, 1-800-638-9636; or FEDIX, (301) 975-0103.

Money for O'Hare, Midway. The FAA has approved requests to collect passenger facility charges at Chicago O'Hare International and Midway airports.

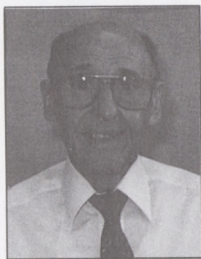
The 44 projects to be funded with the \$500 million to be collected at O'Hare over the next six years include: air traffic control tower improvements; school sound insulation; permanent noise monitoring equipment; runway, taxiway and apron rehabilitation; replacement of airport rescue and fire fighting facilities and terminal building upgrades.

Some \$80 million in passenger fees may be collected at Midway over seven years to finance rehabilitation of three runways and 45 other projects.

Calendar Call. Employees are reminded to start assessing their 1994 calendar needs.

The Facilities Management Branch advises that it will no longer order executive-type calendars.

Organizations requiring these weekly appointment books can order them directly through the General Services Administration Customer Service Center. The national stock number is 7530-01-233-7484. The price is \$1.58 for each book.



William Cotlair

When ordering calendars, be sure to check the national stock number, item description and number desired.

Incorrect ordering information could result in delays.

Aging Aircraft Follow-Up. "We still face the danger of not following through on what we started," warned an FAA official during an aging aircraft conference last month.

Tony Broderick, associate administrator for Regulation and Certification,

series set in motion by an accident in Hawaii on April 28, 1988, in which an Aloha airliner lost a large chunk of fuselage in flight. The accident drew international attention to an aging fleet of large jet transports.

Australian Accommodation. The United States and Australia have reached an accommodation that addresses current differences regarding bilateral aviation services over the North Pacific.

The accom-

modation provides for Australia to permit Northwest Airlines to continue to fly three times a week between New York and Sydney via Osaka, Japan, through December 31 of this year and to carry Osaka-Sydney passengers on

each flight. Northwest will also be allowed to move the route from New York to Detroit where the carrier has more service. In return, the United States will allow Qantas Airways to continue operating its normal 10 weekly nonstop flights between Sydney and Los Angeles.

It has been jointly agreed that expedited aviation consultations will be initiated. The goal is to resolve, by the end of 1993, differences that have arisen under the U.S.-Australian Air Transport Agreement and a 1990 memorandum of understanding.

Northwest, meanwhile, has indicated that it will discontinue its lawsuits against the government of Australia.

Transportation Technologies. A joint effort by the DOT and Department of Defense to convert defense technologies into successful commercial transportation projects and high quality jobs has been announced by DOT.

The \$471 million defense conversion effort is called the Technology Reinvestment Project (TRP) and is conducted under legislation enacted last year. DOT will also join the Defense Technology Conversion Council, which includes members from other federal agencies.

TRP has requested proposals for funding for military technologies that can be converted to commercial uses and technologies that can be applied for military uses. The project was set up under the Defense Conversion, Reinvestment and Transition Assistance Act of 1993.

Advanced technologies that can be applied to transportation uses could hold enormous market potential, both foreign and domestic, to improve the nation's productivity and its ability to compete in the world marketplace, according to DOT Secretary Federico Peña.

No Gambling. The DOT Office of Inspector General reminds FAAers that gambling or promoting gambling is illegal on government property.

In its latest report to Congress, the Inspector General mentions an FAA investigation into allegations of a football pool being played at an air traffic control tower.

Although the allegation was not substantiated, the FAA issued a memo to all employees at the facility emphasizing employee standards of conduct.



Rescue workers help passengers of the damaged Aloha Airlines 737.

said that although the FAA, other government organizations and industry have done some "excellent work on the individual pieces of the aging aircraft task," he stressed that all the pieces haven't been assembled into an "overall coherent picture."

"Ultimately, that picture must include all airplanes, not just ones that are old today. We must also include older designs which are still in production, newer designs and those that will be certificated in the future," he told the 5th International Conference on Structural Airworthiness of New and Aging Aircraft meeting in Hamburg, Germany.

The answer, Broderick said, is to come up with the "best possible combination of regulation and advisory material that achieves our purposes and minimizes regulatory impact," even if it requires "completely reinventing the way we regulate airplane maintenance."

The conference was the fifth in a

Headquarters Intercom

July 20, 1993
No. 93-26

Diane Spitaliere
Editor

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Deep Space Nine?

Science Fiction Helps Us Imagine
'Possible Futures,' Del Balzo Tells Technical Group

"Star Trek" has a lesson for the FAA.

There's an "interesting parallel" between what's happening to the agency's changing work force and the evolution of the television series, acting Administrator Joe Del Balzo told members of the Technical Women's Organization, meeting in Denver on June 22.

The changing "Star Trek" cast, Del Balzo believes, gives an "accurate advance look" at the changing makeup of the FAA work force.



In a recent speech to the Technical Women's Organization, acting FAA Administrator Joe Del Balzo compared FAA's changing work force to the evolving television series "Star Trek."

He gave the audience a brief history of the TV series starting with the original Starship Enterprise, which was run almost exclusively by white males.

While there was a black female communications officer and an Asian helmsman, the nonwhite skin colors usually belonged to exotic nonhuman

species.

Then came "Star Trek: The Next Generation." The intellectual Captain Jean Luc Picard replaces tough-guy Captain Kirk. The ship's chief engineer is a visually impaired black male.

The security officer is another black male, and the ship's doctor is a woman.

Now comes the third series, "Star Trek: Deep Space Nine." The 90s version is set on a stationary space station instead of a roving starship. The commander is Ben Sisko, a black single parent. His deputy is a woman. An-

other character is a fusion of genders, a young woman's body with the memories of an old man.

Del Balzo said the space station is "packed with aliens of all shapes and sizes, many of whom dislike and misunderstand each other, not unlike our own experience as members of a multiracial, multicultural society."

While Del Balzo said the FAA is making progress toward achieving a balanced mix of races, cultures and genders, the agency "isn't there yet, and we know it."

Imagining "possible futures" is one purpose of science fiction, and Del Balzo believes it meshes with the

agency's commitment to build a diverse work force of highly competent, motivated, technically and managerially sophisticated professionals.

"We believe that our investment in human resources must match our investment in air traffic control technology," Del Balzo said.

Tuesday
Tuesday
Tuesday
Tuesday

Intercom is published weekly. The deadline for items is *no later than 4:30 p.m. every Tuesday* 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 909B or call x77311.

People

New Officers. DOT GLOBE (Gay, Lesbian or Bisexual Employees) has elected officers.

They are Tom Sachs, OIG, chair; Sheila Skojec, FAA, vice-chair; Eric Stults, OST, secretary; and Ivan Varnado, FHWA, treasurer.

Healthbeat

Healthier Babies. A brown bag lunch featuring a lecture on "Healthy Babies," will be held on *Monday, July 28*, from 11:30 a.m. to 12:30 p.m. in conference room 9C.

A representative from the March of Dimes will make the presentation.

The event is sponsored by the Health Awareness Program.



Take a Walk. Headquarters walkers meet *every Monday and Wednesday* from 2:30 to 3 p.m. in the lobby to take a two-mile walk around the building.

Interested employees should meet at 2:30 p.m. sharp at the rear entrance of the Headquarters building.

Traveling the Wires

FAA's On-Line Systems: A Valuable Employee Resource

Have you "traveled the wires" and visited FAA's on-line information services lately?

If not, you are missing out on information and news about the agency, "shareware" program files and messages from the general public commenting on FAA activities.

Here's a list of on-line information services—known as bulletin boards.

So set your communications software to 2400 baud, 8 data bids, no parity, 1 stop bit, and "travel the wires" to a new and exciting source of information.

Airports. Provides information of interest to airport operators and designers.

Telephone number: (202) 267-5205.

System operator: Rick Marinelli, AAS-100, (202) 257-7669.

Air Traffic Operations Service. Provides services such as teleconferencing, information center, classified ads, electronic mail, polls and questionnaires and registry of users.

Telephone number: (202) 267-5331.

System operator: Robert McKay, ATP-210, (202) 267-229,

Aeromedical Forum. Promotes the exchange of information about aviation medicine.

Telephone number: (202) 366-7920.

System operator: Dr. Jon Jordan, AAM-1, (202) 267-3535.

Air Transport Division. Supports special interest areas, such as transport category aircraft, small aircraft, rotorcraft helicopters, draft master minimum equipment list (MMEL) documents (proposed for 14-day public comment period) and comments concerning draft MMELs and policy documents.

Telephone number: (202) 267-5231.

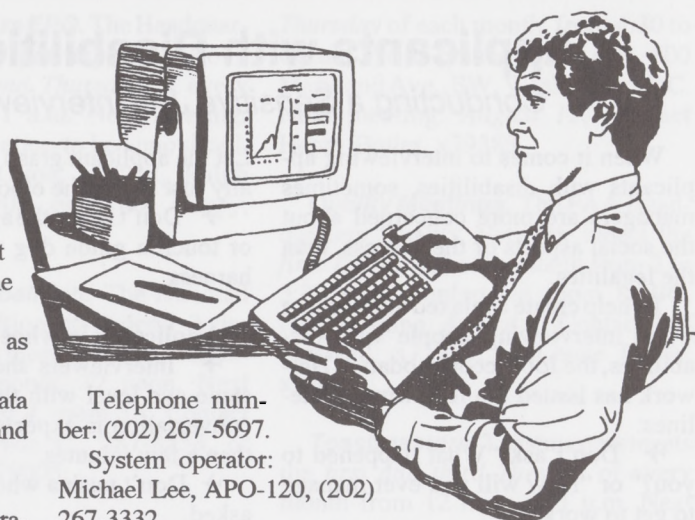
System operators: Tom Penland or Frank Hughes, AFS-260, (202) 267-3764.

Navigation and Landing. A bulletin board with forums for discussion of topics related to navigation and landing, such as the ILS talk conference, discussing various instrument landing system projects.

Telephone number: (202) 267-6547.

System operator: Michael Rivers, ANN-120, (202) 267-6543.

FAA Headquarters. Disseminates information on total quality management, strategic planning, program evaluation, intermodalism, civil penalties and budget and accounting. FAA press releases, legal interpretations and Administrator's speeches can also be obtained through this bulletin board.



Telephone number: (202) 267-5697.

System operator: Michael Lee, APO-120, (202) 267-3332.

Office of Environment and Energy. Disseminates information on hazardous materials, integrated noise model, helicopter noise model and various policies and regulatory matters.

Telephone number: (202) 267-9647.

System operator: Steve Vahovich, AEE-120, (202) 267-3559.

Aviation Rulemaking Advisory. Contains information concerning the advisory committee, a chronological list of future meetings and information on specific working groups.

Telephone number: (202) 267-5948.

System operator: Robert Stanley, ARM-21, (202) 267-3345.

Pilot Examiner. Designed for pilot and written test examiners, but is also open to anyone interested in aviation.

Telephone number: (405) 954-4530.

System operator: Ron Bragg, AFS-634, (405) 954-4753.

Orlando FSDO. Contains selected FAA information on publications and other documents of interest to the aviation community which are available for downloading.

Telephone numbers: (407) 648-6963 or (800) 645-3736.

System operator: Bill Hoenstine, ASO FSDO-15, (407) 648-6840.

Portland Master Minimum Equipment List. Makes available to the aviation community selected FAA information on publications and documents and accepts requests and applications for various FAA authorizations.

Telephone number: (207) 780-3297.

System operator: Ed Johnson, ANE FSDO 5, (207) 780-3263.

Safety Data Exchange. Primarily a message-based board with a limited files library relating to accident report forms and information on general aviation safety issues.

Telephone number: (800) 426-3814.

System operator: Ben Morrow, ACE-103, (816) 426-3580.

Applicants with Disabilities

Conducting a Sensitive Job Interview

When it comes to interviewing applicants with disabilities, sometimes managers are more concerned about the social aspects of the process, than the legalities.

To help create a relaxed atmosphere when interviewing people with disabilities, the Job Accommodation Network has issued the following guidelines:

→ Don't ask "What happened to you?" or "How will you ever manage to get to work?"

→ Don't ask "How often will you require leave for treatment of your condition?" A manager may, however, state the organization's attendance requirements and ask whether the applicant can meet them.

→ Focus on the applicant's ability first, disability second. Don't start the interview by trying to find out whether the candidate is "otherwise" qualified for the job.

→ Treat the applicant like any other candidate—don't be patronizing.

→ Offer the applicant assistance, if appropriate. Don't, however, automatically give assistance without asking.

→ If the candidate's disability is known prior to the interview, try to get some information from an appropriate local or national organization on limitations that may affect the person's job performance.

→ Whenever possible, let the applicant visit the actual workstation where he or she would be working.

Here is more information on how to interact with people having specific disabilities.

Blind applicants

→ Immediately introduce yourself and everyone present with a handshake.

→ Use oral cues and be descriptive in giving directions.

→ Don't shout.

→ Keep office doors either opened or closed; a half-opened door is a hazard.

→ Offer assistance when traveling.

Let the applicant grasp your arm, usually just above the elbow.

→ Don't move the applicant's cane or touch a guide dog when it is in a harness.

Applicants in wheelchairs

→ Interviewers should be on the same eye level with the individual if conversation is expected to last more than a few minutes.

→ Don't push a wheelchair, unless asked.

→ Keep wheelchair accessibility in mind.

Mentally handicapped applicants

→ Use simple language, but don't resort to "baby talk."

→ Proceed slowly, and limit the number of directions and instructions given at a time.

→ Ask the applicant to summarize the information given to make sure it was understood.

→ When appropriate, give positive feedback.

Deaf applicants

→ Enunciate clearly and look directly at the applicant if he or she is lip reading.

→ Use a combination of gestures, facial expressions and note passing.

→ Don't pretend to understand what the applicant is saying if you do not. When in doubt, ask the applicant to repeat the information.

→ Use a sign language interpreter, if necessary, but always speak directly to the applicant.

Using these guidelines not only makes people with disabilities more comfortable but reassures candidates that the interviewing agency is serious about hiring and accommodating them, says the Job Accommodation Network.

For more information, call the Job Accommodation Network, (800) 526-7234.

This article was reprinted from the Western-Pacific Intercom.

Training Trends

Reduced Need Results in Downsizing FAA Fleet

To meet changing Flight Standards training needs, FAA is dropping some 14 owned and leased aircraft from its inventory.

Reduced training needs, new multimedia technology and airline industry trends all factor into the agency's decision to contract out FAA aviation safety inspector training.

Eighty percent of the initial and recurrent inspector flight training has already been contracted out, with newly hired inspectors to be trained at facilities throughout FAA's nine regions.

Low student loads, along with the high level of expertise of the few recent and projected hires, reduces requirements for agency planes to support the training effort. Also, the need for certification and upgrade training has lessened considerably because of the extensive credentials of the new inspectors.

Aircraft required to perform flying and simulator time are being leased on the local market.

Recurrent training courses are being modified for field delivery. Computer-based instruction and satellite delivery—already in use in other Academy courses—are part of the new inspector training program, taking FAA instructors out of the classroom and into installations across the country.

"We're looking at supporting FAA's Flight Standards aviation safety inspectors the same way a business would," said Jeff Roy, manager of the Regulatory Standards and Compliance Division at the FAA Academy. "That means customer-oriented, cost-effective training, with a great deal of flexibility."

Group Meetings

Here is a list of the meeting dates, times and places for several FAA employee groups. Membership in all groups is open to all FAAers and members' guests.

Asian Pacific Coalition. The Coalition of FAA Asian Pacific Americans meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408. Contact Matt Asai, x77542.

Black Coalition. The National Black Coalition of Federal Aviation Employees meets the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 9AB. Next meeting: *August 3*. Contact Marcia Adams, x73488.

FWPC. The Federal Women's Program Committee meets the *first Wednesday* of each month, 11 a.m., 10th-floor Civil Rights conference room. Contact Marcia Adams, x73488.

Headquarters EPG. The Headquarters Employee Participation Group meets the *second Thursday* of every month, 9 to 11 a.m. Next meeting: *August 12*. Location to be announced. Contact Bob Cripe, x78211, Ralph Randall, x78903, or Bruce Henry, x79216.

Hispanic Coalition. The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of each month, 12 noon. Next meeting: *August 4*, room 5A. Contact Francisco Estrada C., 287-8558, or Rose Millar, x79005.

International Training. The Federal Aviation Club of International Training in Communication meets *every Wednesday* from 12 noon to 1 p.m., room 9B. Contact Mary Overton, president, x79989.

Managers Association. The Federal Managers Association, FAA Headquarters Chapter 265, meets the *second*

Thursday of each month, from 4:30 to 6 p.m., Vie de France dining area, 600 Maryland Ave., SW, Washington, DC. Next meeting: *August 12*. Contact Henry Butler, x79388.

Quality Meetings. The FAA Headquarters Quality Network meets the *first Tuesday* of each month from 2 to 3:30 p.m., conference room 8ABC. Next meeting: *August 3*. Contact Ted Criswell, x77925, or Lessie Dorse, x77447.

Toastmasters. Toastmasters meets the *first and third Tuesday* of every month from 12 noon to 1 p.m. Next meetings: *August 3* and *August 17*, conference room 8ABC. Contact Valerie Kulhanek, x73318, or Steve Black, x79094.

Volunteer Committee. The FAA Volunteer Committee meets the *second Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C. Contact Margaret Powell, x67037.

Robot *from page 1*

crack detection data," said Dave Galella, project engineer, Aging Aircraft Research Branch at the Technical Center.

Efforts over the next two years will focus on developing a rugged field prototype system, using a menu-driven operator interface, improved control software for maneuverability, collision avoidance device and miniature video cameras for providing visual data to an operator workstation.

USAir's maintenance inspectors in Pittsburgh, PA, have been working with Carnegie Mellon, providing input into the design considerations of the first ANDI system. Subsequent field prototype versions may be demonstrated at USAir facilities, although testing of the new mechanical device will be on a Boeing 737 at FAA's Aging Aircraft Nondestructive Inspection Validation Center at Sandia National Laboratories, Albuquerque, NM.

Field testing of the second version of ANDI is planned for mid-1994.



Sensational Sendoff

Former Associate Administrator for Aviation Standards Garland "Cas" Castleberry takes a "hit" from Aviation System Standards Director Bill Williams, during traditional good-bye ceremony on the Aeronautical Center flight line. Castleberry, who recently retired with 38 years of federal service, had just taken his last turn around the flight pattern when Williams tossed a bucket of confetti on him. Castleberry was pleasantly surprised—the traditional "toss" is a bucket of water.

Flightplan



Thrift Savings. The Thrift Savings Plan open season runs through *Saturday, July 31*—the time to sign up to

contribute to the plan or change the amount of contributions to the three funds.

For Headquarters FAAers, the TSP summary guide and investment options and operations booklet, election form and interfund transfer form are available from the Employee Relations Branch, AHR-140, room 522.

For more information, contact Barbara Claytor, x73873, or Charlene Warren, x73872.

Mid-Level Managers. The 1993 FAA Mid-Level Manager Development Program begins in September and is open to mid-level managers in Airway Facilities, Airports, System

Engineering and Development and Regulation and Certification organizations.

The program enriches the selection pool for upper-level positions by improving participants' skills and broadening representation of minorities and women.

Twenty participants will be chosen from GS/GM-14s and 15s who have managerial and supervisory experience. The program is sponsored by the Office of Human Resource Development.

For information about applying for the program, contact the staff office of your associate or assistant administrator.

For additional information, contact Lynda Lane, AHD-200, x65023.

New Exhibit. The original design drawings and artwork that accompanied early space flight articles in *Collier's* magazine are the focus of the newest exhibit at the National Air and Space Museum. The exhibit runs through next April.

Air Traffic Reunion. The Air Traffic Control Association (ATCA) in cooperation with the Southern Region FAA Retirees Association (SRFRA) is sponsoring a "Grand Aviation Reunion" in Nashville.

The dinner and dance reunion will be held at the Holiday Inn Nashville on *Saturday, October 23*, two days prior to ATCA's 38th annual meeting and two days after the retirees association's annual meeting.

Organizations, individuals, families and friends are invited to join the SRFRA meeting or schedule their own function in Nashville and make the reunion a part of the program.

Membership in ATCA or SRFRA is not required to take part in the reunion and associated activities.

To get on the mailing list and receive more information about the reunion, write:

ATCA Grand Aviation Reunion
2300 Clarendon Boulevard, Suite 711
Arlington, VA 22201

FAA Not Alone

Agency Employees Seek Help for Personal Problems

FAAers and their families ask the agency's Employee Assistance Program (EAP) to help them cope with emotional issues and stress more than other types of problems, including substance abuse.

But that's not unusual, according to a 1992 report of more than 600 companies. This report shows that stress and emotional problems are the number one reasons employees ask for counseling or information.

Of the more than 3,500 FAAers, family and household members who used the EAP in 1992, 40 percent sought help for stress and emotional problems. Another 26 percent needed help with relationships, 13 percent said they had family problems, 11 percent sought assistance for substance abuse and four percent asked for help with occupational problems.

These statistics are virtually identical to those from a wide range of industries throughout the country that pro-

vide company-sponsored employee help programs.

Here is more information from the agency's report which covered March 1992 through February 1993.

➔ The vast majority—77 percent—of people using the EAP were employees themselves. The rest were employees' household members.

➔ More than 90 percent of those who used the program contacted it themselves, five percent took their managers' advice to seek help, two percent were referred directly by managers and two percent were substance abuse referrals.

➔ About 36 percent of FAAers who asked the EAP for help were in their 30s, 29 percent were in their 40s, 24 percent were under 30 years old, 10 percent were in their 50s and one percent were 60 and older.

➔ Half of FAA's EAP clients required no referral to an outside source for additional help. About a third agreed

with recommendations to go outside the EAP for extra services, while 11 percent didn't follow up on an outside referral. Six percent chose to discontinue EAP services before completion.

Need help? The FAA and Personal Performance Consultants (PPC)—the agency's national EAP contractor—offer a 24-hour hotline service, and on-site Headquarters counselors are available.

But, it's not necessary to travel to the Headquarters building. PPC also has more than 100 convenient locations throughout Maryland, DC, Virginia, West Virginia and Pennsylvania.

In fact, PPC-licensed counselors are located in all 50 states and are available to any FAA employee, family or household member or recent retiree.

To set up an appointment for face-to-face counseling, or to talk directly with a counselor on the phone, call 1-800-234-1EAP day or night.



U.S. Department of Transportation
Federal Aviation Administration

Headquarters Intercom

Highlights

Delays Down. The 10 largest U.S. airlines enjoyed their second best on-time arrival performance in May while consumer complaints fell to almost a record low that month, according to DOT's air travel consumer report.

The carriers posted an 87.1 percent on-time rate in May, compared to April's 82.9 percent and the 86.6 percent recorded in May 1992. Since the department began collecting on-time arrival data in September 1987, the only better monthly performance was September 1991's 87.9 percent. When compiling the data, DOT does not count delays caused by mechanical problems.

Consumers registered 399 complaints with the department regarding airline service in May, down from April's total of 545 and last year's total of 490. The only month with fewer complaints since the government began publishing figures in 1970 was the 397 total reported in November 1992.

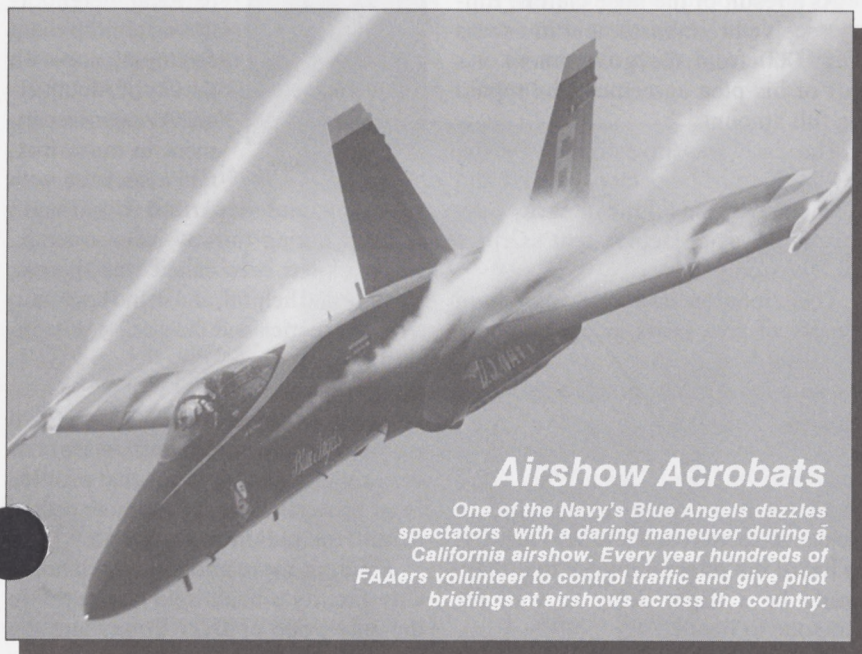
The airlines also reported a mishandled baggage rate of 4.63 for each 1,000 passengers in May, an improvement over April's 5.17 mark.

Unapproved Parts. FAA has published a new brochure on "Detecting and Reporting Suspected Unapproved Parts."

The brochure defines unapproved parts, outlines who is responsible for airworthiness, explains how the parts get into the system, and provides a detection guide. It also includes applicable regulations and guidelines.

Unapproved parts include, but are not limited to, "counterfeit" or fraudulently marked parts, components or

turn to **Highlights** on page 2



Navy Photo by Bruce Trombecky

Airshow Acrobats

One of the Navy's Blue Angels dazzles spectators with a daring maneuver during a California airshow. Every year hundreds of FAAers volunteer to control traffic and give pilot briefings at airshows across the country.

Automating Aircraft Arrivals

FAA System Aims to Save Millions

FAA is moving ahead on a new automated air traffic control tool that could save airspace users hundreds of millions of dollars in operating costs and reduced delays.

It's called the Center/TRACON Automation System—CTAS for short. CTAS helps controllers schedule aircraft arrivals more effectively, starting when planes are still about 200 miles from an airport.

The FAA predicts that bringing CTAS on-line at just 12 selected airports could save airlines nearly \$600 million by the year 2000.

NASA, which developed it, and the FAA held an industry briefing on CTAS on 19-20 at NASA's Ames Research Center, Mountain View, CA.

Inefficient, inconsistent spacing be-

tween aircraft creates delays in airport arrivals. The FAA has regulations that govern the spacing of arriving aircraft at the nation's airports, but controllers normally add a buffer to that distance, based on their experience and judgment.

CTAS helps controllers reduce the buffer zone by monitoring aircraft during approximately the last 20 minutes of flight. It presents information in displays that pop up on controller screens.

The system has three highly integrated, automated tools.

➔ Traffic Management Advisor looks at planes as they come in from all directions while they are still 200-300 miles from the airport. As aircraft approach, it develops a plan to handle the traffic effec-

turn to **CTAS** on page 3

Highlights *from page 1*

materials that are shipped directly to users by a manufacturer, supplier or distributor who does not hold, or operate under the authority of, a production approval for the part. They also include parts that have been maintained, or repaired and returned to service, by persons or facilities not authorized under Federal Air Regulation Part 43 or 145.

Copies of the brochure are available by writing to FAA Aviation Safety Inspector, Aircraft Certification Service, 800 Independence Ave., SW, Washington, DC 20591, or calling Dave Broughton, (202) 267-9575.

"Unapproved Parts" decals are also available.

False Claims. A former administrator of the St. Lawrence Seaway Development Corporation recently pleaded guilty in the U.S. District Court, Washington, DC, to submitting false claims for reimbursement from the government for personal travel, announced the Office of Inspector General.

James Emery, who served in the position from 1983 to 1991, was

Healthbeat

Healthier Babies. A brown bag lunch featuring a lecture on "Healthy Babies" will be held on *Monday, July 28*, from 11:30 a.m. to 12:30 p.m. in conference room 9C.

A representative from the March of Dimes will make the presentation.

The event is sponsored by the Health Awareness Program.

Take a Walk. Headquarters walkers meet *every Monday and Wednesday* from 2:30 to 3 p.m. in the lobby to take a two-mile walk around the building.

Interested employees should meet at 2:30 p.m. sharp at the rear entrance of the Headquarters building.

charged with submitting false claims to the department for reimbursement of travel expenses allegedly incurred while on official government travel, conducting only personal matters while traveling at government expense, billing the government for personal side trips taken while on official travel and falsifying receipts for lodging expenses.

As a result of the false claims, Emery received reimbursement in excess of \$9,000 from the government. As part of his plea agreement, he repaid the full amount.

The case was investigated by the DOT Office of Inspector General and prosecuted by the Public Integrity Section of the Justice Department's Criminal Division.

The violation carries a maximum penalty of five years in prison and a \$250,000 fine.

Sentencing has been set for September 8.

Coach, not First Class. When DOT Secretary Federico Peña was sitting in the coach section of a jetliner recently, he heard the pilot announce that there would be a slight delay to wait for someone to board.

About five minutes later, a flight attendant noticed Peña in coach and said, "Gee, Secretary Peña, what are you doing here? We thought you were going to be in first class. We've been waiting for you."

That's just one of the on-the-road stories Peña relates in the July 13 edition of *USA Today* which chronicles the travels of Peña and other cabinet members who are flying coach these days.

Distinguished Servant. Jerry Johnson, manager of Albuquerque Tower, was honored recently as New Mexico's distinguished public servant of the year.

The award, presented by the governor, cited Johnson's leadership in "improving the control tower workplace for all employees."

He was also cited for increasing FAA employment opportunities for women and minorities by his equal employment opportunity outreach and

affirmative action efforts.

His nomination package emphasizes how Johnson "skillfully worked with municipal aviation officials, the U.S. Air Force and Air National Guard to assure their needs are met by controllers."



Jerry Johnson

Johnson was touted for effectively reaching out to local neighborhoods to help them communicate with the city of Albuquerque Aviation Department in noise matters associated with approach and departure flight path changes during runway reconstruction. His work has been called "fair, honest, friendly and helpful, and in the best tradition of America and the goal of government service."

Head Injury Research. FAA's Civil Aeromedical Institute continues to conduct research on methods that provide head protection for passengers seated behind the bulkhead in aircraft.

Find out more about the Oklahoma City facility's head injury research in the July issue of *DOT Today* and the current edition of *FAA Aviation Safety Journal*.

Sounds of Silence. Because of technical problems associated with the Headquarters building's public address system wiring, announcements can only be heard on floors 3, 4, 9 and 10.

All announcements must be cleared through Public Affairs, APA-340, at least one business day in advance. However, every effort should be made to use other media channels—such as fliers, posters, announcements in *Headquarters Intercom* and on *TV-TEN*—to alert employees of upcoming events.

Announcements on the public address system will only be made if, for some reason, other media channels were not available prior to the event.

Extra Copies. Need an extra copy of a past issue of *Intercom*, *FAA Worker* or *DOT Today*? They're available in room 911.

Radar Support

FAA Awards \$27 Million Contract

To help plan, engineer and deploy a wide range of radar surveillance systems used to monitor aircraft and weather at major U.S. airports, the FAA has awarded a three-year \$27 million contract.

Technical support will be provided for primary and secondary air traffic control radars, enroute radars that track aircraft as they travel between cities, ground control radars and weather radars.

"This contract is an important step in the FAA's ongoing efforts to provide support for more and better radar systems throughout the country. The agency's goal with these high-tech surveillance devices is to make flying safer for the public," said acting FAA Administrator Joe El Balzo.

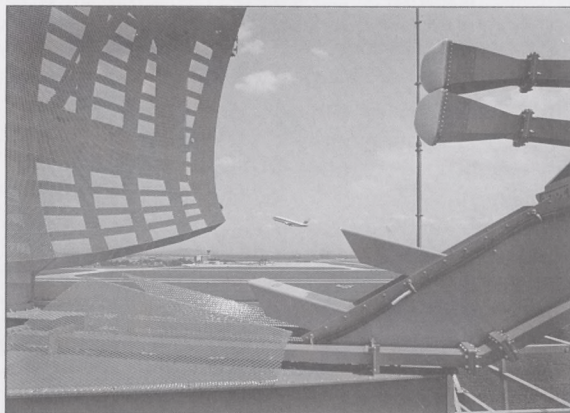
The Technical Assistance Contract—called TAC for short—was awarded to Vitro Corporation of Silver Spring, MD.

The contract has two, two-year renewal options. If both options are exercised, it would raise the contract's value to \$66 million. The contractor will provide services involving many types of

ground-based radars that are used to monitor the nation's airspace.

The contractor will assist in the deployment of the following systems:

➔ Airport Surveillance Radar (ASR-9), which allows air traffic controllers to see current position and track the course of all aircraft up to 50 miles from an airport.



The new three-year contract will provide technical support for radar facilities, such as this ASR-9.

➔ Airport Surface Detection Equipment (ASDE-3), which allows controllers to pinpoint the location of aircraft as they move across active runways and taxiways before taking off.

➔ Mode Select (Mode S) Beacon System, which identifies aircraft and provides altitude and speed information to controllers.

➔ Air Route Surveillance Radar (ARSR-4), which tracks aircraft as they fly between cities along air navigation routes across the country.

➔ Terminal Doppler Weather Radar (TDWR), which identifies hazardous weather conditions that may cause microburst and windshear.

➔ Next Generation Weather Radar (NEXRAD), which detects severe weather across hundreds of miles and reports to a nationwide weather tracking and predicting network.

➔ Precision Runway Monitor (PRM), which helps air traffic controllers at busy airports separate aircraft when they approach parallel runways at the same time.

CTAS *from page 1*

tively, according to the spacing requirements for that airport.

➔ Descent Advisor generates graphic displays of space and time relationships among enroute planes as they converge on an aerial "gate" about 40 miles out and provides controllers with accurate, fuel-efficient descent and vectoring advisories.

➔ Final Approach Spacing Tool lets controllers make corrections to the spacing between aircraft in the airport terminal's airspace.

NASA began to research the air traffic control process in the late 1970s. The advent of graphics-oriented computers in the 1980s led NASA to explore how software such as CTAS components could give controllers data that would let them predict arrival times more accurately.

Since May 1992, FAA and NASA have been developing program components at Stapleton International and the Denver Air Route Traffic Control Center, Longmont, CO.

The simpler parts of the system are used in operations. However, the more complex parts work in "shadow" mode, with real radar data driving CTAS and the system providing advisories on which controllers do not act. NASA employees located in the facility get real-time feedback from participating controllers.

Similar CTAS operations are slated to begin soon at Dallas/Fort Worth International.

NASA researchers believe the area will be an excellent test of the system because of heavy aircraft traffic and the many satellite airfields surrounding the airport.

Limited deployment of CTAS is part of FAA's terminal automation program, a new air traffic control system slated to be in place by the end of the decade.

Headquarters Intercom

July 27, 1993
No. 93-27

Diane Spitaliere
Editor

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Flightplan

Wanted: Facilitators. The Headquarters Facilitator Program is looking for employees with good communications skills, who like working with people.

The program is recruiting new members to become ad hoc facilitators for Headquarters management teams, work groups and task forces.

Program briefings will be held on *Wednesday and Thursday, August 4 and 5*, from 2:30 to 3:30 p.m., in conference room 5B.

Applications are due in Human Resource Management, AHR-104, by August 13.

Applicants will be screened during the month of August and final selections will be made by September 30. Training is scheduled in the DC area for September 1-17.

Employees unable to attend the briefings may pick up application packets in the reception area of the Human Resource Management Division, room 528.

For more information, call Mary Cotton, 376-6811, or Joan Guarino, 376-7127.

Golf Classic The Millville, NJ, Automated Flight Service Station will host its first annual golf classic at Holly Hills Golf Club, Alloway, NJ, on *Thursday, September 30*, at 11 a.m.

Cost will be \$60, which includes

golf, cart, lunch, dinner, beverages and prizes. The cost for dinner for nongolfers is \$18.

Checks can be made payable to: Millville Golf Classic
Millville Airport, Building 100
Millville, NJ 08332

The event is limited to 144 participants, and deadline for sign-up is September 1.

Proceeds will benefit a local homeless shelter.

For more information, call Ron Consalvo, work, (609) 825-8090, or home, (609) 863-9032.

Thrift Savings. The Thrift Savings Plan open season runs through *Saturday, July 31*. Employees have until that date to sign up to contribute to the plan or change the amount of contributions to the three funds.

For Headquarters FAAers, the TSP summary guide and investment options and operations booklet, election form and interfund transfer form are available from the Employee Relations Branch, AHR-140, room 522.

For more information, contact Barbara Claytor, x73873, or Charlene Warren, x73872.

Mid-Level Managers. The 1993 FAA Mid-Level Manager Development Program begins in September and is open to mid-level managers in Airway Facilities, Airports, System Engineering and Development, and Regulation and Certification organizations.

The program's goal is to enrich the selection pool for upper-level positions with better skills and broadened representation of minorities and women.

Twenty participants will be chosen from GS/GM-14s and 15s who have managerial and supervisory experience.

The program is sponsored by the Office of Human Resource Development.

For information about applying for the program, contact the staff office of your associate or assistant administrator.

For additional information about the program, contact Lynda Lane, AHD-200, x65023.

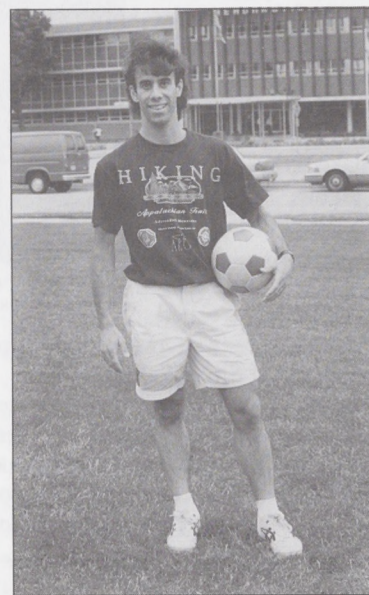
New Exhibit. The original design drawings and artwork that accompanied early space flight articles *Collier's* magazine are the focus of the newest exhibit at the National Air and Space Museum.

The exhibit includes about 60 works and runs through next April.

Tuesday Deadline. *Headquarters Intercom* is published weekly. The deadline for items is *no later than 4 p.m. every Tuesday* 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.



Mike Harvey

FAA Soccer Star

While studying electronics theory at the FAA Academy in Oklahoma this past spring, FAAer Alex Grist was hard at work preparing for a worldwide soccer competition. An Airway Facilities technician at the Chicago-O'Hare Airway Facilities Sector, Grist is representing the United States at the *Comite International Sports des Sourdes* world games for the deaf this summer in the Republic of Bulgaria. A member of the American Athletic Association for the Deaf, Grist is playing in the preliminary rounds of the soccer competition and hopes to make it to the finals. While at the FAA Academy, Grist was instrumental in getting a telecommunications device for the deaf installed in the facility's student services office. He also did volunteer work with local support organizations for the deaf.

People

Leave Donations. Thomas McCloy, Office of the Chief Scientific and Technical Advisor for Human Factors, AXD-4, is eligible for FAA's leave donor program.

McCloy recently underwent surgery and radiation therapy. He will require several weeks recovery time.

Anyone wishing to donate annual leave should contact Barbara Ullom, AHR-151, x77608, or Pat Schauer, x77125.



U.S. Department of Transportation
Federal Aviation Administration

Headquarters Intercom

Glimpse into the Future

'Video Wall' a Hit at Paris Air Show

FAA exhibits at the 40th Paris Air Show demonstrated technology that will help create a more safe and efficient civil aviation system in the 21st century.

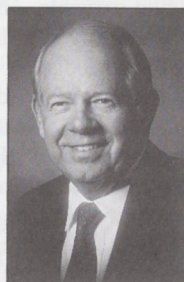


Shown in front of FAA's satellite navigation display are, from left to right, Fraser Jones, Office of Public Affairs; Amy Bellay, Martin Marietta; Joe Del Balzo, acting FAA Administrator; and Brian Mahoney, Satellite Program Office.

Acting FAA Administrator Joe Del Balzo explained to the international aviation community how the new aviation system will take shape. After delivering a speech, Del Balzo responded to reporters' questions on the FAA's Global Positioning Satellite System policy and related subjects.

"The Global Positioning System and the Global Navigation Satellite System, combined with advanced telecommunications and higher levels of automation, offer virtually unlimited opportunities for improvements in aviation safety, capacity, and efficiency," said Del Balzo.

The FAA also sponsored seminars on satellite navigation. Conducted by *turn to Paris on page 4*



David Hinson

Safety First

Hinson Seeks to Work Closely With Congress

As FAA Administrator, David Hinson said he will "work closely with the Congress to assure adequate resources for the FAA to do its job," during a July 20 confirmation hearing before a Senate committee.

Hinson said he would work hard to provide direction and leadership for the FAA to meet the many challenges it faces.

"Safety has always been the agency's primary mandate and highest priority," said Hinson, assuring senators that "FAA's foremost mission will remain the safety of the traveling public."

Hinson, 60, said that his earliest experiences with the FAA impressed upon him the importance of the agency's mission when, as a young Naval aviator, he was guided safely back to base by FAA radar after losing the navigation equipment on his aircraft.

"Since that time, a long-standing working relationship with the agency has only enhanced my great respect for the people of the FAA and the capable way in which they meet their far-reaching safety responsibilities," said Hinson.

Hinson emphasized that the U.S. aviation system is an integral part of the "global" system, pointing out that "globalization in aviation has become a reality."

turn to Hinson on page 4

Agency Agendas

Highlights from FAA's Executive Board

To keep employees advised of major decisions of FAA's Executive Board, Headquarters and regional/center *Intercoms* are starting a regular column, reporting on the board's weekly activities.

For a refresher on how the Executive Board is structured and where it fits into the grand scheme of things, see June 1 Headquarters *Intercom*.

This column will provide the highlights of the board's regular Monday afternoon session on strategic issues and the Thursday afternoon meeting devoted to tactical matters. Some issues will affect employees immedi-

ately—some down the road.

Strategic

For the next several weeks, Monday's regularly-scheduled session on strategic issues will be devoted to "brainstorming," with outside experts speaking on broad, futuristic themes and FAA experts discussing specific program matters. All this is designed to get the board ready for a three-day meeting off-site in late August. There, it will set the strategic course for the FAA, including guidance and direction for the next edition of the FAA Strategic Plan, scheduled for publication in October.

turn to Executive Board on page 3

Highlights

Praise from Peña. Acting FAA Administrator Joe Del Balzo recently received praise from DOT Secretary Federico Peña for managing the FAA during the transition to a new administrator.

Peña lauded Del Balzo and 27 other DOT high-level career public servants for showing a "willingness not only to lead and to share their expert knowledge with me and my staff, but also to take risks through a difficult time of transition. I know that I could not have managed this department for the past months without their enthusiasm, their flexibility, and their commitment to excellence—a commitment I have found throughout this department virtually at all levels."

FAA First. Dixie Norton is the first female Native American to hold the position of flight standards district office (FSDO) manager at the FAA.

Norton, who manages the Fargo, ND, FSDO, was selected for the position earlier this year. She supervises a staff of 13.

Prior to accepting her new position, Norton was an airworthiness unit supervisor at the Lubbock, TX, FSDO. She began her FAA career in 1983 as an aviation safety inspector at the Sacra-



Going the Distance

Four members of the National Air Traffic System Effectiveness/Evaluation Branch in Atlanta recently completed the largest 10-kilometer road race in the world. Shown from left to right at the Peachtree Road Race in Atlanta, are Norm Gilbert, Roy Robison, Patricia Gram and Shelby Pennix. They were just four of 45,000 participants in the July 4th event. It was Gram's first 10K experience.

mento FSDO. She has held various airworthiness positions at Flight Standards facilities across the country during her 10-year FAA career.

Norton holds an airframe and powerplant certificate with inspection authorization.

Security and Intelligence. U.S. Coast Guard Rear Admiral Paul Busick has been appointed to head DOT's Office of Intelligence and Security.

Since 1991, Busick has served as deputy chief, Office of Law Enforcement and Defense Operations at Coast Guard Headquarters, where he supervised the agency's intelligence and security programs, defense initiatives, and drug, fishery and migrant law enforcement operations.

The Office of Intelligence and Security, reporting directly to the secretary, is responsible for the strategic planning, coordination and oversight of all transportation security and intelligence activities.

Busick succeeds Vice Admiral Clyde Robbins, who headed the office since it was established in 1990 in response to a recommendation by the President's Commission on Aviation Security and Terrorism. Robbins has retired.

Busick, 48, a native of Lindenhurst, NY, is a 1966 graduate of the Coast Guard Academy. He received a master of science degree in industrial administration from Purdue University in 1979.

Telecommunications Update. Employees are reminded that all issues pertaining to pagers, mobile phones, telephone credit cards, etc., must be addressed to the telephone coordinator in their respective organizations.

Vendors are to be contacted only by Accounting, Contracting and Telecommunications personnel. Ratification for unauthorized agreements with vendors will be the responsibility of the individual placing the call.

For more information, call Edye Stewart, AAF-51, (202) 267-7944.

Denver Doings. Testing of a new state-of-the-art instrument landing system—designed to land aircraft unassisted

by pilots in adverse weather conditions—began at the new Denver International Airport last month.

Several of the major air carriers are assisting in the testing of the new Category IIIb autoland capability, with a Boeing 757 used to evaluate the equipment. The aircraft—the first commercial airliner to land at the new airport—made several approaches and landings using runway 34R.

Presently, there are 12 airports across the country with this capability, including Stapleton International. The new system at Denver International, however, will be able to land aircraft in worse weather and on three runways, as opposed to one at Stapleton.

Participating airlines will help validate the installed instrument landing systems and terrain features of the new airport to prepare for the airport's opening day. Testing will last for several weeks.

Leaving Without Pay. The new Family and Leave Act goes into effect August 5. It entitles employees to take up to 12 administrative workweeks of leave without pay during any 12-month period for serious personal health conditions, the birth/adoption of a child, or to care for a dependent with a serious health condition.

According to the new act, employees may take unpaid leave without any charge to their annual or sick leave accounts.

Currently, FAA Order 3600.4, Chapter 5, paragraph 46, states, "Normally, employees must exhaust all annual leave before leave without pay is granted. Exceptions may be authorized in individual cases of a meritorious nature."

FAA is currently preparing an overall change to agency policy on leave without pay, eliminating the requirement that employees must first exhaust all annual leave before going on leave without pay.

Assistant Administrator for Human Resource Management Herb McLure is encouraging FAA supervisors to authorize the use of leave without pay for employees meeting "legitimate family and medical situations envisioned by the act."

Executive Board

from page 1

Tactical

➔ A recent session on tactical matters focused on preparing an agency response to the recommendations anticipated from the National Commission To Ensure A Strong Competitive Airline Industry, particularly the expected recommendation for a quasi-public air traffic control corporation to side-step the roadblocks associated with the current system.

➔ To this end, the board established five work groups under the overall direction of API to identify the "real" problems associated with the current system, versus sometimes distorted, anecdotal descriptions: They are Personnel, headed by Herb McLure; Acquisition, Darlene Freeman; Budget, Nick Stoer; Leadership, Dale McDaniel; and Oversight, AGI/ABU.

Other board actions included approval of:

➔ Establishing a Staffing Standards Review Board (SSRB) whose membership will consist of ADA-1, AXO-1, API-1, ABA-1/ABU-1, AHR-1. Other associate/assistant administrators will participate on an ad hoc basis, as appropriate. Purpose of the SSRB is to maintain the compatibility of the staffing standards program with the agency's budgeting and personnel management system.

➔ \$2 million in Airport Improvement Program funding for the proposed third Chicago airport.

➔ The appointment of Lee Anne Robbins as manager, Airway Facilities Division in Southern Region. Robbins is the first woman to serve as a regional division manager for Airway Facilities.

Commission's Draft Report

Panel Focuses on Satellite Navigation, Independent and Flexible FAA

A presidential commission studying the aviation industry is pushing for an accelerated switch-over to satellite aviation navigation and a more independent and flexible FAA

Although the group's final report isn't due until later this month, the panel—called the National Commission To Ensure A Strong Competitive Airline Industry—outlined scores of draft recommendations on July 19, including many aimed at the FAA.

Here are some of the recommendations that would impact the FAA:

➔ Make air traffic control a satellite-based navigation system, integrated with a modernized air traffic control system.

➔ Pursue efforts to accelerate the implementation of the Global Positioning System and air traffic control modernization through such means as a public-private consortium, designed to develop and implement improved technology expeditiously.

➔ Review the rule that limits operations at four "high density" airports and remove these "artificial limits" or redefine their need. National Airport's legislated limits would not be affected.

➔ Ask Congress to fully fund system capacity elements, including facilities and equipment; airports; research, engineering and development; and FAA operations.

➔ Create an independent federal corporate entity within DOT to manage and fund air traffic control and related functions, including system development, procurement and maintenance.

Policy control of the air traffic control system and safety oversight should stay within the federal government, the commission's draft report said.

Possible legislation to make the FAA more independent, the commission suggested, should give the agency the ability to:

➔ Create and use a predictable, stable source of revenues for operations, maintenance and capital investment.

➔ Issue long-term bonds for capital purchases.

➔ Remove current expenditures and revenues from the federal budget in equal amounts for a fiscally neutral effect.

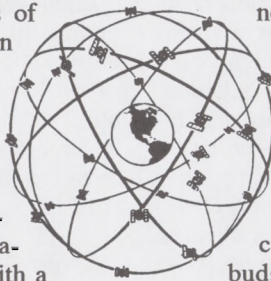
➔ Provide sufficient management flexibility and compensation to attract and retain high-caliber leadership and staff.

➔ Provide flexibility to create a system for procurement, personnel, and budget, consistent with best practices in the private sector.

➔ Provide flexibility in making an orderly transfer of operating functions to the new entity.

➔ Continue to provide air traffic control service for the Defense Department, meeting national security requirements.

During the months of May and June, the commission heard testimony from 150 aviation experts—including top management of the FAA—industry representatives and interest groups.



Headquarters Intercom

August 3, 1993
No. 93-28

Diane Spitaliere
Editor

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340
800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Flightplan

Software Engineering. The Software Engineering Group of the Engineering Specialties and Configuration Management Support Division is sponsoring its 1993 workshop *Monday through Wednesday, September 27-29* at the FAA Technical Center, Atlantic City.

The year's theme is "build a more effective team approach to the software life cycle."

Speakers from various Headquarters organizations will cover all major aspects of the life cycle, ranging from customer needs through acquisition. They will also cover software maintenance after system commissioning.

For more information and registration, call Susan Gardner, FAA Headquarters, (202) 287-8646, or Frances Mackuse, FAA Technical Center, (609) 485-4449.

Air Traffic Conference. The World League of Air Traffic Controllers is holding its annual conference—Sun Fest '93—at St. Martin, Netherlands Antilles, *Thursday through Sunday, September 9-12*.

The World League is a new social and fraternal organization, founded to promote communication, harmony and understanding between air traffic control professionals worldwide.

Membership is open to all air traffic professionals all over the world, including retirees, labor or management professionals, computer specialists and air traffic assistants. Military controllers are also included.

Programs sponsored by the new organization enable air traffic professionals to meet their counterparts from other countries and discuss career options.

For information, call (809) 752-8683.

Wanted: Facilitators. The Headquarters Facilitator Program is looking for employees with good communications skills, who like working with people.

The program is recruiting new members to become ad hoc facilitators for Headquarters management teams, work

groups and task forces.

Program briefings will be held on *Wednesday and Thursday, August 4 and 5*, from 2:30 to 3:30 p.m., in conference room 5B.

Applications are due in Human Resource Management, AHR-104, by August 13.

Applicants will be screened during the month of August and final selections will be made by September 30. Training is scheduled in the DC area for September 1-17.

Employees unable to attend the briefings may pick up application packets in the reception area of the Human Resource Management Division, room 528.

For more information, call Mary Cotton, 376-6811, or Joan Guarino, 376-7127.

Mixed Bowling. The DOT mixed bowling 1993-94 winter season begins *Thursday, September 9* at 6 p.m. at Bowl America, Falls Church, VA.

Individual bowlers, as well as teams of five or more, are welcome to join. Non-DOT bowlers are also welcome.

For more information, call Susan Lee, x79010, or Pat Savage, x60077.

AXD Awards. System Development, AXD, is holding its annual "Best of the Best" awards ceremony on *Tuesday, September 7*.

The event kicks off at 1 p.m. at the Lowes L'Enfant Plaza Hotel, Washington, DC.

Awards will be presented in the following categories:

Outstanding Leadership

Outstanding Innovator

Team Achievement

EEO Excellence

Human Relations Achievement

Secretarial Accomplishments

Administrative Excellence

Technical Support

Technical Publication

Distinguished Service

Significant Contributor

to System Development

Volunteer and Community Service

A reception will be held immediately following the ceremony.

Hinson *from page 1*

He stated that satellite technology for air navigation is also a reality, "holding great promise for revolutionizing the world's air traffic control systems."

"The potential benefits this new technology offers the aviation community argue for the earliest feasible deployment, and call for an aggressive FAA program to help reach that objective," Hinson told the Senate.

Hinson has been executive vice president for marketing and business development for Douglas Aircraft Company since January 1992, with responsibility for leading the marketing development and sales of McDonnell Douglas commercial jet transports.

Paris *from page 1*

Executive Director for System Development John Burt, and Associate Administrator for Regulation and Certification Tony Broderick, the sessions were informative and well-attended.

After the seminars, the audience was invited to view the FAA exhibit, which combined demonstrations of state-of-the-art air traffic control technology with a programmed 24-monitor video wall depicting breathtaking aviation scenes.

Positioned at the entrance of the USA National Pavilion, the exhibit was viewed by international executives in government and industry, in addition to thousands of aviation enthusiasts and journalists.

The popular video wall presentation was filmed by a German television network and drew admirers from numerous nations who recognize FAA as the world leader in aviation safety and technology.

The demonstrations making up the exhibit featured Global Positioning Satellite System, Center-TRACON Automation System, Dynamic Ocean Tracking and Automatic Dependent Surveillance.

Hundreds of briefings were conducted during the Paris event on the benefits each technology offers on behalf of global aviation in the 21st century. Held every two years, the Paris Air Show is the world's largest.



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

Headquarters Intercom



Artistic Statement FAA Awards \$18.3 Million Tower Contract for Los Angeles International

Artist's rendering of the conceptual design for the new Los Angeles International Air Traffic Control Tower.

FAA has awarded an \$18.3 million contract for the construction of a new air traffic control tower at Los Angeles International Airport.

The new 277-foot tower will be 115 feet taller than the existing tower and will provide 12 controller workstations. Operating with twice the floor space of the existing tower cab, the facility will provide air traffic services to more than 600,000 aircraft takeoffs and landings annually.

Swinerton and Walberg Company, Los Angeles, CA, will begin construction of the new tower later this month, with completion scheduled late in 1995.

The 29,000-square-foot base building will house administrative offices and state-of-the-art computers, recorders, transmitters, receivers and other sophisticated electronic equipment.

Los Angeles is ranked as the third busiest airport in the nation, averaging
turn to LAX on page 3

Reinventing Government

Agency Task Force Makes Recommendations for Bureaucracy Reduction

FAA's "reinventing government" task force is nearing its deadline to provide input to the Vice President's National Performance Review, designed to improve efficiency and reduce government bureaucracy.

As part of that review, the agency team—headed by Associate Admin-

istrator for Aviation Safety Darlene Freeman—has identified a number of potential issues for efficiency and cost saving improvements within the agency, including:

➔ Contracting out Level I air traffic control towers.

turn to Reinventing on page 4

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 1993 Women's Executive Leadership Program.

They have been approved by the Office of Personnel Management and were chosen from among 30 candidates from FAA's regions, centers and Washington Headquarters.

The fourteen have already begun a year-long career development program of supervisory and managerial training, and opportunities to help prepare for future high-level positions.



Turn to page 3 for a complete list of those selected for the 1993 Women's Executive Leadership Program.

The program includes a week-long orientation in Washington, with a day at the FAA and two core training sessions.

The sessions 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, interviews with three FAA executives, management readings, preparation of a program impact paper, a three-day "close-out" session, and graduation.

Highlights

O'Hare Commuter Slots. The FAA has adopted a final rule that further relaxes restrictions on the use of larger aircraft in commuter airline slots at Chicago O'Hare International Airport.

The rule, which becomes effective on August 26, 1993, allows airlines to use aircraft with up to 110 seats in 50 percent of an airline's commuter slots.

The FAA action responds to a petition last year from American Airlines seeking authority to use larger aircraft. Most of the comments on the proposed rule supported the petition.

Larger aircraft using commuter slots, however, are limited to a maximum take-off weight of 126,000 pounds or less. The weight limit, the agency says, is aimed at preventing these slots from being used by jumbo jets. The limitation is intended to protect service to smaller cities. The weight limit makes it more likely that larger aircraft used in commuter slots will fit short- and medium-haul categories.

Since August 1991, the agency has temporarily approved the use of 110-seat planes in 25 percent of an airline's O'Hare commuter slots.

The final rule doubles the number of slots that can be converted to bigger planes. It also removes restrictions on the maximum number of larger aircraft that can operate in those slots during half-hour and hour periods.

Prior to using larger aircraft in a commuter slot, airlines must obtain FAA approval, and have a passenger gate available for it to use after landing.

In determining the final rule, the FAA said it reviewed comments from hundreds of people, including more than 30 members of Congress, airline officials and workers, and officials from small towns and large cities served by O'Hare.

Safety Stats. During the first five months of this year, the number of pilot-reported near midair collisions dropped by almost 34 percent from 133 to 88, compared to the same period last year.

Here are more safety stats for January through May, compared to the same five

months last year:

→ Controller operational errors dipped by about three percent from 295 to 287.

→ Reports of pilot deviations decreased almost 12 percent from 770 to 679.

→ Vehicle-pedestrian deviations at airports dropped about 20 percent from 141 to 113.

→ Airport runway incursions decreased by 20 percent from 90 to 72.

Child Care. Jacksonville Air Route Traffic Control Center opened Southern Region's first on-site child care facility, making it the second in the nation to be built at an air route traffic control center.



Open house festivities at the new Jacksonville Child Development Center.

The center opened April 15 with 12 children enrolled. The facility now has 52 youngsters and is open six days a week, from 6:30 a.m. to midnight.

The staff at the 3,700-square-foot facility offer programs such as foreign language instruction and field trips.

The Jacksonville Child Development Center is a joint project of the FAA, an incorporated FAA employee board of directors, and Chappell Child Development Centers, Inc., of Jacksonville, FL.

FAA funded the building construction and purchased the equipment. The agency now maintains the building.

Keeping in Touch. The Office of Information Technology is distributing a Microsoft Windows-based configuration management tool, consisting of technical articles and information, computer news, and tools.

Called Keeping in Touch with Technology—KITT for short—it will be released on a bimonthly basis to informa-

tion resource managers, office automation implementation coordinators, local area network administrators, and other technical contacts for distribution to all FAAers.

Produced by the Contracts Management Division and the Volpe National Transportation Systems Center, KITT provides agency computer users with information and tools, designed to make daily work routines more manageable. Each release will include new software, valuable tips, working models, and productivity enhancers.

Organizations wanting to receive the new management tool, or having questions concerning its installation and use, can call the KITT technical support hotline, (617) 494-3017.

All other inquiries can be directed to Alan Hayes, KITT program manager, (202) 267-7357.

Overseas Jobs. The International Civil Aviation Organization (ICAO) has several job announcements open to FAA employees.

Positions are being advertised under the following vacancy numbers:

Montreal
PC-93/12/DIR

Director,
Air Transport Bureau D

PC-93/13/P-4
Legal Officer
PC-93/15/P-4

Economist, Communications,
Navigation and Surveillance/Air Traffic
Management Systems Implementation

Mexico
PC-93/14/PO

ICAO Representative

Initial appointments are three years for all assignments. Government employees accepting assignments with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems & Overseas Support, API-19, by October 12 for vacancy number PC-93/12/DIR, and September 14 for vacancy numbers PC-93/13/P-4 through PC-93/15/P-4.

For more information about salary qualifications, applications and benefits, contact your personnel office or API-19, (202) 267-9085.

Women's Executive Leadership Program

Ragena Mae Aarnio
Air Traffic Control Specialist
Eastern Region

Laghretta Bell
Performance Management/Incentive
Awards Officer
Western-Pacific Region

Dolores Coates
Human Resource Specialist
Alaskan Region

Marie Fellenbaum
Air Traffic Control Specialist
Southern Region

Virginia Hughes
Librarian
Aeronautical Center

Regina Jones
Personnel Resource Specialist
Southern Region

Kelly Kohrs
Electronics Technician
Northwest Mountain Region

Elaine Levesque
Air Traffic Control Specialist
Western-Pacific Region

Patricia McCoy
Administrative Officer
Aviation System Standards
Aeronautical Center

Michele Moorehead
Program Analyst
Washington Headquarters

Ellen O'Neill
Employee Development Specialist
Southern Region

Miriam Santana
Electronics Engineer
New England Region

Regina Vivic
Program Analyst
Washington Headquarters

Cynthia Weaver
Electronics Technician Instructor
Northwest Mountain Region

AX from page 1

nearly 1,800 takeoffs and landings daily.

As a result of the growth in air traffic control services at Los Angeles International, FAA initiated a study in the early 1980s, determining a location for the new control tower. FAA criteria mandated a larger, more spacious working environment as a critical design feature.

Holmes and Narver, with the design services of Siegel Diamond Architects,

designed a contemporary tower that will be viewed as an artistic statement for the community, in addition to meeting FAA's functional criteria.

Recognizing the pivotal role that the new facility will play in the overall visual impact of the airport, FAA, in cooperation with Holmes and Narver, coordinated the tower design with the Los Angeles Cultural Affairs Commission and the Los Angeles Board of Airport Commissioners.

A ground-breaking ceremony is scheduled for August 13.

Healthbeat

Give Blood. The blood mobile will be at Headquarters on *Wednesday, August 25*, from 9:30 a.m. to 2:30 p.m. in room 5ABC.

Eligible donors can schedule an appointment with their organizational coordinators or stop by the clinic lobby, room 327.

People

Leave Donations. Jim Spaulding, Safety Analysis and Resource Management branch manager in Southern Region, is an eligible recipient in FAA's leave sharing program.

Formerly a Headquarters employee, Spaulding worked in the Flight Standards and Human Resource Management office.

Spaulding's 9-year-old son, Matt, was recently diagnosed with T-cell leukemia, a long-term condition requiring chemotherapy treatment and the constant care of his parents.

Anyone wishing to donate annual leave, should contact Freddie Welton, ASO-210, (404) 763-7305.

Headquarters Intercom

August 10, 1993
No. 93-29

Diane Spitaliere
Editor

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340
800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Flightplan

TCAS Conference. FAA will sponsor its second annual International Traffic Alert and Collision Avoidance System (TCAS) Conference *Wednesday through Friday, September 8-10*, at the Hyatt Regency in the Reston Town Center, Reston, VA.

The conference will feature discussions on international TCAS activities, TCAS developments, pilot/controller training and TCAS operations in the United States. FAA will also provide an update on the status of the TCAS I limited installation program, TCAS III efforts, the software validation and verification, and future TCAS software enhancements.

For more information and registration, contact Lauren Catts, (202) 267-8556.

GLOBE Gatherings. The DOT GLOBE (Gay, Lesbian, or Bisexual Employees) will hold an information meeting on *Thursday, August 19*.

The meeting will be from 5 to 7

p.m., in the Nassif building, room 8236.

The group will sponsor a program on workplace harassment and discrimination on *Tuesday, September 14*, at 6 p.m., at the DC School of Law, 719 13th Street, NW.

For more information, contact Sheila Skojec, AGC-430, (202) 376-6475, or Harry LeBlanc, ASU-320, (202) 606-4525.

White House Volunteers. The White House has extended an invitation to DOT GLOBE members to participate in its volunteer service.

Volunteer duties for Project Outreach include answering letters for the President, Vice President and First Lady, responding to public phone inquiries, data entry, and working with the White House staff.

All GLOBE members are eligible to participate in this public service.

For more information, contact Sheila Skojec, AGC-430, (202) 376-6475, or Harry LeBlanc, ASU-320, (202) 606-4525.

Job Ratings

General Merit Employee Appraisals Due September 10

The Performance Management and Recognition System (PMRS) appraisal cycle ends on Sunday, July 31.

Completed appraisals for all General Merit employees are due in the Employee Relations Branch, AHR-140, by Friday, September 10.

For those employees on an extended rating cycle, appraisals must be submitted no later than October 2.

Annual ratings of record are required for PMRS employees who, on July 31, have been in their current positions for at least the 90-day minimum appraisal period.

The new DOT Performance Appraisal Form, DOT Form 3430.9, is to be used for the 1993-94 appraisal cycle, beginning August 1.

Employees covered by the PMRS appraisal system who receive an

outstanding rating are eligible for the unusually outstanding performance award. In addition to the outstanding appraisal, the justification for this award must include the employee's salary as of July 31 and certification that the employee has been in his or her current position for at least 52 weeks.

Unusually outstanding nominations exceeding eight percent of the employee's annual base salary are due in AHR-140 by August 13. Nominations which are up to eight percent of the employee's annual base salary are due August 19.

PMRS payout will be effective October 3, showing up in employee paychecks on October 26.

For more information, call Phyllis Burbank, x73878.

Reinventing from page 1

→ Joint management with air carriers of the national airspace.

→ User fees for foreign carriers.

→ Establishment of an aeronautical telecommunications network public-private consortium.

→ Revised technical training in Airway Facilities.

A number of other FAA initiatives will be "tracked" by the task force, some being incorporated in the final report. Included among them are handling management training in a way similar to technical training, and developing a cost/performance-based management system.

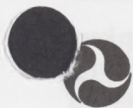
At the national level, approximately 150 federal government employees, from different agencies, serve on the National Performance Review task force, chaired by the Vice President. In addition, there are 11 "cross-cutting" teams, tasked with addressing administrative issues relevant to all federal agencies.

The FAA task force reviewed input from hundreds of calls to DOT Secretary Federico Peña's Hotline for Reinventing Government. Employees nationwide shared their ideas, observations, and recommendations, many expressing concerns in the human resource and procurement areas, issues currently being addressed government-wide by the "cross cutting" work groups.

The White House team on Transportation—made up of non-DOT employees—will also submit a report on issues for reinventing DOT, including several that will be specific to FAA.

"It is hoped that the spirit of reinventing government will not stop with the formal report," said Freeman. "Using hotline input and other sources, many of the individual program areas will also be doing their own reinventing to improve the efficiency and reduce the bureaucracy within FAA."

Watch for a more complete overview of the final DOT and FAA reports—including internal FAA initiatives—in an upcoming issue of *FAA World*.



U.S. Department of Transportation
Federal Aviation Administration

Headquarters Intercom



FAA, College Ink Partnership Agreement

Associate Administrator for NAS Development John Turner, left, and Associate Administrator for Contracting and Quality Assurance Carolyn Blum, ink five-year interagency agreement with Brigadier General Claude Bolton, commandant, Defense Systems Management College (DSMC), Ft. Belvoir, VA. Under the terms of the agreement, the college will develop and present courses based on FAA programs, in accordance with DOT and FAA orders and directives. Turner announced how pleased the agency is to formalize its association with DSMC because of its fine reputation in training Department of Defense program management personnel. He said, "we now have an opportunity to tailor this training to FAA experiences and capitalize on lessons learned." The first course—a case study of the microwave landing system—will be offered to FAA students in early 1994, along with two other FAA programs. Jeanne Rush, formerly AND program manager for weather processors, is managing the effort for FAA. Working on-site at Ft. Belvoir, she can be reached on (703) 805-2289.

Setting Its Sights on Satellites

FAA Moves with 'Lightning Speed' on Space Navigation, Poesky Tells Congress

The FAA has been moving at "lightning speed" toward satellite aviation navigation, a top agency official recently told Congress.

Calling the FAA a "strong and enthusiastic advocate" of the Global Positioning System (GPS), Marty Poesky told members of the House that the agency is a leader in pushing satellite technology.

"Working cooperatively with the Department of Defense and with sys-

tem users, we have progressed on technological, operational, and institutional fronts simultaneously," said Poesky, associate administrator for System Engineering and Development.

Using "any reasonable measure of achievement," Poesky told members of the House Subcommittee on Aviation on July 28, "we have progressed at lightning speed thus far."

While Poesky ticked off satellite

turn to Satellites on page 2

Highlights

FAA First. For the first time in agency history, a woman will manage a regional Airway Facilities Division.

Lee Ann Robbins has been selected to head up Airway Facilities in Southern Region. She replaces Ray Pinkerton, who recently retired.

Formerly the assistant division manager for the organization, Robbins served as Denver Air Route Traffic Control Center Airway Facilities sector manager before moving to Southern Region.

A participant in the Senior Executive Service Candidate Development Program, Robbins began her FAA career in 1977 as a GS-4 developmental



Lee Ann Robbins

electronics technician at the Minneapolis General National Airspace Sector. She held positions at various facilities in Southwest Region before serving as assistant

manager in Western-Pacific's Oakland Air Route Traffic Control Center.

Robbins has also held several Headquarters positions. During a two-year period, she worked as a project manager, computer systems analyst, and program director for automation.

Kudos for Castleberry. Garland "Cas" Castleberry, FAA's former associate administrator for Aviation Standards, was presented with the Clifford Burton Medallion Award by the Air Traffic Control Association during his

turn to Highlights on page 2

Highlights *from page 1*

retirement dinner.

The award recognizes Castleberry's numerous outstanding contributions to aviation during his years in the field of air traffic control.

Since retiring, Castleberry joined the government and public affairs consulting firm of Alcalde, Rousselot, and Fay in Arlington, VA.

Sojourner Award. Barbara Williams, assistant manager for training at Cleveland Air Route Traffic Control Center, was recently honored by the National Association of Negro Business and Professional Women's Club with the 1993 Sojourner Truth Award.

Williams was recognized for her contributions to community life, interracial goodwill, cultural activities, character building, and raising economic standards for minorities.

During her more than 22 years with the FAA, Williams has been recognized for outstanding service on numerous occasions. She has done vol-

unteer work to educate minorities and women on career education programs in local schools and community organizations.

About 650 people attended the Cleveland, OH, awards ceremony, including several high-ranking state officials.

Telephone Services. FAAers are reminded that all telephone service requests for local telecommunications equipment and related service must be made to the Telecommunications Management Branch, AAF-51. Prior approval must be obtained from their organization's telephone coordinator.

Requests submitted without a coordinator's approval will be returned without action.

Millions for Airports. The FAA has approved \$321.7 million in allocations under the Airport Improvement Program during the third quarter of the 1993 fiscal year.

The money went for 262 planning and development projects in 48 states and two territories.

Here's how the funds break down:

→ \$228 million went for 142 projects at primary airports.

→ \$33.1 million went for state block grants to Illinois, Michigan, New Jersey, and Wisconsin.

→ \$27 million was approved for 32

projects at reliever airports that help keep traffic away from busier primary airports.

→ \$25.1 million was allocated for 60 projects at general aviation airports.

→ \$5.6 million went to smaller commercial service airports for 14 projects.

→ \$1.9 million was allocated to South Carolina to construct a regional center to train airport rescue and fire fighting squads.

→ \$1 million was approved for nine system plan studies.

More Airport \$. Airports throughout the country are expected to collect between \$700 and \$800 million in passenger facility charges in the 1994 fiscal year, the agency estimates.

To date, FAA has okayed passenger facility charges at more than 130 airports for over 1,000 individual projects. These airports are expected to collect a total of \$7.3 billion.

Not all projects get the agency's nod, however. Many have been disapproved, revised, or withdrawn, following FAA review. A total of \$6.3 billion in applications has been withdrawn after consultation with the agency.

End-of-Year Purchases. Employees are advised that September 20 is the cutoff date for procurement requests providing incremental funding for existing contracts.



Barbara Williams

Computerized Courses Stretching Agency Training Dollars

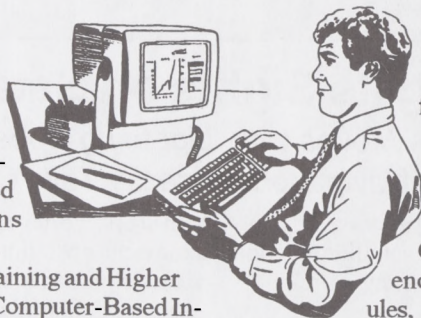
The FAA is developing a computerized curriculum for compliance and enforcement courses to be taught to FAA inspectors, engineers, and program analysts in Aircraft Certification, Airports, Civil Aviation Security, Flight Standards, General Counsel, Accident Investigation, and Aviation Medicine.

Employees will receive training via computer—known as computer-based instruction (CBI). In some instances, students will not have to leave the work site for training. When

on-site training is not available, terminals will be installed in field locations across the country.

The Office of Training and Higher Education and the Computer-Based Instruction Program Office at the FAA Academy in Oklahoma City are spearheading the effort to help FAA employees continue to receive necessary training despite tight budgets.

Traditionally, this type of training has been provided through classroom courses



that are tailored to distinct populations responsible for compliance and enforcement functions.

Teaching the material through CBI, with audience-specific modules, will reduce travel costs, becoming cost-effective over time.

Another 22 CBI courses are in the works. For a list of future courses, contact the Office of Training and Higher Education, AHT-200, (202) 366-7200.

Employees are referred to the February 16 memo from the associate administrator for Contracting and Quality Assurance, which established cutoff dates for each type of acquisition.

All established cutoff dates for submitting procurement requests have passed. These dates vary, depending on the type of acquisition.

For more information, call Diane Paige, ASU-130, x78394.

New Portals Number. FAAers located at the Portals building can now access the voice mail system while on travel without incurring long distance charges. The number is (800) 358-8319.

For more information, call Edye Stewart, AAF-51, x77944.

Unselfish Lifestyle. Joe Quinn, air traffic control specialist at the Kansas City Air Route Traffic Control Center, and his wife Carole, were recently featured in the *Kansas City Star* in an article entitled "Lifestyles of the Truly Unselfish."

After the last of the couple's three children left home three years ago, the Quinns opened their doors to the homeless. They first took in a couple with four children, aged eight weeks to eight years. The family stayed for three weeks.

One mother and child stayed in the Quinn home for seven months.

The Quinns learned, however, that opening their doors to strangers was not without risk when they took in an elderly couple who, after two weeks, disappeared with their cash.

Instead of giving up on the homeless, the Quinns sought another way to help.

The couple now goes through Catholic Social Services, where all prospective "guests" are screened before being placed in their home.

The Quinns recently received a certificate of merit from a J. C. Penney-sponsored awards program for community service.

Tuesday Deadline. *Headquarters Intercom* is published weekly. The deadline for items is *no later than 4 p.m. every Tuesday* for inclusion in the following issue.

Aviation Education New Resource Center Opens at Center for Management Development

FAA's Center for Management Development (CMD), Palm Coast, FL, has opened the first master aviation education resource center to support the agency's national aviation education program.

The center, working to increase public awareness of civil aviation, aims to help people understand the social, economic, and career importance of the air transportation system.

The center was developed by Director of Aviation Education Phil Woodruff, CMD Director Ray Salazar and Aviation Education Representative Larry Hedman.

"The center reflects the importance that aviation education plays in the role of FAA's mission," said Salazar.

Agency managers and supervisors attending CMD are encouraged to visit the center, where they can learn about the national and regional aviation education support network.

A voluntary aviation education counselor workshop is available at the facility. Participants are introduced to the center, told about local aviation attractions, and exposed to many available educational opportunities. After completing the workshop, participants will be certified as aviation education counselors.

At the heart of the center is the microflight simulator, equipped with a computer-driven aircraft control console and rudder pedal assembly. Programmed with more than 30 flight scenarios, the simulator is used to introduce or review airplane instrumentation and flight procedures. It provides options for customizing various airplanes and flight situations and is equipped with realistic sound boards and visual graphics.

The center also houses a wide variety of aviation career information, el-

ementary and secondary aviation curriculum guides, FAA Aviation Safety Journals, pilot information, aviation magazines, and aviation-related video tapes and books.

The Federal Information Exchange (FEDIX)—a computer-based informa-



Gary Woloszyn, an CMD employee, tests his pilot skills on the microflight simulator.

tion service—is also part of the new resource center, linking the education community and the federal government to educational services. The database includes information on aviation education programs and resources available from FAA and state-wide organizations. Using a computer and modem, it can be accessed by dialing (800) 232-4879.

Headquarters Intercom

August 17, 1993
No. 93-30

Diane Spitaliere
Editor

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

GPS

Close to Home

Satellites Guide Planes to Maryland Airport

Not far from FAA Headquarters, a small airplane is being guided to the runway by satellite technology.

Using differential global positioning system technology—called DGPS for short—the Aircraft Owners and Pilots Association is demonstrating flights for government officials and the media at its Frederick, MD, airport.



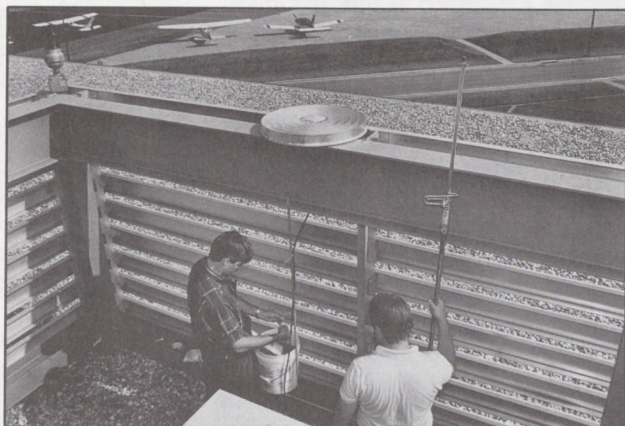
Technicians install differential GPS reference station. The differential unit, the size of a stereo component, can serve precision instrument approaches for a 25-mile radius.

The demonstrations follow successful joint association-FAA tests of GPS non-precision approaches at the FAA Technical Center last winter. That program was vital to FAA's approval of GPS for instrument flight operations, including non-precision approaches for navigation to the airport but no descent guidance to the runway.

FAA and the aviation industry are now determining if GPS can substitute for category I instrument landing system (ILS) approaches providing precise vertical and horizontal guidance to the landing runway. The differential GPS system emulates ILS design but eliminates its erratic indications caused by interference, terrain and signal geometry characteristics.

Standard category I approaches provide guidance to a decision height 200 feet above the runway. The association's differential GPS demonstration flights to Frederick's runway 23 use its published ILS decision height of 250 feet.

Technical support for the demonstration is being provided by the FAA



A pie-shaped GPS receiver antenna and mast-mounted differential GPS transmitter antenna are installed on the roof of AOPA headquarters at Frederick Municipal Airport. Installation and check out of all equipment took less than a day.

and a private industry manufacturer.

The AOPA aircraft being used is the same one flown during the joint FAA-AOPA non-precision test program. It has been modified for differential GPS with an airborne receiver, differential GPS VHF datalink and additional course deviation indicator instruments.



AOPA's test-equipped aircraft completes a differential GPS approach to 250-foot minimums on runway 23 at Frederick Municipal Airport. The GPS course deviation indicator on the pilot's panel, lower left, agrees with ILS data on the pilot's horizontal situation indicator. Side-by-side ILS and GPS course deviation indicators, extreme lower right, also show both systems in agreement.

Courtesy of AOPA

On Land, Too

More Satellite Users on the Ground than in the Air

Land applications are expected to make up the largest category of users of satellite-based navigation, the DOT predicts.

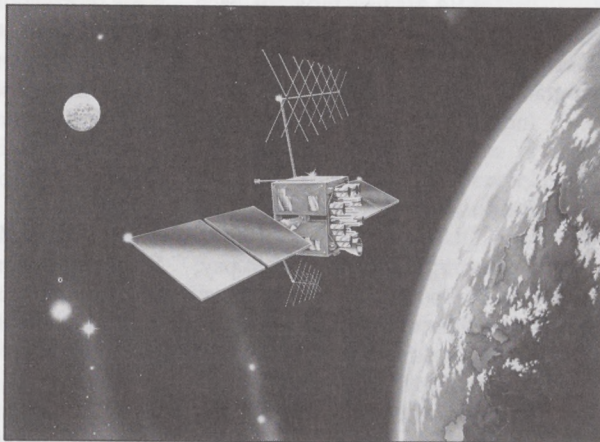
"It's too early to say whether consumer markets will develop to the point where a GPS receiver is as commonplace as the radio receiver is now in private automobiles," DOT Secretary

Federico Peña recently told the House Subcommittee on Aviation. "However, it is clear that if such a market does develop, we are looking at very large numbers of installed units and individual users."

Although land modes of transportation don't traditionally use radio-navigation systems, they are expected to employ many types of systems that will use the Global Positioning System (GPS)—a constellation of 24 satellites orbiting the earth.

Some examples of GPS land use are:

→ "Intelligent vehicle highway systems" will combine GPS with communications, controls, navigation and information systems to improve highway



Artist's rendering of a GPS satellite.

Satellites *from page 1*

achievements, he outlined several policy and technical issues that must be addressed before plans can be made to phase out older systems.

He said the FAA is "very sensitive" to the need for an overall U.S. government strategy to "fine-tune" issues ranging from national security protection of GPS to system accuracy and operational integrity.

"These questions, however, will not prevent us from beginning operational use—and learning from our experience—as we continue to develop the means to rely solely on GPS for air navigation," Pozesky said. The agency, he said, is tackling these issues in its research and development, testing, and operational activities.

He told Congress that a comprehensive set of policies and strategies to provide for civilian use of the system is being developed under a working group that was chartered by DOT Secretary Federico Peña and Defense Secretary Les Aspin.

The group's initial recommendations are expected in November. The goal is to insure the long-term availability of GPS as an asset to all modes of transportation—not just aviation.

Full utilization of GPS, Pozesky emphasized, requires ongoing progress in three areas simultaneously—technical, operational, and institutional.

"The FAA is actively involved in each of these areas and has made significant inroads," Pozesky said.

safety, ease traffic congestion, and reduce harmful environmental effects.

→ Vehicle tracking systems will use GPS for commercial and transit fleet management, hazardous material monitoring, tracking and controlling movements of railroad equipment, and automated dispatch of fire, paramedic, and police units.

→ GPS is also used in surveying, telecommunications and electric power synchronization, agriculture and forestry, census taking, and even backpacking.

GPS in Review

Until GPS, navigators had to rely on positioning and navigation systems, such as dead reckoning, long-range navigation (LORAN), very high-frequency omni-directional range (VOR), inertial navigation systems (INS), and other local sources. Each of these systems has its own limitations.

The Global Positioning System suffers few shortcomings. It is a worldwide resource that lets navigators determine their position anywhere on earth within a matter of meters. It is based on a constellation of satellites. Receivers on the ground use these satellites as precise reference points to triangulate their positions. 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 at least four satellites, a GPS receiver can determine latitude, longitude, altitude, and time.

What used to be a tricky science requiring the knowledge of a celestial navigator has become as easy as flipping a switch.

Equality for All

Federal Women's Program Takes Steps to Promote Women

FAA has launched a national campaign to eliminate remaining discriminatory barriers in the agency that inhibit equal employment opportunities for women.

The program's kickoff coincides with Women's Equality Week and the August 26 anniversary of the passage of the 19th Amendment in 1920, granting women the right to vote.

It is sponsored by the National Federal Women's Program, in cooperation with the Office of Civil Rights.

"Once the door of opportunity and equality is open to all women," said Leon Watkins, assistant administrator for Civil Rights, "we will learn the value of a great resource and how to listen to the beat of a different drummer."

Watkins urged FAAers to remember the courage it took to make changes in the past, including the 1848 event when more than 300 women and men gathered in Seneca Falls, NY. They listed abuses

against women in the legal system, pledged to achieve equal rights for women, and rebuilt the suffrage movement.

As part of FAA's new program, each federal women's program manager or coordinator will carry out four primary program initiatives.

➔ Increase the number of women hired in every occupation, series, and grade.

➔ Retain women already in the agency work force.

➔ Assure equity for women in pay; educational opportunities, promotions, details, reassignments; participation on boards and panels; and all employment benefits, activities and services.

➔ Evaluate affirmative action, discrimination prevention and sexual harassment programs.

Several agency projects are already underway to achieve these initiatives, including:

➔ Formulating a national action

plan to prevent sexual harassment.

➔ Removing all gender-specific language from FAA documents, reports, correspondence, training materials, videos, etc., that project an adverse impact on women or create an environment that hinders women from participating in FAA activities.

➔ Creating quarterly affirmative action monitoring and management briefing reports.

➔ Distributing a National Federal Women's Program networking and information directory.

➔ Conducting training and on-site evaluations on sexual harassment discrimination and other forms of discrimination against women—for example, minority women, women over age 40, and women with disabilities.

➔ Creating an equal pay study, in conjunction with DOT.

➔ Developing a national career development and mentoring program.

Group Meetings

Here is a list of the meeting dates, times, and places for several FAA employee groups. Membership in all groups is open to all FAAers and members' guests.

Asian Pacific Coalition. The Coalition of FAA Asian Pacific Americans meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408.

Contact Matt Asai, x77542.

Black Coalition. The National Black Coalition of Federal Aviation Employees meets the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 9AB. Next meeting: *September 8.*

Contact Marcia Adams,

x73488.



FWPC. The Federal Women's Program Committee meets the *first Wednesday* of each month, 11 a.m., 10th-floor Civil Rights conference room.

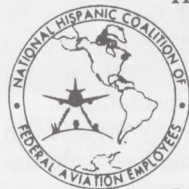
Contact Marcia Adams, x73488.

Headquarters EPG. The Headquarters Employee Participation Group meets the *second Thursday* of every month, 9 to 11 a.m. Next meeting: *September 9.* Location to be announced.

Contact Ralph Randall, x78903, or Bruce Henry, x79216.

Hispanic Coalition. The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of each month, 12 noon. Next meeting: *September 1,* room

5A.



Contact Francisco Estrada C., 287-8558, Rose Millar, x79005.

International Training. The Federal Aviation Club of International Training in Communication meets *every Wednesday* from 12 noon to 1 p.m., room 9B.

Contact Mary Overton, president, x79989.

Managers Association. The Federal Managers Association, FAA Headquarters Chapter 265, meets the *second Thursday* of each month, from 4:30 to 6 p.m., Vie de France dining area, 600 Maryland Ave., S.W., Washington, DC. Next meeting: *September 9.*

Contact Henry Butler, x79388.

Quality Meetings. The FAA Headquarters Quality Network meets the *first Tuesday* of each month from 2 to 3:30



n., conference room 8ABC. Next meeting: *September 7*. Contact Ted Criswell, x77925, or Lessie Dorse, x77447.

Toastmasters. Toastmasters meets the *first and third Tuesday* of every month from 12 noon to 1 p.m. Next meetings: *September 7 and September 21*, conference room 8ABC.



Contact Valerie Kulhanek, x73318, or Steve Black, x79094.

Volunteer Committee. The FAA Volunteer Committee meets the *second Tuesday* of each month from 10 to 11 a.m. in FAA conference room 5C. Contact Margaret Powell, x67037.

Healthbeat

Give Blood. The bloodmobile will be at Headquarters on *Wednesday, August 25*, from 9:30 a.m. to 2:30 p.m. in room 5ABC.

Eligible donors can schedule an appointment with their organizational coordinators or in the clinic lobby, room 327.

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

To schedule an appointment call Kim Brams, Headquarters EAP Manager, x73945, or Personal Performance Consultants—the agency's national contrac-

tor—on 1-800-234-1EAP.

When unsure if a problem is appropriate for EAP consultation, employees can ask to speak to a counselor on the telephone. It can then be determined whether an appointment is advisable.

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



Take a Walk. Headquarters walkers meet *every Monday and Wednesday* from 2:30 to 3 p.m. in the lobby to take a two-mile walk around the building.

Interested employees should meet at 2:30 p.m. sharp at the rear entrance of the Headquarters building.

Promoting Safety

Aviation System Standards Sponsors Poster Contest

The Office of Aviation System Standards is sponsoring an FAA flight safety poster contest, open to children between the ages of 3 and 14 who are related to FAAers.

The contest aims to create a safer work environment for the aviation community through flight safety posters and slogans. FAAers are invited to work together with their children and family members to create increased flight safety awareness.

Posters must contain a drawing and slogan, capturing aviation safety themes of flight, maintenance, or ground support.

Winning posters will be reproduced in FAA publications and displayed at major airshows and conferences with FAA representation. Copies will be distributed throughout the agency.

Contestants will be grouped by age into four categories, and judges will select the top three entries for each one.

Winners will receive a Junior "ACE" Award, named after the FAA Attitude, Contribution and Environment (ACE) Award, presented to FAA airmen who significantly contribute to aviation safety.

Submissions must contain original color artwork and an original aviation safety slogan. They should be sized from 8 1/2" by 11" to 11" by 17," using no mattes or frames.

All posters are to be postmarked by Wednesday, September 15. Selections will be made by October 15.

To enter, complete the form below, attach it to the entry, and send to the follow-

ing address:

Office of Aviation System Standards
FAA Senior Flight Safety Officer
AVN-504
P.O. Box 25082
Oklahoma City, OK 73125
For more information, contact Ruth Grasel, AVN-504, (405) 954-6282.

1993 FAA Flight Safety Poster Contest

Contestant's Name		Age
Sponsoring Employee's Name	Office Routing	Phone No.
Relationship to Sponsoring Employee		
<p><i>I certify this drawing and slogan are original artwork prepared exclusively for the FAA and can be reproduced, distributed, and displayed by the FAA in support of the FAA Flight Safety Program.</i></p>		
Signature of Sponsoring Employee		Date

Flightplan

Overseas Jobs. The International Civil Aviation Organization (ICAO) has several job announcements open to FAA employees.

Positions are being advertised under the following vacancy numbers:

In Montreal, PC-93/12/DIR, *Director, Air Transport Bureau D*; PC-93/13/P-4, *Legal Officer*; PC-93/15/P-4, *Economist, Communications, Navigation and Surveillance/Air Traffic Management Systems Implementation, P-4*.

In Mexico, PC-93/14/PO, *ICAO Representative*.

Initial appointments are three years for all assignments. Government employees accepting assignments with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems & Overseas Support, API-19, by *Tuesday, October 12*, for vacancy number PC-93/12/DIR, and *Tuesday, September 14*, for vacancy numbers PC-93/13/P-4 through PC-93/15/P-4.

For more information about salary, qualifications, applications and benefits, contact your personnel office or API-19, (202) 267-9085.

AXD Awards. System Development, AXD, is holding its annual "Best of the Best" awards ceremony on *Tuesday, September 7*.

The event kicks off at 1 p.m. at the Lowes L'Enfant Plaza Hotel, Washington, DC.

Awards will be presented in 12 categories, with a reception immediately following.

TCAS Conference. FAA will sponsor its second annual International Traffic Alert and Collision Avoidance System (TCAS) Conference *Wednesday through Friday, September 8-10*, at the Hyatt Regency in the Reston Town Center, Reston, VA.

The conference will feature discussions on international TCAS activities, TCAS developments, pilot/controller training and TCAS operations in the

United States. FAA will also provide an update on the status of the TCAS I limited installation program, TCAS III efforts, the software validation and verification, and future TCAS software enhancements.

For more information and registration, contact Lauren Catts, (202) 267-8556.

Software Engineering. The Software Engineering Group of the Engineering Specialties and Configuration Management Support Division is sponsoring its 1993 workshop *Monday through Wednesday, September 27-29*, at the FAA Technical Center, Atlantic City.

This year's theme is "building a more effective team approach to the software life cycle."

Speakers from various Headquarters organizations and the Technical Center will cover all major aspects of the life cycle, ranging from customer needs through acquisition. They will also cover software maintenance after system commissioning.

For more information and registration, call Susan Gardner, FAA Headquarters, (202) 287-8646, or Frances Mackuse, FAA Technical Center, (609) 485-4449.

Air Traffic Conference. The World League of Air Traffic Controllers is holding its annual conference—Sun Fest '93—at St. Martin, Netherlands Antilles, *Thursday through Sunday, September 9-12*.

The World League is a new social and fraternal organization, founded to promote communication, harmony and understanding among air traffic control professionals worldwide.

Membership is open to air traffic professionals all over the world, including retirees, labor or management professionals, computer specialists, and air traffic assistants. Military controllers are also included.

Programs sponsored by the new organization enable air traffic professionals to meet their counterparts from other countries and discuss career options.

For more information, call (809) 752-8683.

Mixed Bowling. The DOT mixed bowling 1993-94 winter season begins *Thursday, September 9*, at 6 p.m. at Bowl America, Falls Church, VA.

Individual bowlers, as well as teams of five or more, are welcome to join. Non-DOT bowlers are also welcome.

For more information, call Susan Lee, x79010, or Pat Savage, x60077.

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 *4 p.m. Tuesday*, it will appear in the next issue.

Bring *Flightplan* announcements to room 909-B or call x77311.

People

Special Achievements. Cynthia Banks and Susan Carlson, both of the Human Resource Management Division, were recently singled out by the associate administrator for Airway Facilities for "consistently providing excellent, dedicated service."

Jack Reilly, manager of Airway Facilities' management staff, praised the two, saying, "it is easier to criti-

cize than to praise service employees." He stated that the work performance of both employees is "professional and of high quality," adding that "this is a scarce combination, in light of the high volume of work accomplished."

Reilly spoke highly of the service received from the Human Resource Management Division, saying that it has been "essential to many of Airway Facilities' recent achievements."



U.S. Department of Transportation
Federal Aviation Administration

Headquarters Intercom



FAA, Union Ink Pact

National Air Traffic Controllers Association (NATCA) President Barry Krasner, left, and Associate Administrator for Air Traffic Bill Pollard, look on as then-Acting FAA Administrator Joe Del Balzo signs four-year collective bargaining agreement. Effective August 1, it covers all operational air traffic control specialists in terminals and centers. Contract negotiations between FAA and NATCA began in March 1992.

New Policy

Fired Controllers May Reapply for FAA Jobs

Air traffic controllers who were fired in 1981 now have the opportunity to reapply for controller jobs.

FAA has begun implementing President Clinton's August 12 decision, allowing the former employees to apply for agency positions.

A toll-free number, 1-800-960-0600, has been established by FAA to answer questions from these former control-

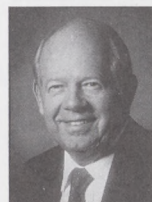
lers interested in applying for controller and other agency jobs. The FAA also is preparing information and application packets that will be available in the next few weeks. Former controllers can request these packets by calling the toll-free number.

"After more than a decade, the President's decision sets a new tone for the relationship between government and labor," said DOT Secretary Federico Peña. "We cannot condone illegal strikes, but the controller employment ban lasted too long and be-

turn to **Controllers** page 3

Highlights

Hinson Confirmed. It's official—FAA has a new administrator.



David Hinson

David Hinson was confirmed by the Senate on August 6 as the agency's 13th administrator. The former vice president for marketing and business development for Douglas Aircraft Company was officially sworn in on August 10 by DOT Deputy Secretary Mort Downey.

The public swearing-in ceremony is scheduled for August 24.

The public swearing-in ceremony is scheduled for August 24.

A Look Back. This month marks the 35th anniversary of the Federal Aviation Act.

On August 23, 1958, President Dwight D. Eisenhower signed landmark legislation creating the Federal Aviation Agency, inaugurating a new era for civil aviation. Senator Mike Monroney, Representative Oren Harris, and other congressional leaders had labored through the summer to complete their work on the Federal Aviation Act. They wrestled with difficult issues that included the role of the military's relationship to the new agency.

The law's chief architect on the executive side of government was the President's special assistant, General Elwood "Pete" Quesada, who, on November 1, took the oath as FAA's first administrator. Since most of the act's operative provisions were effective 60 days after the administrator's appointment, the new FAA assumed the full scope of its responsibilities on the last day of 1958.

turn to **Highlights** on page 2

Highlights *from page 1*

Busier Centers. The total number of aircraft handled by the nation's 20 enroute centers rose by one percent during the first six months of this year, compared to the same period in 1992.

The centers handled 18.27 million aircraft during the first half of this year, compared to 18.02 last year.

The Seattle Center had the largest percentage rise to 687,144 aircraft from 637,521 for January through June 1992.

The Chicago Center recorded the highest daily average number of aircraft handled, 7,091; followed by Cleveland Center, 6,613; Atlanta Center, 6,249; Washington Center, 6,101; and Ft. Worth Center, 5,551.

STAR Awards. System Operations (AXO) recently implemented a Sharing Talents Achieves Recognition—STAR for short—award program, designed to recognize special contributions made by FAAers.

Suggested by Alaskan Regional Administrator Jacque Smith, the award is an honorary one with no cash involved. It is not limited to System Operations; however, the recipient must be nominated by an AXO employee.

The award, which applies to all elements of the AXO organization, recognizes individuals with "can do" attitudes who contribute to the good of others, but go unrecognized because of hectic work schedules. Acts should make the employee work environment more pleasant, but do not necessarily need to be job-related. Volunteering one's time or talent are examples of STAR-type achievements.

Awards will be approved by the System Operations management team and recipients will receive a certificate and a STAR pin.

The new award program was established by Action Notice 3450, dated August 1.

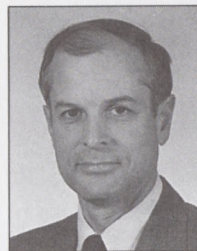
Special Counsel. Eastern Regional Administrator Daniel Peterson has been named FAA's special counsel and director for Civil Penalty Adjudication.

Peterson will play a key role in advis-

ing the administrator on civil penalty actions against aircraft operators who violate safety, maintenance, and security regulations.

Before serving as regional administrator in Eastern Region, Peterson was Airspace Rules and Aeronautical Information Division Manager at Headquarters. He also served as regional counsel in Northwest Mountain Region.

Acquisition Conference. More than 400 people gathered recently at the Sheraton Washington Hotel, Washington, DC, to attend the first annual System Development Management Conference.



John Burt

Hosted by Executive Director for System Development John Burt, the conference was designed to provide opportunities for sharing information regarding acquisition initiatives, technologies, processes, and procedures.

FAAers participated in a variety of presentations and panel discussions. Senior management speakers included Associate Administrator for Contracting and Quality Assurance Carolyn Blum, Associate Administrator for System Engineering and Development Marty Pozesky, Associate Administrator for NAS Development John Turner, and Assistant Chief Counsel James Whitlow.

A presentation on "The Best Value Process for Source Selection," was made by a representative from the law firm of Akin, Gump, Hauer, and Feld.

Response to the conference was positive, with participants completing evaluations for inclusion in next year's conference.

Computerized Course. The office of the assistant administrator for Airports has expanded the organization's training capabilities by developing the group's first computer-based instruction course.

Called "Orientation to the Airports Program," the course will consist of two modules, the first one being a general

overview of the Airports program, outlining FAA's mission and organizational structure. The second module provides an overview of the airport development process in four phases: planning, design, construction, and operation.

Part of FAA's multimedia computer-based instruction system, the course will significantly reduce travel and training costs.

The computerized course will be available in fiscal year 1994.

For more information, call Minnie Brown, Office of Training and Higher Education, (202) 366-7019, or Elizabeth Walker, Airports, (202) 267-3040.

New Jersey Noise. FAA has reopened the public comment period on the agency's draft environmental impact statement concerning changes in aircraft flight patterns over New Jersey.

The additional 60-day period—extended from August 10 to October 8—is in response to a request from the New Jersey Citizens for Environmental Research.

The draft statement was issued on November 12, 1992, and the original closing date for comments was January 22, 1993. On December 24, 1992, the FAA extended the comment period to March 5, allowing the public additional time to review and comment. The agency again reopened the comment period on March 15 for an additional 92 days in response to a request from the New Jersey Citizens for Environmental Research, the Governor of New Jersey, and the chairman of the New York-New Jersey Port Authority.

The FAA also held 31 public meetings in New Jersey and four additional meetings in New York to obtain public comment on the draft environmental impact statement.

The minimum comment period for a draft environmental impact statement is 45 days. This new extension provides a total of 324 days for public comment.

FAA will consider and respond to all comments directly related to the scope of the draft impact statement.

Think Before You Drink

FAA Sponsors Alcohol Awareness Program

To raise awareness of the harmful effects of alcohol, FAA's Office of Aviation Medicine declared an agency-wide "Alcohol Awareness Day."



FAA's Chief Psychiatrist Barton Pakull, right, one of the many speakers at the event, talks with Sam Hart, center, FAA's health awareness program manager, and Dr. Sherrod Anderson, DOT medical review officer.

At Headquarters, the Substance Abuse Program Staff recently sponsored an "open house" for FAAers and employees in neighboring modal administrations.

Guest speaker for the event was Arthur Johnson, one of the founders

of Safe Travel America, Inc., a Maryland nonprofit corporation devoted to influencing legislation and regulation for transportation safety. He spoke about the group's support for legislation requiring drug and alcohol testing for employees in safety-sensitive positions.

Hine Junior High School—FAA's adopted school—participated in an FAA-sponsored poster contest with the theme "Alcohol Awareness in the Workplace." First-place winner Latrese McField was presented with a \$100 savings bond by FAA's Federal Air Surgeon Dr. Jon Jordan.

Other participants in the program included Mothers Against Drunk Drivers and Intoximeter, Inc., who pro-

vided breathalyzer demonstrations. FAA's health awareness program manager and the Headquarters employee assistance program manager provided information on the psy-



DOT's crash test dummy Larry interacts with the many employees attending the Headquarters Alcohol Awareness Program.

chological and physiological effects of alcohol.

Regional offices throughout the agency also conducted alcohol awareness programs.

Controllers *from page 1*

came a symbol of divisiveness."

Associate Administrator for Air Traffic Bill Pollard said, "The FAA will soon be accepting applications so that former controllers may be considered for existing jobs. We now have a fully staffed system and anticipate only a very limited number of controller job openings. While former controllers will be another source of applicants, FAA is also committed to the career development of its current work force."

Currently, there is an FAA employment freeze due to budget restrictions. When the freeze is lifted, the FAA estimates that it will hire fewer than 200 new controllers in each of the next few years. Under the President's order, fired controllers are allowed to apply

for these openings and other agency job vacancies for which they qualify. Recruitment and employment processing for controller jobs, for example, requires standard medical and security clearances and takes about six months. Any fired controller who is hired will undergo rigorous training and meet certification requirements prior to assuming his or her duties.

The former controllers will be able to apply for positions under the same rules as other applicants. They will have to meet governmentwide job qualifications and will be considered along with applicants from other sources, including those who have passed the air traffic civil service exam, student employment programs, current FAA employees, and certain military controllers.

Headquarters Intercom

August 24, 1993
No. 93-31

Diane Spitaliere
Editor

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340
800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Flightplan

Presidential Classroom. A national program that brings high school students to Washington, DC, needs volunteer instructors who are willing to donate one week of their time.

The program is called the Presidential Classroom for Young Americans. Week-long "classes" will run between *January 29 and June 25* next year. The program attracts over 3,000 promising high school students from across the country.

Volunteer instructors are expected to devote seven days, including evenings and weekends, to the program from about 7 a.m. to 11:30 p.m. daily.

Applications for volunteer instructors must be submitted by *Friday, October 15*. Final decisions will be made by mid-December.

For an application form and more information, contact Presidential Classroom, (703) 683-5400 or (800) 441-6533.

Learning Spanish. The Hispanic Heritage Committee is planning to schedule Spanish classes, using the "buddy" system.

About 20 Hispanic FAAers have volunteered to be a "buddy," helping employees taking Spanish classes to learn more about the Hispanic culture. The classes, held previously by FAA, would be given by Berlitz Language Center at a cost based on the number of employees for each class.

For more information, contact Carmen Carrion, x77067.

Software Engineering. The Software Engineering Group of the Engineering Specialties and Configuration Management Division, ASE-600, is sponsoring its 1993 workshop *Monday through Wednesday, September 27-29*, at the FAA Technical Center, Atlantic City.

This year's theme is "building a more effective team approach to the software life cycle."

Speakers from various Headquarters organizations and the Technical Center will cover all major aspects of

the life cycle, ranging from customer needs through acquisition. Also covered will be software maintenance after system commissioning.

For more information and registration, call Susan Gardner, FAA Headquarters, (202) 287-8646, or Frances Mackuse, FAA Technical Center, (609) 485-4449.

AXD Awards. System Development, AXD, is holding its annual "Best of the Best" awards ceremony on *Tuesday, September 7*.



The event kicks off at 1 p.m. at the Lowes L'Enfant Plaza Hotel, Washington, DC.

Awards will be presented in 12 categories, with a reception immediately following.

Ratings Due. The Performance Management and Recognition System (PMRS) appraisal cycle ended on *Saturday, July 31*.

Completed appraisals for all General Merit employees are due in the Employee Relations Branch, AHR-140, by *Friday, September 10*.

For those employees on an extended rating cycle, appraisals must be submitted no later than *Saturday, October 2*.

Annual ratings of record are required for PMRS employees who, on July 31, have been in their current positions for

at least the 90-day minimum appraisal period.

For more information, call Phyllis Burbank, x73878.

Air Traffic Conference. The World League of Air Traffic Controllers is holding its annual conference—Sun Fest '93—at St. Martin, Netherlands Antilles, *Thursday through Sunday, September 9-12*.

The World League is a new social and fraternal organization, founded to promote communication, harmony, and understanding among air traffic control professionals worldwide.

Membership is open to air traffic professionals all over the world, including retirees, labor or management professionals, computer specialists, and air traffic assistants. Military controllers are also included.

Programs sponsored by the new organization enable air traffic professionals to meet their counterparts from other countries and discuss career options.

For more information, call (809) 752-8683.

New Exhibit. The original design drawings and artwork that accompanied early space flight articles in *Collier's* magazine are the focus of the newest exhibit at the National Air and Space Museum.

The exhibits includes about 60 works and runs through next April.

FAA Remembers

William Flener. Former Associate Administrator for Air Traffic William Flener died July 30 of Parkinson's disease in a Marshall, VA, nursing home. He had been a patient there for two years.

Flener, 70, who retired from the agency in 1979, was a 36-year veteran of the agency, beginning his career as an air traffic controller.

In addition to holding various agency positions, Flener served as a consultant during the creation of a number of air traffic control systems abroad.

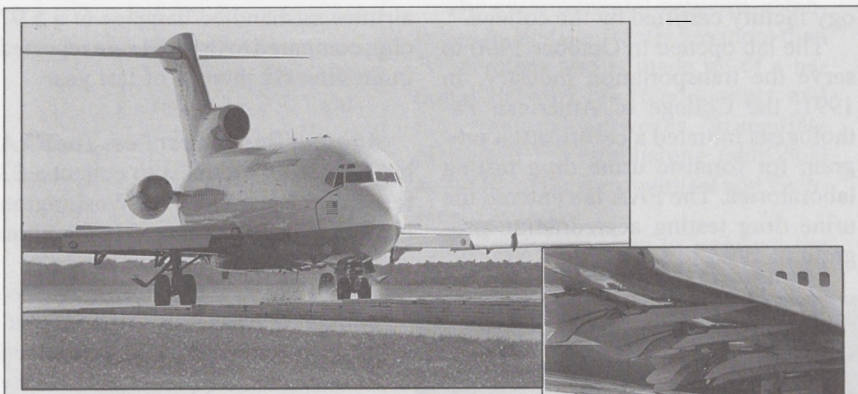
He was a member of the Aircraft Owners and Pilots Association and the Airway Pioneers.

He is survived by his wife Jean and son Kevin.



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

Headquarters Intercom



Above, FAA's Boeing 727, traveling at 60 knots, approaches foam test bed at the Technical Center. Inset shows aircraft coming to a complete stop within 540 feet after hitting the foam during a recent test.

Padding Runways

Technical Center Demonstrates Foam Bed to Halt Jets

A new method of halting runway overruns was recently demonstrated at the FAA Technical Center in Atlantic City.

A Boeing 727, traveling at 60 knots, showed the ability of an 18-inch-high phenolic foam bed to safely stop jets without using brakes or thrust reversers. The jet plowed through the foam bed and came to a full stop within 540 feet. An earlier test, conducted on June 22 at 50 knots, halted the aircraft in about 400 feet.

The non-flammable foam bed is designed to be installed at the ends of runways where it's not practical to construct a standard 1,000-foot safety area

turn to Runways on page 3

Aviation Industry Update

Less Than One Percent Test Positive for Drugs

Less than one percent of aviation industry employees who worked in safety and security-related jobs last year tested positive for illegal drugs, the FAA reports.

In 1992, aviation companies conducted 188,185 drug tests on their employees. Of these, 1,462, or 0.78 percent, tested positive. Pre-employ-

ment drug testing of 86,991 job applicants resulted in 1,143, or 1.31 percent, positive findings. The 1992 rates were virtually the same as those for 1991. Applicants who test positive are not hired for safety and security-related positions.

Of the 2,605 positive results, 1,598

turn to Drugs on page 4

Highlights

Top-Level Changes. Joe Del Balzo has been named acting deputy administrator, announced newly-confirmed FAA Administrator David Hinson. Del Balzo had been serving as acting administrator since January.

Other top management changes include Monte Belger acting as executive director for System Operations (AXO). Carl Schellenberg, who has been acting in the AXO position, will return to Western-Pacific Region as regional administrator.

It was also announced that Ray Salazar, director of the Center for Management Development in Palm Coast, FL, is taking over as director of FAA's new Latin America/Caribbean International Area Office, located in Miami. Woodie Woodward, deputy administrator in Southern Region, will head the Center for Management Development.

Suspended Air Service. DOT suspended air service between the United States and Murtala Muhammed International Airport, Lagos, Nigeria, because of ineffective security measures.

Last October, DOT determined that conditions at Lagos Airport threatened the safety and security of passengers, aircraft, and crew traveling to or from Murtala Muhammed Airport.

Since then, the FAA provided substantial technical assistance to the Nigerian government to help improve the airport's security. Despite this assistance, a subsequent assessment of Lagos Airport found that it still does not maintain effective security measures. As

turn to Highlights on page 2

Highlights from page 1

a result, DOT issued an order discontinuing the authority of U.S. and foreign air carriers to operate between the U.S. and Lagos. The order specifically prohibits Nigeria Airways, Ltd., from operating between the U.S. and Lagos.

Under the International Security and Development Cooperation Act of 1985, DOT assesses security at foreign airports with direct service to the U.S. When security does not meet international standards, the department is required to notify the foreign government of the findings and recommend corrective actions. The secretary has the authority to suspend air services between the U.S. and the airport under surveillance.

Wrong Title. The front page of the August 17 issue of Headquarters *Intercom* drew a few comments from readers when Claude Bolton was identified as a brigadier general while wearing a colonel's insignia.

The correct title for Bolton was brigadier general *select*.

Improving Albuquerque. DOT Secretary Federico Peña recently announced a \$7 million "letter of intent" to continue major airfield improvements at Albuquerque International Airport.

The department issued the letter to the city of Albuquerque to finance taxiway and other airport projects over the next three years. The letter represents FAA's intention to provide future grants and allows the city to keep construction crews working on the project, funded by previous FAA grants, without interruption.

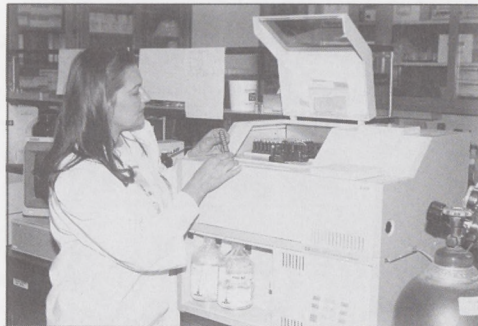
The grants will come from the FAA's Airport Improvement Program. The agency will fund \$3.2 million in the 1994 fiscal year, with an additional \$3.2 million in the 1995 fiscal year, and \$713,000 the following year.

In fiscal years 1992 and 1993, the FAA has issued two grants totaling \$11.8 million for Albuquerque Airport.

CAMI Lab Accredited. Based on an on-site inspection, the Civil Aeromedical Institute's Forensic Toxicology Laboratory recently received accreditation as a forensic urine drug testing lab from the College of American Pathologists.

Of the more than 95 currently accredited laboratories, the CAMI lab is the only full service forensic toxicology facility certified by the college.

The lab opened in October 1990 to serve the transportation industry. In 1991, the College of American Pathologists initiated a certification program for forensic urine drug testing laboratories. The FAA lab entered the urine drug testing accreditation program in 1992.



CAMI employee Jo Fleming checks specimens prior to analysis.

The commission on laboratory accreditation of the College of American Pathologists congratulated Dennis Canfield, laboratory manager, on the accreditation of the facility and the "excellence" of its services.

Complaints Up. Complaints against the nation's airlines were up slightly in June, according to a monthly DOT report.

The Air Travel Consumer Report indicated that the on-time performance of the 10 largest U.S. carriers slipped from the previous month. The carriers posted an 83.2 percent on-time rate in June, dropping slightly from the 87.1 percent recorded in May. But the on-time arrival performance was better than the 81.0 percent reported in June 1992.

Consumers registered 448 com-

plaints with the department regarding airline service in June, up from May's total of 399, but 27 percent below the June 1992 total of 625.

For the month of June, the airlines reported a mishandled baggage rate of 5.35 for each 1,000 passengers, well above the 4.63 rate reported in May, but still better than the 5.68 recorded in June 1992. For the first six months, the airlines mishandled baggage at a 5.97 clip, compared to the 5.61 rate reported in the first six months of last year.

Another Passenger Fee. The FAA has approved a request to collect a \$3 fee from passengers at Washington National Airport to fund \$167 million in airport improvement projects.

Beginning Nov. 1, the Metropolitan Washington Airports Authority (MWAA) will be authorized to collect a \$3 passenger facility charge (PFC) from departing passengers at National.

Over the next seven years, FAA estimates that \$167 million will be collected at National to help pay for 11 projects at National and the east-west extension of the terminal building at Washington Dulles International, another airport run by the MWAA.

The National projects include building a 35-gate north terminal complex with improved access to the Metro station from the terminal, paving the airfield and taxiways, acquiring property rights, building roadways, realigning the south part of Thomas Avenue, reconstructing a runway holding apron, building a new apron, installing new airfield signs and replacing runway and taxiway lighting systems.

Passenger facility charge funds will pay for a portion of the total cost of the 12 projects, which have an estimated price tag of about \$795.5 million. Other funding will come from Airport Improvement Program entitlement and discretionary funds and local funds.

In addition to National, more than 130 airports have already received approval to collect passenger facility charges totaling about \$7.3 billion.

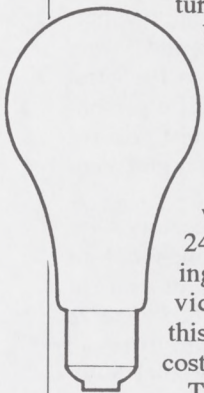
Lights Out

Employees Urged to Reduce Energy Costs

The building management staff urges Headquarters employees to turn off all office lights before departing for the day.

There are currently 19,230 lighting fixtures on floors three through 10 which are in operation 24 hours a day. According to the General Services Administration, this results in an annual cost of about \$750,000.

Turning off all office, ceiling, and furniture lighting fixtures would result in a savings of \$300,000 a year.



Runways *from page 1*

beyond the end of the runway. It is intended to halt planes that cannot stop quickly enough because of icy runway conditions, loss of brakes, or other reasons.

Several incidents of aircraft overshooting the ends of runways after a landing or an aborted takeoff have resulted in death or serious injury to passengers and crew, and extensive damage to aircraft. These incidents have prompted research and development to find ways to safely slow down or stop an overrunning aircraft. Initial research to develop an acceptable method of stopping jets was started by the Port Authority of New York and New Jersey, in cooperation with the University of Dayton.

Current tests follow a mathematical model which simulated the interaction between aircraft tires and foam to pre-stopping distances of various aircraft, both narrow- and wide-body commercial jets, on different thicknesses of foam.

Protecting the Earth

Agency Establishes Environmental Network

To address its environmental responsibilities, FAA has established a network, designed to act as a compliance advocate, encouraging and providing forums for environmental issues impacting the agency.

The environmental network, established in 1990, currently has more than 70 members and is made up of a national network in Headquarters and nine regional networks. Immediate plans call for establishing additional networks at the Aeronautical and Technical Centers.

The network aims to improve the agency's environmental program and increase information dissemination. It identifies and resolves issues of concern to agency programs and services.

The Headquarters network focuses on compliance with the National Environmental Policy Act of 1969 (NEPA), and related environmental laws, regulations, and executive orders, rather than those involving only hazardous waste cleanup. The Hazardous Materials and Special Projects Staff, AEE-20, coordinates cleanup issues with the Airway Facilities environmental and safety compliance committee. NEPA issues raised by that committee are brought to the attention of the Headquarters network, while regional networks address both NEPA and hazardous materials issues.

Headquarters and regional networks meet separately once a month and jointly in a monthly, nationwide teleconference. The Headquarters network is chaired by Jerry Schwartz, from the Policy and Regulatory Division of the Office of Environment and Energy. He also serves as coordinator of the agency-wide network.

Regional networks work closely with deputy regional administrators, who are responsible for coordinating cross-divisional and regional environmental matters.

Every quarter, the Office of Environment and Energy, assisted by the network coordinator, conducts a tele-

conference with the deputy regional administrators and regional network chairs to discuss policy.

In addition to solving site-specific problems, ranging from involvement with radar sitings to "blue ice" incidents, network activities include finding environmental processing funding sources, assisting in maintaining the agency NEPA handbook, and developing and facilitating agency environmental training courses and workshops.

For more information call Schwartz, (202) 267-3569.

Ratings Due

The Performance Management and Recognition System (PMRS) appraisal cycle ended on *Saturday, July 31*.

Completed appraisals for all General Merit employees are due in the Employee Relations Branch, AHR-140, by *Friday, September 10*.

For those employees on an extended rating cycle, appraisals must be submitted no later than *Saturday, October 2*.

Annual ratings of record are required for PMRS employees who, on July 31, have been in their current positions for at least the 90-day minimum appraisal period.

For more information, call Phyllis Burbank, x73878.

Headquarters Intercom

August 31, 1993
No. 93-32

Diane Spitaliere
Editor

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340
800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Flightplan

Retirement Seminar. The Senior Executives Association Professional Development League and the National Institute of Transition Planning, Inc. are sponsoring retirement seminars on *Monday and Tuesday, October 25-26, and December 9-10*, at the Best-Western Hotel-Westpark, Arlington, VA.

Called "Retirement and Financial Planning for Federal Managers and Executives," the two-day seminar targets GS/GM 13-15 federal managers and members of the Senior Executive Service who are within five years of retirement. It instructs how to take maximum advantage of available retirement options and opportunities.

The registration fee is \$345 for each participant if paying by personal or government check, money order, or credit card.

For more information and registration materials, call Lynda Greene, (202) 466-6446.

AF Awards Ceremony. Airway Facilities is holding its fourth annual national awards for excellence program on *Wednesday, September 22*, at the U.S. Navy Memorial Visitors Center, Market Square East, 701 Pennsylvania Avenue, NW.

The ceremony honors nominees and recipients of awards under the Airway Facilities peer nomination program.

Activities begin at 9 a.m. with coffee being served on the Gallery Deck of the center, followed by the ceremony at 10 a.m.

Learning Spanish. The Hispanic Heritage Committee is planning to schedule Spanish classes, using the "buddy" system.

About 20 Hispanic FAAers have volunteered to be a "buddy," helping employees taking Spanish classes to learn more about the Hispanic culture. The classes, held previously by FAA, would

be given by Berlitz Language Center at a cost to be based on the number of employees for each class.

For more information, please contact Carmen Carrion, x77067.

AXD Awards. System Development, AXD, is holding its annual "Best of the Best" awards ceremony on *Tuesday, September 7*.

The event kicks off at 1 p.m. at the Lowes L'Enfant Plaza Hotel, Washington, DC.

Awards will be presented in 12 categories, with a reception immediately following.

Overseas Jobs. The International Civil Aviation Organization (ICAO) has several job announcements open to FAA employees.

Positions are being advertised under the following vacancy numbers:

In Montreal, PC-93/12/DIR, Director, Air Transport Bureau D; PC-93/13/P-4, Legal Officer; PC-93/15/P-4, Economist, Communications, Navigation and Surveillance/Air Traffic Management Systems Implementation, P-4.

In Mexico, PC-93/14/PO, ICAO Representative.

Initial appointments are three years for all assignments. Government employees accepting assignments with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems & Overseas Support, API-19, by *Tuesday, October 12*, for vacancy number PC-93/12/DIR, and *Tuesday, September 14*, for vacancy numbers PC-93/13/P-4 through PC-93/15/P-4.

For more information about salary, qualifications, applications and benefits, contact your personnel office or API-19, (202) 267-9085.

Tuesday Deadline. *Headquarters Intercom* is published weekly. The deadline for items is *no later than 4 p.m. every Tuesday* 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.



Drugs *from page 1*

were among maintenance employees and applicants for such jobs, 690 were security screening workers and applicants, 195 were flight attendants and applicants, 83 were among aircraft dispatchers and applicants, 32 were flight crew personnel and applicants, and 7 were among flight instructors, flight test personnel, and air traffic personnel. Employees who test positive are removed from safety and security-related positions.

Random testing accounted for 1,307 positive findings out of 183,176 random tests, or a rate of .71 percent. Of the 2,605 positive results in 1992, the majority tested positive for marijuana (1,599). Other positives involved cocaine (903), amphetamines (129), opiates (114), and phencyclidine (20). Because of multiple drug use by some employees, the number of positives by drug type slightly exceeds the number of persons who tested positive.

In 1988, DOT issued regulations requiring drug testing of more than four million employees in safety and security-related jobs in transportation. Aviation industry employees covered include pilots, mechanics, flight attendants, airport security screening personnel, flight engineers, and aircraft dispatchers. In addition to pre-employment tests of job applicants, the types of testing include random, return to duty, reasonable cause, periodic, and post-accident.

The 1992 results are based on reports from 4,252 aviation employers and contractors, including air carriers, air taxis, maintenance repair facilities, security screening contractors, and non-FAA/non-military air traffic control facilities. The companies employ approximately 348,000 persons in safety or security-related positions.



U.S. Department of Transportation
Federal Aviation Administration

Headquarters Intercom

Newest Aviation Leader

Hinson Sworn In as FAA's 13th Administrator

David Russell Hinson, a veteran pilot and aviation executive, was sworn in on August 24 as FAA's 13th administrator during a public ceremony at the National Air and Space Museum.

The event was broadcast to FAAers

nationwide via satellite.

DOT Secretary Federico Peña, who administered the oath of office, called Hinson a "superbly able captain" for the FAA and a leader "equipped by education, experience and temperament to conquer any aviation height."

Peña said, "No one could be better prepared than David Hinson to move forward on our goals of enhancing our air transport system's efficiency, keeping its technology at the world's cutting edge, and lightening the regulatory burden on air carriers as much as possible, consistent with

turn to Hinson on page 6



DOT Secretary Federico Peña swears in David Hinson as FAA's 13th Administrator while Hinson's wife Ursula holds the bible.

Managing Change

System Operations Diversity Plan Revealed at Hispanic Coalition's Annual Conference

"Diversity is a subject 'near and dear' to me and its time has not only come, but is overdue," then-acting Executive Director for System Operations Carl Schellenberg told members of the National Hispanic Coalition of Federal Aviation Employees. "We need to value the differences in each other and learn to use those differences to accomplish the agency's mission."

Schellenberg, recently serving as guest speaker at the coalition's annual conference in Oklahoma City, told the group that System Operations (AXO)—

which constitutes the largest part of the FAA—is committed to raising employee awareness about diversity.

Schellenberg pointed out that by the year 2020, the non-white population will double. By 2056, he said, the average U.S. citizen will not be able to trace his or her ancestry to white Europe. He emphasized that immigrants will represent the largest share of the work force since World War I, and non-whites will make up only 25 percent of new entrants to the job market.

turn to Diversity on page 3

Highlights

Long Shot. A person would have to take a scheduled aircraft flight every day for 4,000 years before they were involved in an accident, according to National Transportation Safety Board (NTSB) statistics.

"Even then you would have a 50 percent chance of surviving it," said NTSB Chairman Carl Vogt in a recent issue of Commercial Aviation News.

International Air Traffic. The volume of passenger traffic between the United States and other countries rose nearly 10 percent in 1992, compared to the previous year, according to a DOT report.

The report—called U.S. International Air Passenger and Freight Statistics: Calendar Year 1992—provides data on the number of passengers and freight tons carried by air between the United States and other countries and regions. It shows that 87.3 million passengers flew between the United States and other countries in 1992, compared to 79.5 million in 1991.

This is the first monthly issue of the report based on the traffic reports submitted by airlines to the department. A second report will be issued shortly covering the first quarter of 1993.

Disadvantaged Businesses. DOT will award grants to 10 historically black colleges and universities, chosen through a nationwide competition to participate in the department's Office of Small and Disadvantaged Business Utilization's student training and education program—known as STEP.

The 12-month program will utilize turn to Highlights on page 2

Highlights *from page 1*

the resources of the schools to develop and implement educational programs, designed to enhance disadvantaged business enterprises' knowledge of transportation. Providing on-the-job training and educational experiences, the program includes the development of an internship program, a transportation lecture series curriculum, and a faculty fellowship program.

Knowledge gained through STEP will assist disadvantaged business enterprises in successfully competing for transportation-related contracts.

Grants in the amount of \$80,000 each will be awarded to the following universities:

Alabama A&M University, Normal, AL; Dillard University, New Orleans; Elizabeth City State University, Elizabeth City, NC; Grambling State University, Grambling, LA; Hampton University, Hampton, VA; Jackson State University, Jackson, MS; Langston University, Langston, OK; Morgan State University, Baltimore; Morris-Brown College, Atlanta; and North Carolina A&T State University, Greensboro, NC.

Fired Controllers. During the first week of operation, 3,889 fired controllers called the agency's toll-free number in Oklahoma City, set up to answer calls from those seeking to reapply for air traffic control specialist positions.

More than 2,600 information and application packets have been mailed to the former employees.

President Clinton recently lifted the ban preventing the more than 11,000 controllers fired by then-President Reagan in 1981 from applying for FAA jobs.

They may now apply for positions under the same rules as other applicants.

The toll-free number, 1-800-960-0600, operates Monday through Friday, from 9 a.m. to 5 p.m. central time. It is expected to remain in operation until October 15.

A STAR is Born. Alaskan Regional Administrator Jacque Smith is the first recipient of the System Operations Sharing Talents Achieves Recognition Award—STAR for short.

Smith was nominated by then-acting Executive Director for System Operations Carl Schellenberg for her creativity in initiating the STAR award and the work she did in making it a reality.



Jacque Smith

Smith said she wanted to create an award system that "doesn't require red tape, just a way to say 'thanks'."

The award recognizes individuals who "can do" attitudes who contribute to the good

of others, but go unrecognized because of hectic work schedules. They do not necessarily need to be job related.

Student Workshops. The Human Resource Management Division recently held the first enrichment workshop and cooperative education seminar for Headquarters student employees.

Approximately 60 agency youths attended the enrichment workshop where they received tips on applying and interviewing for full-time jobs. The program also included an open forum where students offered suggestions on how the agency can improve student employment programs.

A more expansive seminar was then held for 17 of FAA's cooperative education students, who received information on conversion to permanent staff positions, promotions, training opportunities, and other benefits. An open forum centered around various ways the agency's co-op students could strengthen their college-work developmental experiences.

Tuesday Deadline. *Headquarters Intercom* is published weekly. The deadline for items is *no later than 4 p.m. every Tuesday* for inclusion in the following issue.

Bring items to room 909B as soon as possible or call x77311.

Deaf Awareness

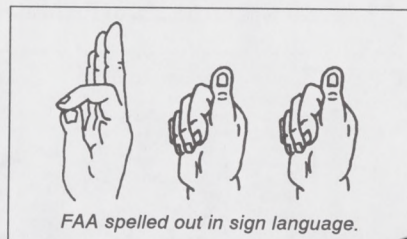
DOT Kicks Off a Week of Events on September 20

DOT will kick off Deaf Awareness Week on September 20, sharing the unique contributions and differences of people who are deaf or hard-of-hearing.

The theme of the planned activities is "See Through Our Hands."

Here is a list of events open to all DOT employees.

➔ **Monday, September 20.** Kickoff event featuring DOT Secretary Federico Peña at 10 a.m. in the Nassif Plaza. Keynote speaker is Jack Gannon, author and special assist to the president for advocacy, Gallaudet University.



FAA spelled out in sign language.

➔ **Tuesday, September 21.** Demonstrations of technology used by the deaf, from 1:30 to 3 p.m. in the Nassif building, room 2230.

➔ **Wednesday, September 22.** Bob Seremeth, linguistics professor at George Washington University, will make a presentation and moderate a panel of DOT deaf and hard-of-hearing employees from 10 a.m. to 12 noon in the FAA auditorium.

➔ **Thursday, September 23.** Relay service demonstration from 10 a.m. to 12 noon in the Nassif building, room 4234.

➔ **Friday, September 24.** Entertainment provided by schools for the deaf and deaf support groups from other federal agencies from 12 noon to 1:30 p.m. Weather permitting, the event will be held at the Nassif Plaza. The rain location is the FAA auditorium.

Voice and sign language interpreters will be provided for all activities.

For more information, call Kris DaCosta, AHR-20, TDD, (202) 267-3149. If TDD is not available call (202) 855-1000 and ask the relay operator call DaCosta.

Diversity *from page 1*

"For the agency to manage changing demographics and to prosper, we need to train our employees to be more tolerant of language and cultural differences, to identify and reject racial and sexual prejudices, and to be more accommodating to those who are physically disabled," said Schellenberg.

Schellenberg talked about AXO's newly-approved diversity plan and how it will serve as a model to the rest of the agency. The FAA Executive Board, he said, "has approved the AXO plan and made it their own."

"System Operations is dedicated to becoming an organization that mirrors America and is free of racism, sexism, sexual harassment, and other biases which prevent employees from contributing effectively to our mission," said

Schellenberg.

The AXO diversity plan centers around three basic strategies.

➔ **Recruitment, development, and promotion.** The plan states that System Operations is committed to hiring, developing, and promoting persons who are not adequately represented in its workforce. The organization's goal is to "achieve a net gain of women, minorities, and people with disabilities in



Carl Schellenberg

all levels of the workforce through targeted hiring."

Schellenberg told the coalition that Hispanics currently make up about three percent of the System Operations population, compared to 1990 census figures of 7.7 percent in the civilian labor force. "Targeted hiring means we will

actively recruit from these groups," he said.

➔ **Training.** Awareness and skills training will be provided to critical parts of the workforce. The plan calls for all AXO employees to receive a one-day minimum of awareness training, with supervisors and managers receiving both diversity and sexual harassment prevention training. Managers will also be provided with the necessary skills—such as communication, conflict management, and empowerment—to manage a diverse workforce.

➔ **'Employee friendly' work environment.** The plan emphasizes a firm commitment by System Operations to make whatever changes are necessary to create an environment friendly to cultural diversity. The organization will be focusing on four areas: communications, equality of opportunity, employee surveys and follow-up programs, and accountability.

Schellenberg concluded the session with a quote from DOT Secretary Federico Peña—"Tolerance and diversity are about putting an end to discrimination and harassment."

"We have made a good beginning in AXO, but it's only a beginning," said Schellenberg.

For more detailed information about the AXO diversity plan, see the September issue of FAA World.



Showcasing FAA

FAA recently showcased its safety mission and promoted new initiatives and technologies to thousands of aviation enthusiasts at the 41st annual Experimental Aircraft Association Fly-In and Convention in Oshkosh. Forty-five forums and presentations were conducted at the FAA Safety Center during the week-long event, with some 2,500 pilots and other spectators attending in a single day. A first-time attraction at the annual event was a demonstration of the differential global navigation satellite system, followed by a press conference. Each day Category I approaches were flown at Wittman Regional Airport using local area differential GPS as the primary means of navigation. Shown above is Great Lakes Deputy Regional Administrator Bill Withycombe fielding questions at the press conference.

Headquarters Intercom

September 7, 1993
No. 93-33

Diane Spitaliere
Editor

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Medical Mentions

Aviation Medicine Holds First Annual Awards Ceremony

The Office of Aviation Medicine recently held its first annual awards ceremony, honoring employees nationwide for their contributions to the organization.

Then-acting Executive Director for System Operations Carl Schellenberg thanked the group for their excellent service on behalf of himself and the entire agency.

In his opening remarks, acting Associate Administrator for Aviation Standards Brooks Goldman referred to the organization as "a group of so few that has done so much for

so many." He emphasized that Aviation Medicine not only services FAAers, but the aviation industry as well.

Presenting the awards at the Headquarters ceremony was Federal Air Surgeon Dr. Jon Jordan. In addition to honoring employees in specific award categories, Jordan recognized Headquarters employees who received awards and commendations during the last quarter. Program Analyst Mary Reid was singled out for recently receiving an unusually outstanding performance award.

Award Honorees

Outstanding Manager

Melchor Antuñano

Aeromedical Education Division

Outstanding Leader

Virginia Hicks

Program Management Staff

Education Excellence

Dennis Canfield

Aeromedical Research Division



Dr. Jon Jordan, right, presents Dennis Canfield with Education Excellence Award.

Administrative Excellence

Douglas Burnett

Aeromedical Education Division

Technical or Scientific Publications

Henry Mertens

Human Resources Research Division

Outstanding Innovator

R. Lanier Jones

Jacksonville Air Route Traffic Control Center

Outstanding Team Player

Carol Thomas

Aeromedical Standards Branch



Dr. Jon Jordan, right, presents Carol Thomas with Outstanding Team Player Award.

Friend of the Office of Aviation Medicine

Small Purchases Section

Office of Contracting and Quality Assurance

Office of the Year

Aeromedical Certification Division

ASD Honors Its Own

32 Employees Recognized for Jobs Well Done

Thirty-two employees who significantly contributed to the System Engineering and Development (ASD) mission were recently recognized at the organization's fourth annual awards ceremony.

Marty Pozesky, associate administrator for System Engineering and Development, personally thanked and con-

gratulated award recipients for their many accomplishments. "The dedication and high caliber of employees is what makes System Engineering and Development a 'world class' organization," said Pozesky.

Thirteen employees were recognized for specific accomplishments, while 19 others—some outside of ASD—received Associate Administrator Awards.

Award Honorees

Outstanding Leadership

Clyde Miller

Research and Development Service

Outstanding Innovator

Eileen Lee

NAS Program Management Service

Team Achievement

Gene Wong

William Blake

Research and Development Service

Equal Opportunity Excellence

Michael Flores

Operations Research Service

Human Relations Achievement

Carolyn Strano

NAS System Engineering Service

Secretarial Accomplishment

Rande Veneman

Operations Research Service

Administrative Excellence

Roxanne Kneisley

Facility System Engineering Service

Technical Support

Thomas Laginja

NAS System Engineering Service

Technical Publication

Robert Smith

Research and Development Service

Distinguished Service

Steven Bradford

Operations Research Service

Significant Contributor to System Development

Charles Martin

NAS Program Management Service

Volunteer and Community Service

Denise Davis

Research and Development Service

Joel Jacknow

Research and Development Service

Angela Harris

Research and Development Service

Dennis Koehler

Air Traffic Plans

and Requirements Service

Ruth Leverenz

Office of Budget

Mary Stephens-Loggins

Operations Research Service

John Rybka

NAS Program Management Service

Robert Rovinsky

Operations Research Service

John Scardina

NAS System Engineering Service

Michael Singer

Facility System Engineering Service

Gene Wong

Research and Development Service

Janice Peters

System Engineering
and Development

Edward Phillips

Great Lakes Regional Administrator

Harvey Safeer

FAA Technical Center Director

Andres Zellweger

Operations Research Service

Jackie Herbert

System Engineering
and Development



Associate Administrator for System Engineering and Development Marty Pozesky presents Jan Peters with an Associate Administrator Award.

Associate Administrator Awards

Sharon Black

System Engineering
and Development

Daniel Beaudette

Regulation and Certification

Leon Hillers

NAS Program Management Service

Kenneth Klasinski

Research and Development Service

Hinson *from page 1*

our deep commitment to safety.”

Peña also praised Joe Del Balzo for his leadership while serving as acting FAA administrator. “We could not have maneuvered our way through difficult times without the strong leadership of Joe Del Balzo,” he said.

In his first speech to FAAers, Hinson said that “civil aviation is at one of those frequent points in history when converging forces precipitate change—ready or not.”

The converging forces he spoke about include the:

→ President’s Airline Commission recommendations.

→ Vice President’s initiative on reinventing government.

→ air traffic control modernization program.

→ acceleration in the application of new technologies to all facets of aviation.

→ will and wishes of Congress.

→ globalization of civil aviation.

Hinson cautioned while these issues are critical to FAA’s role as the world’s

aviation leader, “we need to remember that safety is our first job.”

Saying “safety is the bedrock of the success of the FAA,” Hinson emphasized that the agency’s reputation of for world leadership in civil aviation rests, in part, upon the “outstanding and continuous improvement in flying safety achieved since World War II.”

Hinson cited National Transportation Safety Board statistics, indicating the tremendous strides made in aviation safety since 1961—the year having the highest accident rate on record.

“If U.S. air carriers had experienced the same accident rate in 1992 that they did in 1961, we would have had 245 accidents last year—an accident two out of every three days,” said Hinson. Last year, he said, there were only 19 accidents, and of those, only one involved passenger fatalities.

“Our objective, of course, is zero accidents,” said Hinson. “But in 32 years we have made demonstrable, measurable, and permanent progress.”

Before joining the FAA, Hinson was executive vice president for marketing and business development for Douglas

Aircraft Company since January 1992 with responsibility for leading the marketing development and sales of McDonnell Douglas commercial jet transports.

Hinson served as a naval aviator on active duty and in the reserves for 10 years. He later worked as a Northwest Airlines pilot on domestic and international routes for three years. He has flown more than 8,000 hours in over 70 types of aircraft.

In 1961, at the age of 28, Hinson became one of the youngest flight instructors for United Airlines. He was an original investor and one of four founders of Midway Airlines. Prior to assuming his position at Douglas Aircraft, he was chairman and chief executive officer of Midway. The airline ceased operations in November 1991.

Hinson holds a bachelor’s degree from the University of Washington. He is a member of advisory boards of the graduate schools of business at the University of Chicago and the University of Washington, and a trustee of the Naval Aviation Museum Foundation.

Overseas Jobs

FAA Seeks to Fill Critical Agency Positions Abroad

The FAA is looking for dedicated, career professionals to fill critical agency positions in locations around the world, such as Europe, Asia, Latin America, Africa, and the Middle East.

Vacancies are currently being advertised through September 30 under the FAA’s annual “open season” for overseas jobs.

Persons selected will be responsible for promoting the growth of civil aviation abroad and fostering the development of civil aviation safety and security worldwide.

Overseas assignments offer FAAers excellent opportunities to broaden their professional knowledge of the agency and can be used

as “career boosters.” Accompanying family members may also find the experience rewarding.

Foreign assignments, however, are not for everyone. A recent survey of 80 multinational companies indicated that between five and 20 percent of international assignments fail, requiring an early trip home. The most common reason is the inability of the employee’s spouse or family to adjust to a different physical or cultural environment. Additionally, some employees may feel “out of the mainstream” and have difficulty keeping abreast of organizational changes.

To improve chances for rewarding and successful foreign assignments, FAA is taking steps to meet the technical and cultural training needs of employees stationed overseas. Selected candidates will receive language, cross-cultural, and technical orientation training.

To find out more about FAA’s many overseas career opportunities, contact the

Employment and Staffing Branch, AHR-150, representative listed on the following job announcements:

Civil aviation security inspector

GS-1801-12/13

3-ACO-93-1374

Civil aviation security liaison officer

GM-1801-13/14

3-ACS-93-1375A

Aviation safety inspector (airworthiness maintenance)

GS-1825-14

FPP-AEA-FS-93-01

Aviation safety inspector (airworthiness avionics)

GS-1825-14

FPP-AEA-FS-93-02

Aviation safety inspector (operations)

GS-1825-14

FPP-AEA-FS-93-03

The next “open season” for foreign assignments will be August 1994.

Hispanic Heritage Month

FAA Kicks Off Celebration on September 24

**Hispanic Americans are
MANY PEOPLES...**

*... with their own history, beliefs,
life-styles, cultures.*

- . Mexican Americans
- . Puerto Ricans
- . and many more



Events are scheduled throughout DOT in the next few weeks to mark Hispanic Heritage Month, September 15 through October 15.

This year's theme is "Hispanics: Diversified Work Force for the Future."

Here is a list of activities open to all DOT employees.

Wednesday, September 15. Congressman Ron de Lugo and Dan Hagedorn, of the National Air and Space Museum, speak on "Hispanics in Aviation," 10 a.m. in the FAA auditorium.

Thursday, September 16. DOT's opening ceremony, 9:30 a.m. in the Nassif building, room 2230. DOT Secretary Frederico Peña kicks off the event, with Congressman vier Becerra serving as guest speaker.

Tuesday, September 21. Tango dance performance, 11 a.m. in the Transpoint building, room 2415.

Hispanic heritage musical performance, 1 p.m. in the Nassif building, room 4234.

Thursday, September 23. Lecture entitled "National Marrow Donor Program and Hispanics," 12 noon in the Nassif building, room 3200.

Friday, September 24. FAA's opening ceremony, 10 a.m. in the FAA auditorium. Keynote speakers are DOT Secretary Frederico Peña and actor Edward James Olmos.

Tuesday, September 28. Hispanic fiesta, including music, food, and clothing, 11:30 a.m. in the Nassif plaza.

Wednesday, September 29. Presentation entitled "Education is Power," 10 a.m. in FAA Headquarters, room 5ABC.

Thursday, September 30. U.S. Coast Guard's opening ceremony, 10:30 a.m. in the Transpoint building, room 2415.

Wednesday, October 6. Katherine Davalos Ortega lectures on the "Glass Ceiling or Sticky Floor," 10 a.m. in the FAA auditorium.

Thursday, October 7. Presentation by Manuel Oliveres, executive director of the Hispanic Federal Executives, 12 noon in the Nassif building, room 3200.

Friday, October 8. Chili cook-off, 11:30 a.m. in the Nassif building, room 8236.

Tuesday, October 12. Hispanic Employees Council sponsors lecture on "OPM Initiatives for Hispanics," 11:30 a.m. in the Nassif building, room 2230.

Wednesday, October 13. FAA's closing ceremony, 11 a.m. in the FAA lobby. Keynote speaker is FAA Administrator David Hinson.

Thursday, October 14. Latin rhythms musical performance, 11 a.m. in the Transpoint cafeteria.

Friday, October 15. The Hispanic Employees Council holds its annual luncheon at 11:30 a.m. in the Nassif building, room 2230.

Flightplan

Daredevil Aviator. The National Air and Space Museum will hold a lecture on "Bessie Coleman—Daredevil Aviator" on *Thursday, September 23*, at 8 p.m. in the Langley Theater.

As part of the special African American history program, Assistant Professor of Theater at American University Caleen Sinnette-Jennings will recreate the life of pioneering American aviator Bessie Coleman through a theatrical performance.

Following the performance, Doris Rich will discuss her soon-to-be released biography, *Queen Bess: Daredevil Aviator*.

For more information, contact the National Air and Space Museum, (202) 357-2700.

AXO Awards. System Operations (AXO) will hold its national honorary awards ceremony on *Tuesday, November 16*, at 10 a.m. at the departmental auditorium on Constitution Avenue, between 12th and 14th Streets, NW.

The event honors the recipients of the *Spirit of AXO* and *AXO Link* awards, which recognize the accomplishments of the organization's mission through the spirit of cross-organizational teamwork.

A shuttle bus will be available to and from the ceremony, departing the Headquarters building from C Street, beginning at about 8:30 a.m.

For additional information, contact Shirley Mason, x79377.

Learning Spanish. The Hispanic Heritage Committee is planning to schedule Spanish classes, using the "buddy" system.

About 20 Hispanic FAAers have volunteered to be a "buddy," helping employees taking Spanish classes to learn more about the Hispanic culture. The classes, held previously by FAA, would be given by Berlitz Language Center at a cost to be based on the number of employees for each class.

For more information, contact Carmen Carrion, x77067.

AF Awards Ceremony. Airway Facilities is holding its fourth annual national awards for excellence program on *Wednesday, September 22*, at the U.S. Navy Memorial Visitors Center, Market Square East, 701 Pennsylvania Avenue, NW.

Using the METRO system from Headquarters, take the yellow line to the Archives/Navy Memorial station.

The ceremony honors nominees and recipients of awards under the Airway Facilities peer nomination program.

Awards will be presented in the following categories:

- *Administrative Excellence*
- *Community and Volunteer Service*
- *Employee Involvement for Excellence*
- *Equal Employment Opportunity for Excellence*
- *Facilities and Technical Employee of the Year*
- *Human Relations Achievement*
- *Leadership*
- *Mentoring*
- *Operations Technical Employee of the Year*
- *Outstanding Contribution to the AF Mission*
- *Outstanding Employee of the Year*
- *Public Awareness*
- *Secretarial/Clerical Excellence*
- *Supervisory/Managerial*
- *Team Achievement*

Activities begin at 9 a.m. with coffee being served on the Gallery Deck of the center, followed by the ceremony at 10 a.m.

For more information, call Lorelei White, AAF-32, x77979.

Ratings Due. The Performance Management and Recognition System (PMRS) appraisal cycle ended on *Saturday, July 31*.

Completed appraisals for all General Merit employees are due in the Employee Relations Branch, AHR-



140, by *Friday, September 10*.

For those employees on an extended rating cycle, appraisals must be submitted no later than *Saturday, October 2*.

Annual ratings of record are required for PMRS employees who, on July 31, have been in their current positions for at least the 90-day minimum appraisal period.

For more information, call Phyllis Burbank, x73878.

GLOBE Gatherings. The DOT Gay, Lesbian, or Bisexual Employees (GLOBE) will hold its next business meeting on *Thursday, September 23*, from 5 to 7 p.m., in the Nassif building, room 8236-40.

Business meetings are normally held on the *third Tuesday* of each month.

The group is also sponsoring a program on workplace harassment and discrimination on *Tuesday, September 14*, at 6 p.m., at the DC School of Law, 719 13th Street, NW.

For more information, call Sheila Skojec, AGC-430, 376-6475, or Harry LeBlanc, ASU-320, 606-4525.

New Exhibit. The original design drawings and artwork that accompanied early space flight articles in *Collier's* magazine are the focus of the newest exhibit at the National Air and Space Museum.

The exhibits includes about 60 works and runs through next April.

People

Leave Donations. Aeronautical Information Specialist Janice Gibson, of the National Flight Data Center, ATM-600, is an eligible recipient in FAA's leave sharing program.

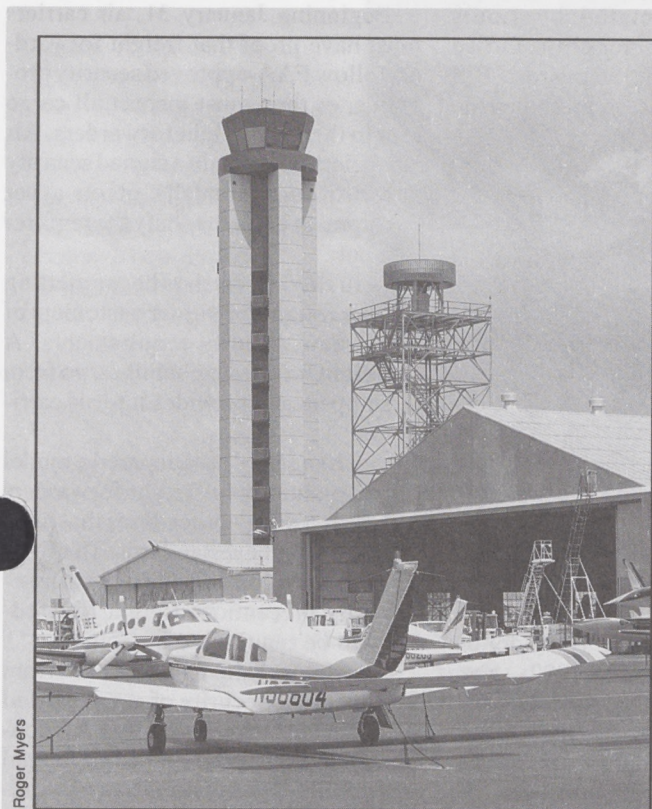
Gibson recently underwent major abdominal surgery for the second time in 18 months. She has exhausted all her leave.

Anyone wishing to donate annual leave, should contact Barbara Ullom, AHR-151, x77608, or Karen Martino, ATM-612, x79286.



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

Headquarters Intercom



Roger Myers

The new precision runway monitor system stands to the right of the air traffic control tower at Raleigh-Durham International Tower.

New Radar

FAA Commissions First Precision Runway Monitor System

The FAA has just commissioned a new radar system at Raleigh-Durham International Airport, designed to enable simultaneous approaches to closely spaced parallel runways during low visibility weather.

Called a precision runway monitor (PRM) system, it is the first of its kind to become operational in the United States.

The new radar system allows air traffic controllers to monitor aircraft making parallel approaches to runways during low visibility weather conditions. Equipped with electronically scanned radar and high resolution displays, it allows simultaneous landings on parallel runways, resulting in increased capacity, reduced delays, and fuel savings.

The precision runway monitor system enables landings on parallel runways as close as 3,400 feet apart. The parallel runways at Raleigh-Durham are 3,500 feet apart. Parallel runways operating without the benefit of the new radar system must be at least 4,300 feet apart for simultaneous landings in inclement weather.

The system scans a 360-degree area, providing air traffic controllers with a visual display of each aircraft's

turn to **Radar** on page 4

Casting a Wide Net

Top Industry Executives, New Employees 'Brainstorm' on Agency's Future

When FAA's top decision makers fish for advice, they toss a wide net. The net is so expansive that it includes everyone from airline chief executive officers to new agency employees with just a few years of FAA experience.

Getting input from diverse sources key to the FAA Executive Board's drive to shape a strategic plan for the future.

FAA executives on the board heard an earful at two "challenger" sessions in mid-August. First, the board asked a group of newer agency employees—who are likely to "inherit" the FAA one day—to critique the agency's strategic agenda.

For the first time, the agency looked

turn to **Challenging FAA** on page 3

Highlights

Reinventing Government. In a letter to all employees, Darlene Freeman, chair, FAA National Performance Review Workgroup, thanked the hundreds of FAAers who called DOT Secretary Federico Peña's Hotline for Reinventing Government.

Many callers, she said, "addressed concerns in the human resources and procurement areas." Freeman assured employees that "both of these issues

turn to **Highlights** on page 2

Highlights *from page 1*

are being addressed by teams made up of representatives from a number of agencies to recommend government-wide changes to the system.”

“Based on the overall volume and energy around many of these submissions, we know there is a lot of interest and creativity within the FAA work force,” said Freeman. “We wanted those who took the time and effort to share their ideas to know they have been read and considered.”

Boost for Boston. The FAA has approved a request to collect a fee from passengers at Boston-Logan International Airport to fund \$599 million in airport improvement projects.

Beginning November 1, the Massachusetts Port Authority (Massport) will be authorized to collect a \$3 passenger facility charge (PFC) from departing passengers at Logan.

Over the next 16 and a half years, the FAA estimates that \$599 million will be collected at Logan to help pay for planning, preliminary design, environmental analysis, and final design of a major airport modernization project. Fees collected from departing passengers will partly fund terminal improvements, residential sound insulation, new roads, a light rail passenger transfer system, a new federal immigration and customs facility, and an underground tunnel for baggage and other aircraft services.

The PFC program was authorized by Congress in the Aviation Safety and Capacity Expansion Act of 1990, which specified that the money must be used to preserve or enhance the capacity, safety, and security of the air transportation system; promote competition; or expand passenger facilities.

Discrimination Complaints. The DOT is now using contractor services to help reduce the department's 644 internal discrimination complaints.

Initially, the contractor will investigate 100 of FAA's complaints and make recommendations to adjudicate 50 ad-

ditional agency complaints.

AVN Awards. The Office of Aviation System Standards (AVN) recently held its second annual Quality Awards for Excellence Program, recognizing more than 500 nominees and award recipients.

The Aeronautical Center ceremony—attended by more than 750 people—was officiated by Louis Ludwig, deputy director of the Office of Aviation System Standards. Bill Williams, AVN director, presented the awards.



From left to right, Acting Deputy Associate Administrator for Aviation Standards Dave Thomas, AVN Director Bill Williams, and AVN Deputy Director Louis Ludwig at the organization's annual awards ceremony.

Nominations totaling 169—double the number submitted in 1992—were received in 11 individual and four group categories. Nineteen groups and 24 individuals were nominated in one category— Outstanding Contribution to the AVN Mission-External—recognizing individuals outside of Aviation Standards who played a significant role in achieving the organization's mission.

The quality awards program was established last year as a means of expressing appreciation by peers and subordinates for individual and group performance that is superior or special in nature.

Acting Deputy Associate Administrator for Aviation Standards Dave Thomas, serving as keynote speaker, said, “I don't think you realize how truly impressed people are with what you do—you work for results and get them.”

Aviation Standards was recently

honored with the FAA Quality Management Award, which recognizes agency groups for significant achievements in quality management.

Air Cargo Security. Passenger air carriers and indirect air carriers—commonly called air freight forwarders—will be required to tighten cargo security early next year.

Beginning January 31, air carriers must have proof that freight forwarders follow FAA-approved security programs, or they must inspect all cargo sent to them by freight forwarders. Air carriers may obtain a signed security certification annually or on a per shipment basis to satisfy the requirement.

In July, air carriers began alerting their freight forwarder customers of the new security requirements. A freight forwarder obtains cargo from shippers and provides it to air carriers.

The agency has prepared a model program to help freight forwarders set up security procedures that meet the FAA's new standards. The FAA cannot publicly disclose specific security precautions freight forwarders will be required to implement.

The tighter rules result, in part, from a study of the security of cargo carried on passenger aircraft that the FAA conducted in response to a congressional mandate in the Aviation Security Improvement Act of 1990.

In drafting the requirements, the FAA considered recommendations of the President's Commission on Aviation Security and the FAA's Aviation Security Advisory Committee. The new security requirements are also closely aligned with recommendations of the International Civil Aviation Organization and the International Air Transport Association.

Tuesday Deadline. Headquarters *Intercom* is published weekly. The deadline for items is *no later than 4 p.m. every Tuesday* for inclusion in the following issue..

Bring them to room 909B or call x77311.

Challenging FAA

continued from page 1

to newer employees for ideas and recommendations on critical agency issues. Top agency officials were asked to identify a cross-section of employees who would potentially be in the agency 10 to 20 years from now.

"As executives, it occurred to us that we were planning a strategy for the year 2000 and beyond, so why not allow future executives to have a voice," said Herbert McLure, assistant administrator for Human Resource Management.

Then several days later, heavy hitters from the aviation industry got their turn. More than 40 representatives from the industry—including the chief executive officer of Southwest Airlines and the president of the Regional Airline Association—and aviation "alphabet groups" brainstormed with FAA officials on a wide range of issues.

Acting Deputy Administrator Joe Del Balzo kicked off both sessions and emphasized the FAA's willingness to listen.



Assistant Administrator for Human Resource Management Herb McLure talks to newer agency employees who recently participated in one of two FAA "challenger" sessions.

The groups were asked to "challenge" the board by presenting their concerns and ideas in several strategic areas, including:

- Capacity and access
- 21st century aviation system

- Environment
- Human factors
- Management of the agency
- Economic condition of the industry

- Safety and security
- Internationalization

Information collected at the "brainstorming" session will be used by the board when developing the FAA's strategic goals.

The final Strategic Plan—scheduled to be released in draft this fall—will reflect both employee and industry input.

The session with new employees took advantage of FAA's Team Technology Center, which uses a creative environment and consulting team, new team processes, and innovative information and communication tools.

Thanks to Briar Haggett, Public Affairs intern, for contributing to this report.

Travel Tips

Employees Urged to Use Contract Carriers

Employees traveling on official government business are expected to use air and rail carriers that are under contract with the General Services Administration (GSA), advises the Office of Accounting.

Contract carriers furnish transportation for official government travel between selected cities-airports at an average savings of 60 percent off unrestricted fares.

Some noncontract carriers offer government travelers "me too" fares equal to, or slightly less than, the contract fares. Employees are advised, however, that using these carriers is not always beneficial to the government.

When airlines bid on city-pair contracts, the projected volume of government business is a primary factor. Us-

ing noncontract carriers affects that projected volume, jeopardizing the city-pair program and the savings derived from it.

All employees are expected, therefore, to use contract city-pair carriers *except* when clearly justified. Circumstances that might preclude using contract carriers include:

→ Lack of space or scheduled flights, requiring the traveler to incur unnecessary overnight lodging costs and increasing the total cost of the trip.

→ When a noncontract carrier offers a fare less than the combined cost of transportation, lodging, meals, and related expenses. This does not apply if the contract carrier offers a comparable fare and has seats available at that fare, or if the noncontract carrier's

lower fare is offered only to government and military travelers on official business.

For more information, call Debbie Daniels, AAA-300, (202) 267-9008.

Headquarters Intercom

September 14, 1993
No. 93-34

Diane Spitaliere
Editor

Michael A. Malden
Art Director

*Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340
800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311*

Flightplan

Ground School. The FAA Flying Club will conduct private pilot ground school on *Tuesdays and Thursdays* from *September 21 through November 23*.

Classes are held from 6 to 9 p.m. in the FAA Headquarters building. Parking is available in the garage after 4 p.m.

Topics include flight theory, engines, instruments, air traffic control procedures, communications, weather, federal aviation regulations, and other pertinent subjects.

An FAA examiner will administer the private pilot written examination on the last night, satisfying the license requirement.

The cost of textbook and materials is \$175.

For more information and the exact room number, call Dick Bair, 376-0611.

Denver SkiFest. The Denver Air Route Traffic Control Center Ski Club is planning its 1994 Colorado SkiFest for *Tuesday through Saturday, February 22-26*, in Breckenridge, CO.

The package includes four days of lift tickets, five nights of hotel accommodations, a group photo session, and more.

For more information, call Ralph Walters, (303) 651-4543, or Pat Eicher, (303) 651-4253.

NBCFAE Conference. The National Black Coalition of Federal Aviation Employees will hold its 1993 national training conference *Wednesday through Saturday, September 22-25*, at the Bonaventure Hotel, Fort Lauderdale, FL.

The agenda includes an opening ceremony, FAA regional forums, a sexual harassment prevention seminar, health awareness workshops, an equal employment opportunity panel, financial and retirement planning, and a cultural diversity session.

For additional information, contact Hannah Dixon, public affairs officer, (609) 485-4324.

Retirement Seminar. The Senior Executives Association Professional Development League and the National Institute of Transition Planning, Inc. are sponsoring a retirement seminar on *Thursday and Friday, December 9-10*, at the Best Western Hotel-Westpark, Arlington, VA.

Called "Retirement and Financial Planning for Federal Managers and Executives," the two-day seminar targets GS/GM 13-15 federal managers and members of the Senior Executive Service who are within five years of retirement. It instructs how to take maximum advantage of available retirement options and opportunities.

The registration fee is \$345 for each participant if paying by personal or government check, money order, or credit card.

For more information and registration materials, call Lynda Greene, (202) 466-6446.

AF Awards Ceremony. Airway Facilities is holding its fourth annual national awards for excellence program on *Wednesday, September 22*, at the U.S. Navy Memorial Visitors Center, Market Square East, 701 Pennsylvania Avenue, NW.

The ceremony honors nominees and recipients of awards under the Airway Facilities peer nomination program. Activities begin at 9 a.m.

with coffee and pastries being served on the Gallery Deck of the center. The ceremony will immediately follow.

Using the METRO system from Headquarters, take the yellow line to the Archives/Navy Memorial station. Shuttle buses will also be provided.

For more information, call Lorelei White, AAF-32, x77979.

Software Engineering. The Software Engineering Group of the Engineering Specialties and Configuration Management Division, ASE-600, is sponsoring its 1993 workshop *Monday through Wednesday, September 27-29*, at the FAA Technical Center, Atlantic City.

This year's theme is "building a more effective team approach to the software life cycle."

For more information and registration, call Susan Gardner, FAA Headquarters, (202) 287-8646, or Frances Mackuse, FAA Technical Center, (609) 485-4449.

Toastmasters Event. The FAA Toastmasters is holding its annual humorous speech contest on *Tuesday, September 21*, from 11:45 a.m. to 1 p.m. in conference room 8ABC.

All FAAers are invited to attend.

Radar *continued from page 1*

position, updating the information once per second. Automatic alerts—both visual and audio—are provided to assist controllers in assuring the required separation of traffic. The system also displays aircraft identification and position, along with a ten-second projected position of the aircraft.

Twenty-six of the top 100 airports have, or plan to have, parallel runways with spacings between 3,000 and 4,300 feet.

The precision runway monitor system will not only significantly increase airport capacity, but will maintain a high level of safety in aircraft operations. Costing about \$6 million for each system, the FAA plans to install five of these new radar systems at airports around the country in the near future.

People

Leave Donations. Doriscel Sturdivant, Office of Accounting, is an eligible recipient in FAA's leave sharing program.

Sturdivant was diagnosed with cancer eight months ago and is currently undergoing chemotherapy. She has exhausted all her leave.

Anyone wishing to donate annual leave, should contact Barbara Ullom, AHR-150, x77608.





U.S. Department of Transportation
Federal Aviation Administration

Headquarters Intercom

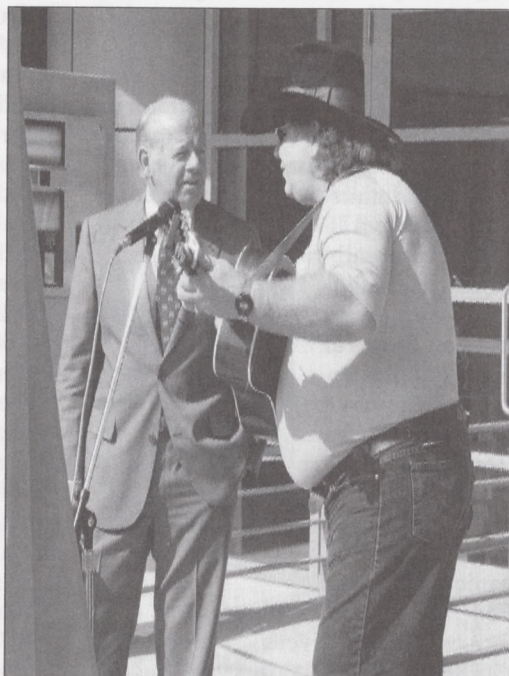
Registry Dedication

FAA Administrator's First Official Appearance Takes Him Back to His 'Roots'

DOT's newest "weapon" in its war on drugs—a 70,000-square-foot, \$10 million Registry building—was recently dedicated by FAA Administrator David Hinson.

The Oklahoma facility—which will house records on all registered airmen and aircraft—is equipped with data storage and retrieval technology, making the information available almost instantaneously to law enforcement agencies worldwide.

It was appropriate, said Hinson, that his first public appearance as the new FAA administrator be in Oklahoma—his home for the first 12 years of his life. It was here that he "fell in love



Administrator David Hinson is serenaded by Aeronautical Center employee Ken McAdams at the dedication of the FAA's \$10 million Registry building.

with flying as a boy at Muskogee's Hatbox Field."

"I'm just getting my feet wet," said Hinson. "But it's not ground totally
turn to Registry on page 6

Equal Opportunities

Using Affirmative Action to Achieve Diversity

FAAers across the country have been hearing a lot about diversity in recent years. But what does it really mean?

According to the Assistant Administrator for Civil Rights Leon Watkins, diversity is a concept used to describe the uniqueness each employee brings to the workplace.

It is more than just a visual difference, such as race, gender, or physical impairment. Diversity includes national origin, age, cultural heritage, religion, sexual orientation, educational level, management styles, and other differences.

Diversity is often confused with
turn to Diversity on page 3

Highlights

Charting FAA. This issue of *Intercom* contains a chart to help FAAers get to know the organization better. Turn to pages 4 and 5.

Del Balzo Honored. Acting Deputy Administrator Joe Del Balzo was recently honored by the Air Traffic Control Association with the 1993 Glen A. Gilbert memorial award.

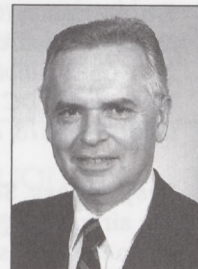
The organization recognized Del Balzo's 35-year FAA career saying it has been "consistently marked by outstanding success in bringing to fruition a series of innovations in the introduction and management of technology, programs, and organizations, including the creation of an operational planning management team."

Del Balzo was praised for his involvement with the system engineering associated with the initial development of the National Airspace System Plan and for accelerating the application of satellite systems for air traffic control use.

The first Glen A. Gilbert memorial award was presented to David Thomas, former FAA acting administrator, in 1986—the 50th anniversary of air traffic control.

The award trophy, inscribed with recipients' names, is on permanent display at the National Air and Space Museum.

The award will be presented to
turn to Highlights on page 2



Joe Del Balzo

Highlights *from page 1*

Del Balzo at an awards banquet on October 28, at the Opryland Hotel, Nashville, TN.

Research Awards. Awards of \$6,000 for public sector aviation policy research papers will be granted to as many as seven students under a program sponsored by the FAA. The program, now in its eighth year, is administered by the Transportation Research Board, a unit of the National Research Council.

The program is intended to stimulate thought, discussion, and research on public sector aviation issues by those who may become the future managers and decision makers in aviation. Its focus is on technical and management innovations that will help the public sector provide quality civil aviation services and facilities into the next century.

Completed applications must be received by November 1 at the board's Washington, DC, headquarters.

For more information, brochures, and applications, contact:

*Graduate Research Awards Program
Room GR-326E*

*Transportation Research Board
National Research Council
2101 Constitution Ave., NW
Washington, DC 20418
(800) 424-9818, ext. 3206*

Easy Access. Sometime soon, buying an airline ticket will be as easy as going to the local shopping mall.

Automatic ticket machines—already installed in New York's Rockefeller Center and at Electronic Data Services' office in Houston—will make it possible for travelers to get their plane tickets faster and easier. Fliers needing tickets quickly will no longer have to wait for them to arrive in the mail, stand in lines at the airport, or dash to a travel agency. Reservations can be made through a travel agent, who will then ship the itinerary via computer to a machine where tickets can be picked up.

In the next few months, thousands of the machines are expected to be

installed at convenient locations across the country. Operating similar to automatic teller machines, the devices will require travelers to insert a credit card, punch in an identification number, and press the touch screen to get their tickets.

Several ticketing and packaging organizations will offer electronic ticket delivery. Initially, about 40 percent of this country's 32,147 travel agents will be able to offer the service.

Career Advice. Fanny Rivera, former acting regional administrator in the Western-Pacific Region, is now on board at Headquarters as the deputy assistant administrator for Information Technology, AIT-2.

Rivera recently gave career advice—including tips on how to make it to the Senior Executive Service—in the latest issue of *La Palabra*, the official newsletter of the National Hispanic Coalition of Federal Aviation Employees.

According to Rivera—a graduate of the Senior Executive Service Candidate Development Program—a successful executive must balance a meaningful professional life with a satisfying personal life. "To be successful, you need to take a holistic approach to life and struggle to maintain that approach," said Rivera.

Rivera says in order to be successful, executives need to be "hard working, talented in basic public speaking and writing skills, well versed in their field of expertise, and willing to go that extra mile."

She warns, however, that the "secret to greatness" lies beyond these basic elements, adding that successful executives must have "passion for their work and a strong conviction in their cause."

Rivera also emphasized that "personal sacrifice, risk, and a sense of humor are essential when traveling the road to success." Her personal measure

of success is hard work, a masterful product, and a sense that without her participation, a project would not be as successful.

One Year Later. One year and \$9 million later, FAA's Southern Region is still recovering from the devastation caused by Hurricane Andrew.

While some agency employees are still putting their lives back together, air traffic in the Miami area is back to pre-hurricane level. In fact, last June's operations at Opa Locka and Miami Towers exceeded the June 1992 numbers by several thousand. Air traffic procedures at Miami Tower, however, are no longer the same. Still in use are modified procedures put in place after Andrew destroyed the Biscayne VORTAC. Plans call for the installation of a new VORTAC at Virginia Key, near the Biscayne Key.

The Richmond Long Range Radar was completely destroyed and temporarily replaced with a mobile en route radar facility. Plans call to replace the demolished facility with one of the nation's first air route surveillance radar systems (ARSR-4) in 1994.

Tamiami Airport—the hardest hit by Andrew—sustained \$17 million in damages. Controllers worked out of a temporary tower until last July when Tamiami Tower reopened. Before the storm, the facility was the second busiest tower in Florida. It now ranks number five.

The Miami Automated International Flight Service Station building had to be "gutted" and reconstructed. FAAers at that facility are still operating out of trailers. They expect to move into the reconstructed building next month.

"The success of the recovery effort can be directly attributed to the Miami employees' ability to work together as a team," said Regional Administrator Ted Beckloff.

Tuesday Deadline. *Headquarters Intercom* is published weekly. The deadline for items is *no later than 4 p.m. every Tuesday* for inclusion in the following issue. Bring them to room 909B, or call x77311.



Fanny Rivera

Building Bulletin Board

Posting Flyers. FAAers and employees of other organizations in the Headquarters building are advised that they must obtain a permit from the building manager prior to posting or distributing material.

The Facilities Management Staff advises that the FAA has received several complaints from the General Services Administration (GSA) about violations of federal regulations on posting flyers and announcements in the Headquarters building. It has been reported that items have been improperly posted with tape, glue, and thumbtacks.

The code of federal regulations for public contracts and property management prohibits "posting or affixing materials, such as pamphlets, handbills, or flyers, on bulletin boards or elsewhere on GSA-controlled property, unless conducted as part of authorized government activities." The regulations state that "any person or organization

proposing to distribute materials in a public area shall first obtain a permit from the building manager."

Headquarters building users are advised that failure to comply with these provisions is a violation of federal regulations.

For more information call Ladora Armbrister, x78103.

Security Lighting. New perimeter security lighting was recently installed outside of the Headquarters building thanks to the efforts of the Headquarters Employee Participation Group (HEPG) and the Facilities Management Staff.

Last year, the HEPG voiced security concerns on behalf of building employees who worked late hours. The Facilities Management Staff responded by installing new perimeter lighting, designed to increase security and safety, particularly in the winter months.

Diversity from page 1

affirmative action, which is a management tool used to ensure equal job opportunities for minorities, women, and people with disabilities. Affirmative action is a device used to achieve diversity.

"To support equal employment opportunity in the agency, the FAA must be committed to affirmative action," said Watkins. "It is the only 'legal' mechanism for taking positive action in obtaining equal employment opportunities."

Affirmative action benefits the entire work force—not just minorities, women, and people with disabilities. According to Watkins, it has already

increased employment opportunities for all FAAers by requiring the Human Resource Management organization to:

- ➔ Display and adequately announce all job vacancy announcements.
- ➔ Establish realistic job requirements.
- ➔ Utilize valid selection criteria and procedures.
- ➔ Put in place upward mobility programs.

"To achieve a diverse work force, agency managers—not human resource and equal employment opportunity specialists—need to play a major role in assuring that all employees have an equal opportunity to compete for positions. This includes all job categories, grades, and levels of authority," said Watkins.

"The effectiveness of an affirmative action program and the management of a diverse work force can only be measured in terms of results," he concluded.

For more information regarding affirmative action, employees can contact their servicing Civil Rights office.



Next month is the kickoff for the 1993 Combined Federal Campaign. Watch for details in the next issue of Headquarters *Intercom*.

Healthbeat

Flu Shots. Free flu shots will be offered to Headquarters FAAers on *October 6, 13, 20, and 27*.

Interested employees should go to the clinic, room 327, from 8 to 11 a.m. on the days indicated.

Vaccines will be administered on a first-come, first-served basis.

For more information, call the clinic, x73405.

Breast Cancer. A lecture and demonstration on breast self-examination will be held in the clinic, room 327, on *Thursday, October 14*, from 11:30 a.m. to 12:30 p.m.

The event, sponsored by the FAA Health Awareness Program, is designed to inform individuals about the lifesaving potential of early breast cancer detection.

The presentation will be made by a representative of the American Cancer Society.

Take a Walk. Headquarters walkers meet *every Monday and Wednesday* from 2:30 to 3 p.m. in the lobby to take a two-mile walk around the building.

Interested employees should meet at 2:30 p.m. sharp at the rear entrance of the Headquarters building.

Headquarters Intercom

September 21, 1993
No. 93-35

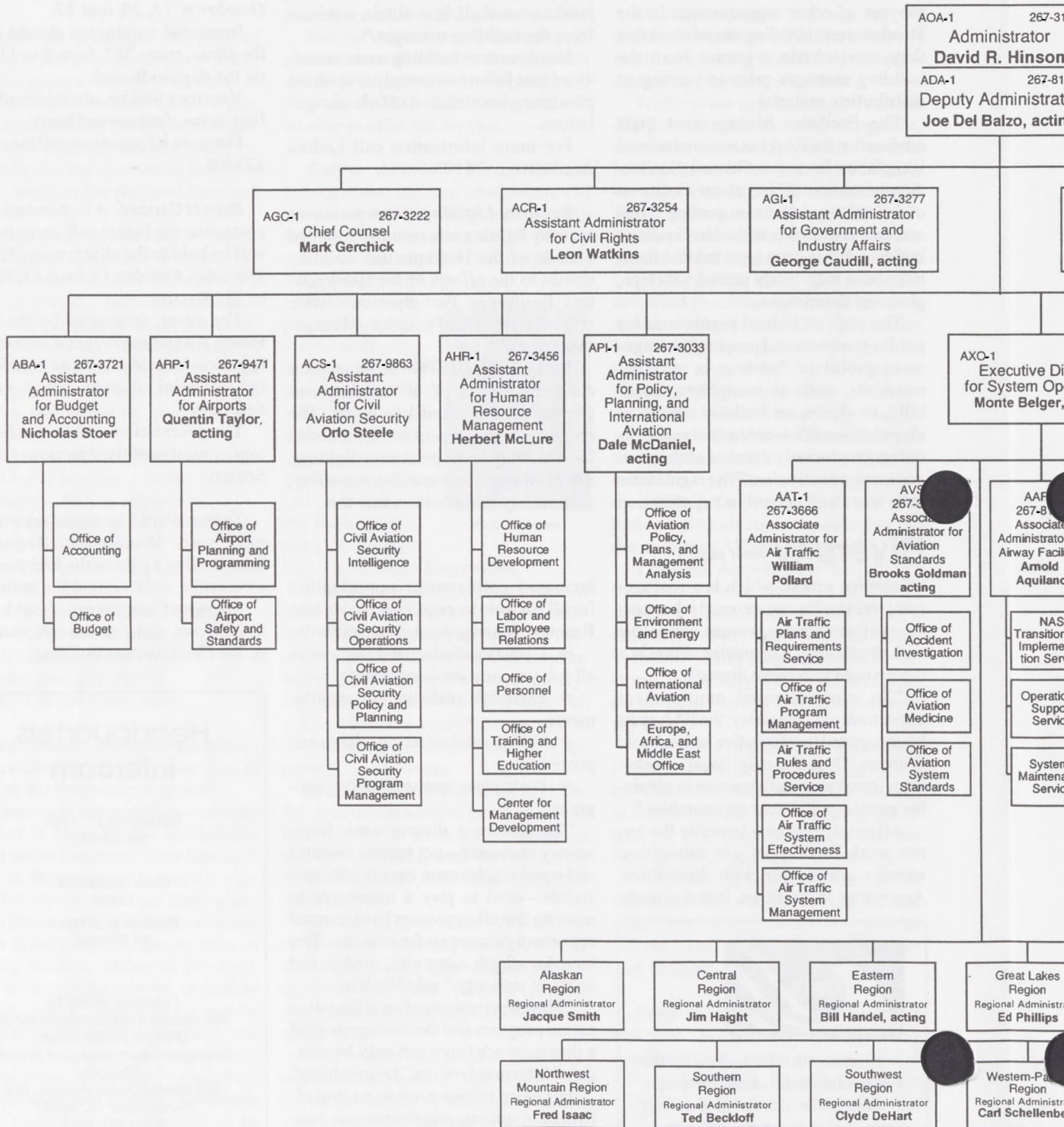
Diane Spitaliere
Editor

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Federal Aviation Administration



Administration

267-3111
Administrator
David R. Hinson
 267-8111
 Deputy Administrator
Del Balzo, acting

AIT-1 267-7203
 Assistant Administrator
 for Information
 Technology
Theron Gray

APA-1 267-3883
 Assistant Administrator
 for Public Affairs
Bob Buckhorn, acting

AXO-1 267-7111
 Executive Director
 for System Operations
Monte Belger, acting

AXD-1 267-7222
 Executive Director
 for System Development
John Burt

AXQ-1 267-7720
 Executive Director
 for Acquisition
 and Safety Oversight
Darlene Freeman, acting

AAF-1 267-8111
 Associate
 Administrator for
 Airway Facilities
Arnold Aquilano

AVR-1 267-3131
 Associate
 Administrator for
 Regulation and
 Certification
Anthony Broderick

Office of
 System
 Capacity and
 Requirements

AND-1 267-3555
 Associate
 Administrator for
 NAS Development
John Turner

ASD-1 287-8535
 Associate
 Administrator for
 System
 Engineering and
 Development
Martin Poeszky

ASU-1 267-8513
 Associate
 Administrator for
 Contracting and
 Quality Assurance
Carolyn Blum

ASF-1 267-9613
 Associate
 Administrator for
 Aviation Safety
Darlene Freeman

Office of
 Acquisition
 Policy and
 Oversight

NAS
 Transition and
 Implementa-
 tion Service

Operational
 Support
 Service

Systems
 Maintenance
 Service

Aircraft
 Certification
 Service

Flight
 Standards
 Service

Office of
 Rulemaking

Program
 Manager for
 Advanced
 Automation

Program
 Director for
 Automation

Program
 Director for
 Communica-
 tions

Program
 Director for
 Navigation
 and Landing

Program
 Director for
 Surveillance

Program
 Director for
 Weather and
 Flight Service
 Systems

Facility
 System
 Engineering
 Service

NAS Program
 Management
 Service

NAS System
 Engineering
 Service

Operations
 Research
 Service

Research and
 Development
 Service

FAA
 Technical Center
 Director
Harvey Safeer

Office of
 Integrated
 Safety
 Analysis

Office of
 Safety
 Information
 and Promotion

Office of
 Independent
 Operational
 Test and
 Evaluation
 Oversight

Great Lakes
 Region
 Regional Administrator
Ed Phillips

New England
 Region
 Regional Administrator
Arlene Feldman

Western-Pac
 Region
 Regional Administrator
Carl Schellenberg

Mike Monroney
 Aeronautical Center
 Associate Administrator
Mac McClure

* All telephone numbers are in the 202 area code

Educational Boost

Black Coalition Awards College Scholarships



Margarete Berrios, NBCFAE Headquarters region education, recruitment, and training coordinator, left, and Alfredia Brooks, Headquarters region president of the coalition, right, congratulate scholarship recipients Stephanie Williams, Untra Randle, and Tobi Penn (national recipient), left to right.

The Headquarters region of the National Black Coalition of Federal Aviation Employees (NBCFAE) awarded six, \$1,000 scholarships to returning or college-bound students at a ceremony held recently in their honor.

The education, recruitment, and training committee of NBCFAE expanded its program four years ago to include

college-age students by awarding annual scholarships. The organization's objective is to introduce college students to possible career choices in aviation, as well as to ease the financial burden.

To be eligible for a scholarship, students must have a grade point average of 2.75 and be sponsored by a coalition member.

Here are the names of the six scholarship recipients and their colleges:

Lisa Bourne

Washington University, St. Louis, MO

Ernest Ingram

Tuskegee Institute, Tuskegee, AL

Untra Randle

Pennsylvania State University, University Park, PA

Rochelle Randolph

Hampton University, Hampton, VA

Pamela Williams

Towson State University, Towson, MD

Stephanie Williams

North Carolina State University, Raleigh, NC

In addition to the scholarships distributed by the Headquarters region of the coalition, six other scholarships were distributed to youths across the country by the national coalition.

Registry *from page 1*

unfamiliar to me. I've been a customer of the agency for 40 years."

The FAA's Civil Aviation Registry and three other staffs from the Office of Aviation Systems will be located in the new building. Information on more than 3.5 million airmen and 300,000 aircraft will be stored in the Registry's systems. New optical scanning technology will replace inefficient technology used in the past and will provide users with instantaneous access to records, 24 hours a day.

"Our former record-keeping system was outdated and inefficient, and its building was inadequate," said Hinson. "This is the largest registry of its kind in the world. It will bring us to a new level in our never-ending fight against the evils

of drug trafficking and enable us to perform even greater services to the aviation industry."

The two-story building was designed when the Drug Enforcement Act of 1988 changed the FAA's role from having authority only in safety-related matters to assisting in drug interdiction efforts.

"There is nothing like this Registry facility anywhere in the world—nothing as good, nothing as professional, and nothing as advanced. It is truly something to be proud of," said Hinson.

Work is now underway to implement the new Registry system, scheduled to be operational in 1995. As the system is developed, FAAers

Administrator David Hinson stands in front of the agency's new Registry building as he delivers the keynote speech.

will be busy transferring airman information contained on 12,000 rolls of microfilm and 30 million images of aircraft documentation data from microfiche to electronic tape storage. The system will then transfer that massive amount of material onto optical laser discs.

Construction on the new building began in 1991 and was completed earlier this year. The Oklahoma City Airport trust financed the construction.



Group Meetings

Here is a list of the meeting dates, times, and places for several FAA employee groups. Membership in all groups is open to all FAAers and members' guests.

Asian Pacific Coalition. The Coalition of FAA Asian Pacific Americans meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408. Next meeting: *October 13*. Contact Matt Asai, x77542.

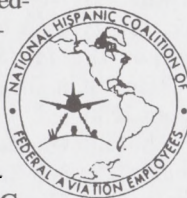
Black Coalition. The National Black Coalition of Federal Aviation Employees meets the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 5C. Next meeting: *October 5*. Contact Marcia Adams, x73488.



FWPC. The Federal Women's Program Committee meets the *first Wednesday* of each month, 11 a.m., 10th-floor Civil Rights conference room. Next meeting: *October 6*. Contact Marcia Adams, x73488.

Headquarters EPG. The Headquarters Employee Participation Group meets the *second Thursday* of every month, 9 to 11 a.m. Next meeting: *October 14*, room 9AB. Contact Ralph Randall, x78903, or Bruce Henry, x79216.

Hispanic Coalition. The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of each month, 12 noon. Next meeting: *October 6*, room 5A. Contact Francisco Estrada C., 287-8558, or Rose Millar, x79005.



International Training. The Federal Aviation Club, International Training in Communication, meets *every Wednesday* from 12 noon to 1 p.m.

The group provides instruction on how to communicate effectively, build self-confidence, stimulate the exchange of ideas, express individual thoughts, learn skills to use at work, and receive training to increase individual effectiveness. All efforts will be constructively evaluated by the group.

Contact Mary Overton, x79989, for meeting location.

Managers Association. The Federal Managers Association, FAA Headquarters Chapter 265, meets the *second Thursday* of each month, from 4:30 to 6 p.m., Vie de France dining area, 600 Maryland Ave., SW, Washington, DC. Next meeting: *October 14*. Contact Henry Butler, x79388.

Quality Meetings. The FAA Headquarters Quality Network meets the *first Tuesday* of each month from 2 to 3:30 p.m., conference room 8ABC. Next meet-

ing: *October 5*. Contact Ted Criswell, x77925, or Pat Bosco, x79889.

Toastmasters. Toastmasters meets the *first and third Tuesday* of every month from 12 noon to 1 p.m. Next meetings: *October 5* and *October 19*, conference room 8ABC.

The group's annual humorous speech contest will be held on *Tuesday, September 21*, from 11:45 a.m. to 1 p.m. in conference room 8ABC.

All FAAers are invited to the event.

Contact Valerie Kulhanek, x73318, or Steve Black, x79094.

Volunteer Committee. The FAA Volunteer Committee meets the *second Tuesday* of each month from 10 to 11 a.m., FAA conference room 5C. Contact Margaret Powell, x67037.

Taxing Travel

New IRS Regulations Affect Reimbursement for Long-Term Details

New regulations instituted by the Internal Revenue Service (IRS) will impact the taxability of travel reimbursements for FAAers involved in long-term details in the same location, advises the Office of Accounting.

The regulations cover reimbursement for temporary duty travel and transportation expenses paid or incurred after December 31, 1992. For example, if an employee began a long-term (more than one year) assignment in 1992 and completed it in 1993, only reimbursements covering the 1993 portion only would be taxable. Payments of such travel will be subject to taxation beginning with calendar year 1993. In subsequent years, if the detail exceeds one year, the amounts will be taxable for the year in which the travel was reimbursed.

The IRS has advised FAA informally that a short termination and subsequent detail back to the original temporary duty location would not exempt employees from this requirement.

IRS plans to issue detailed procedures this month.

Surveying FAA

Randomly Selected Employees to Complete Questionnaires on Alternate Work Schedules

Approximately 4,500 randomly selected employees will be asked to participate in a survey of the FAA's Alternative Work Schedule program.

Those chosen will represent a cross-section of the agency's work force.

The Office of Personnel, in conjunction with the Civil Aeromedical Institute (CAMI), is conducting the survey to determine how and if the program is meeting the needs of the agency and its employees.

Survey questionnaires—which can be completed on official duty time—will be mailed from CAMI this month. FAAers chosen to participate in the survey are strongly encouraged to complete and return the questionnaires in the time specified.

Survey results should be available early next year.

Flightplan

Hispanic Heritage. FAA kicks off Hispanic Heritage Month on *Friday, September 24*, at 10 a.m. in the FAA auditorium.

Keynote speakers for the opening ceremony will be DOT Secretary Frederico Peña and actor Edward James Olmos.

There will also be a presentation on "Education is Power," on *Wednesday, September 29*, at 10 a.m. in room 5ABC. Dr. Eduardo Padron, president, Miami-Dade Community College, will be the featured speaker.

AXO Awards. There has been a change in location for the System Operations (AXO) second annual national honorary awards ceremony, scheduled for

 *Tuesday, November 16*, at 10 a.m.

The new location is the FAA auditorium. The ceremony will be broadcast live to the regions.

The event honors the recipients of the *Spirit of AXO* and *AXO Link* awards, which recognize the accomplishments of the organization's mission through the spirit of cross-organizational teamwork.

For additional information, contact Shirley Mason, x79377.

Ground School. The FAA Flying Club will conduct private pilot ground school on *Tuesdays and Thursdays from September 21 through November 23*.

Classes are held from 6 to 9 p.m. in the FAA Headquarters building.

Parking is available in the garage after 4 p.m.

Topics include flight theory, engines, instruments, air traffic control procedures, communications, weather, federal aviation regulations, and other pertinent subjects.

An FAA examiner will administer the private pilot written exam on the last night, satisfying the license requirement.

Textbook and materials cost \$175.

For more information and the exact room number, call Dick Bair, 376-0611.

Deaf Awareness. As part of Deaf Awareness Week, a demonstration of technology used by the deaf will be held on *Tuesday, September 21*, from 1:30 to 3 p.m., in the Nassif building, room 2230.

The following day, *Wednesday, September 22*, Bob Seremeth, linguistics professor at George Washington University, will make a presentation and moderate a panel of DOT deaf and hard-of-hearing employees from 10 a.m. to 12 noon in the FAA auditorium.

On *Thursday, September 23*, a relay service demonstration will be held from 10 a.m. to 12 noon, in the Nassif building, room 4234.

Wrapping up the week's activities, entertainment will be provided on *Friday, September 24*, by schools for the deaf and deaf support groups from other federal agencies from 12 noon to 1:30 p.m. Weather permitting, the event will be held at the Nassif Plaza. The rain location is the FAA auditorium.

Voice and sign language interpreters will be provided for all activities.

Daredevil Aviator. The National Air and Space Museum will hold a lecture on "Bessie Coleman—Daredevil Aviator" on *Thursday, September 23*, at 8 p.m. in the Langley Theater.

As part of the special African American history program, Assistant Professor of Theater at American University Caleen Sinnette-Jennings will recreate the life of pioneering American aviator Bessie Coleman through a theatrical performance.

Following the performance, Doris Rich will discuss her soon-to-be released biography, *Queen Bess: Daredevil Aviator*.

For more information, contact the National Air and Space Museum, (202) 357-2700.

Stuffing Stockings. Volunteers are needed to dress dolls and stuff holiday stockings as part of an FAA and Salvation Army effort to help needy children.

Dressed dolls and stuffed stockings are due on *Thursday, November 4*, at 2:30 p.m. in the FAA cafeteria.

Anyone wishing to participate in the volunteer effort can pick up a doll stocking by contacting one of the following FAAers:

Sarah Bennett, x73479
Joyce Bentley, x73554
Virginia Brooks, x79650
Charlene Brown, x78487
Susan Carlson, x73898
Bobbi Catterton, x78679
Deena Collier, x77943
Doris Harmon, x78678
Elaine Hunt, x73905
Marion Issac, x77062
Glendora Manago, x77988
Carol Mattox, x61110
Renee Miller, x78476
Naydeen Minor, x78693
Lee Mitchell, x78901
Diane Proctor, x78851
Pat Ramsey, x73599
Bobbie Smith, x79546
Mary Carol Turano, x78041
Debra Walker, x79935

Software Engineering. The Software Engineering Group of the Engineering Specialties and Configuration Management Division, ASE-600, is sponsoring its 1993 workshop *Monday through Wednesday, September 27-29*, at the FAA Technical Center, Atlantic City.

This year's theme is "building a more effective team approach to the software life cycle."

Speakers from various Headquarters organizations and the Technical Center will cover all major aspects of the life cycle, ranging from customer needs through acquisition. They will also cover software maintenance after system commissioning.

For more information and registration, call Susan Gardner, FAA Headquarters, (202) 287-8646, or Frances Mackuse, FAA Technical Center, (609) 485-4449.

New Exhibit. The original design drawings and artwork that accompanied early space flight articles in *Collier's* magazine are the focus of the newest exhibit at the National Air and Space Museum.

The exhibit includes about 60 works and runs through next April.



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

Headquarters Intercom

Highlights

Aiding Disabled Passengers. A DOT proposal requiring airlines and airports to work together to make lifts or other boarding devices available to disabled air passengers flying on small commuter aircraft was recently announced by DOT Secretary Federico Peña.

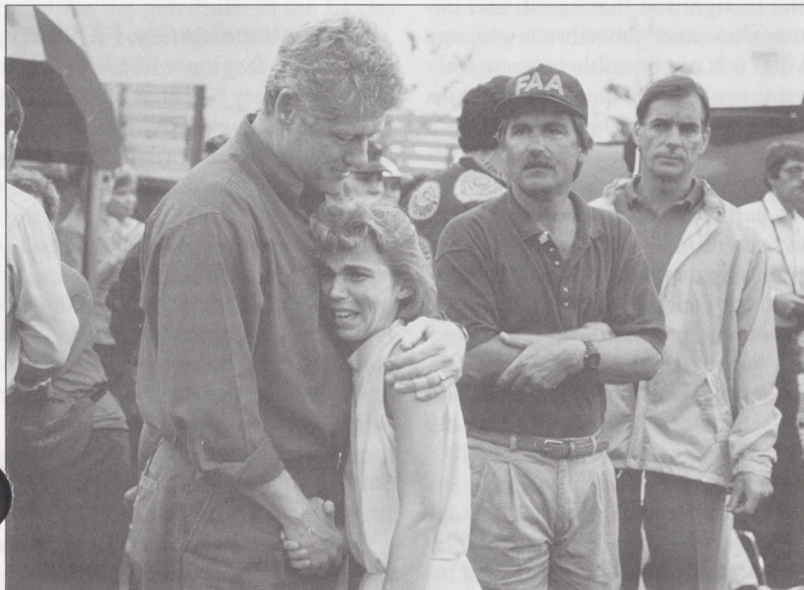
In a Notice of Proposed Rulemaking, the department said that although its Air Carrier Access Act regulations require carriers to provide boarding assistance to disabled passengers, they provide a partial exception for some small aircraft. When the physical limitations of an aircraft with less than 30 seats preclude the use of lifts, carrier personnel are not required to carry a passenger onto the aircraft, although they are permitted to provide such assistance if they wish.

Under the DOT proposal, each airport and each carrier serving a particular airport must agree to provide lifts, ramps, or other devices to ensure that passengers can enter and leave small aircraft. However, the department noted that lifts or other devices could damage certain small aircraft and is seeking updated information on the types of lifts available and their suitability for various models of commuter aircraft.

The department proposed that these agreements be completed within nine months of the effective date of the final rule and full accessibility to small aircraft be achieved within three years.

Comments on the proposal are due 90 days after its publication in the *Federal Register*.

Stressing the importance of accessibility to the nation's air transportation
turn to Highlights on page 2



Diane Walker, Time Magazine

President Clinton comforts youngster in flood-ravaged Des Moines as FAAer Ken Birlingmair looks on. This photograph appeared in hundreds of publications worldwide.

Watershed Moment

FAAer Guides President Through Flood Relief Operation

When Ken Birlingmair volunteered to organize a water distribution center in flood-stricken Des Moines, he never imagined his efforts would attract the attention of the nation's number one leader, President Bill Clinton.

Birlingmair, manager for program support at the Des Moines Airway Facilities Sector, sprang into action upon learning that the flood crest on the Mississippi River had knocked out the Des Moines water treatment plant, leaving thousands of residents without running water.

The operation started out with

Birlingmair, his brother-in-law, and his father's 500-gallon plastic water tank. Before long, it grew into the largest water distribution site in the stricken midwestern area.

"By the end of just the first day, there were seven volunteer units, including more than 30 people," Birlingmair recalled.

Volunteers filled the tank in nearby Indianola—one of the few towns still having running water—and transported it to a centrally located food store for distribution. Throughout the first day, local farm-

turn to Watershed on page 3

Highlights *from page 1*

system, Peña said, "Creating a barrier-free transportation system is a high priority, and I look forward to working with airlines and airports to help make this a reality."

Vacancy Info Line. The Human Resource Management Division has established a vacancy information telephone line for information on Air Traffic National Selection System, Airway Facilities National Selection System, and Aircraft Certification Service Supervisory Identification Development Program vacancies.

A recorded message provides the caller with the position title, routing symbol, announcement number, and closing date. The message also instructs the caller to contact the program manager in the appropriate human resource management office for additional information, or to indicate interest in a particular vacancy.

The information line does not replace current polling procedures for these programs.

The line can be accessed by dialing 1-800-201-6307. It is updated on the first and third Monday of each month.

For more information, contact Barbara Sieger, (202) 267-3891, or Cynthia Ferentinos, (202) 366-6968.

Age 60 Rule Update. The FAA will hold a public meeting on Wednesday, September 29, on the "age 60" rule—a regulation barring pilots over the age of 60 from flying transport category aircraft with more than 30 passenger seats in air carrier operations.

The meeting is scheduled for 9 a.m. at the Quality Hotel Capitol Hill, 415 New Jersey Avenue, NW, Washington, DC 20001. If necessary, a second day will be added on September 30.

The session solicits public views on safety and economic issues and other information on the findings of a study called "Age 60 Project, Consolidated Database Experiments, Final Report." The FAA-sponsored study, issued in March, is a two-year analysis of accident data from 1976-1988 aimed at

helping the agency continue to reevaluate the age 60 rule.

The report concluded that there was no hint of an increase in the accident rate for pilots of scheduled air carriers as they near their 60th birthday. The study did not deal with medical problems or examine the potential for pilots near age 60 to suffer incapacitating illnesses such as heart attacks or strokes.

The current age restriction is based on the recognition that health and human performance deteriorate with age and that it is not possible to accurately determine—with respect to any individual—when incapacitation might occur.

This meeting had originally been set for an earlier date, but was changed to allow new FAA Administrator David Hinson to participate and give the aviation industry additional time to evaluate the report and prepare its presentations.

For a copy of the study, write Department of Transportation, M-443.2, General Services Section, 400 Seventh Street, SW, Washington, DC 20590.

GPS Research. Worcester Polytechnic Institute has been selected by FAA as one of two universities to receive grant funding for graduate re-



Worcester Polytechnic Institute graduate students Christine Easton, left, and V. Glenn Virball, right, are completing research in the development and future applications of GPS under the direction of Assistant Professor William Michalson.

search in the development and future applications of the Global Positioning System—GPS for short.

With DOT funding, the institute participated in the development of the first differential GPS test system.

Research assistants at the institute's Electrical and Computer Engineering Department are currently working on

problems associated with GPS integrity. Integrity involves determining if a satellite has failed, therefore causing the user to receive inaccurate navigation information. A receiver with integrity will provide a navigation solution and advise the user of the accuracy of that solution.

The research assistants are part of Worcester Polytechnic Institute's satellite navigation research group.

International Safety. FAA's Western-Pacific Region will host an International Safety Seminar on October 9-10, in San Diego, CA, instructing pilots on the latest border crossing and immigration procedures and customs regulations.

The event—called "Amigos en Vuelo-Friends in Flight"—is being held in cooperation with the Mexican Civil Aviation Administration, United States and Mexican Customs and Immigration Services, the Aircraft Owners and Pilots Association, the U.S. military, the city of San Diego, and the Mexican State of Baja California. It is the first of its kind in California.

The need for an international safety seminar was identified by FAAers in the San Diego Flight Standards District Office, upon finding that most of the problems encountered by pilots on both sides of the border were the results of poor communications and uncertainty about border crossing rules and regulations.

Approximately 115,000 pilots and 48,000 privately-owned airplanes call the states of California, Arizona, and New Mexico home.

A Winning Season. The FAA tennis team ended the regular season of the DOT tennis league with a 10-6 record, earning a first place tie with the Office of the Secretary in the western division.

Congratulations to team members Dick Bair, System Management Service; Howard Blankenship and Jim Brown, Air Traffic System Management; Akira Kondo, Aviation Policy, Plans, and Management Analysis; Todd Thomson, Aircraft Certification; and Nancy Watson, Civil Aviation Security.

Watershed from page 1

joined the effort. The process was a slow, tedious one until local fire departments joined the effort, using their "pumpers" to bring water from nearby communities.

Things really started to move when the Iowa National Guard got involved. It supplied six food-grade, 7,000-gallon tank trucks, which served the operation for the remainder of the 14-day period. The center had about 60 volunteers, distributing an average of 85,000 gallons of water a day.

"Our typical day started at 5:30 a.m. and ended when the National Guard contingent arrived between 12 midnight and 1 a.m.," said Birlingmair.

The distribution center was in operation 24 hours a day, seven days a week, in spite of the torrential rains. "When it wasn't raining, we were working in extreme heat and humidity," said Birlingmair.

As the volunteer effort continued to grow, the group looked to Birlingmair for leadership.

"I'm not sure if it was because my brother-in-law and I started the operation, or if my FAA training kicked in, but somehow I became the supervisor of the leaderless group," said Birlingmair.

Coordinating the effort with the Army National Guard, U.S. Army

Corps of Engineers, county disaster services, and city officials, Birlingmair ensured that adequate supplies of both bulk and bottled water were on site for distribution.

News of the operation soon spread to Washington, DC, where President Clinton was planning to visit the flood-ravaged Midwest.

With no advance notice, representatives from the White House arrived at the site and announced the President's impending visit. Having been designated as the group's spokesperson for both the media and the public, Birlingmair was the natural choice to guide the President through the operation.

"The President's visit was clearly the high point of the 14-day operation," said Birlingmair. "Clinton proved to be a very sincere and caring individual. It was an honor and a privilege to guide him through the operation."

The Presidential visit lasted about one hour, and then it was back to the business of distributing water.

Birlingmair praised the FAA for its cooperation throughout the crisis. "FAA proved to be a very supportive employer," said Birlingmair.

The agency granted administrative leave to Birlingmair and 16 other sector employees involved in flood relief efforts.

Other sector employees who volunteered their services included Dale Betts, John Burris, Glenn Bush, Ron Cline, Barbara Craig, Amy Currie, David Farrington, Jeff Gehring, Dave Kania, Ted Leigh, Joe Lindley, Linda Mark, Ron Mark, Howard Peterson, Steve Robinson, Nick Sexton, and Dave Smith.

Birlingmair said he was truly impressed with the total volunteer effort demonstrated at the site. "The amount of water distributed in the two-week period, despite the hardships faced, proved that people working together for a common cause can accomplish unbelievable things."

He also said that meeting the President was an experience he will not soon forget. "Never in my wildest dreams could I have imaged that I would actually meet with the President of the United States," said Birlingmair.

People

New Officers. The Headquarters Employee Participation Group (HEPG) has elected new officers.

Bruce Henry, Office of Air Traffic Program Management, is chairperson and Ralph Randall, Contracting and



The new HEPG officers are, left to right, Vice Chair Ralph Randall, Secretary Mary McCourt, and Chairperson Bruce Henry.

Quality Assurance, is now serving as vice-chair. Mary McCourt, Flight Standards Service, was elected secretary.

The group reminds employees that the HEPG is a "viable forum for issues of concern to Headquarters FAAers."

The employee group meets the second Thursday of each month from 9 to 11 a.m. in the McCracken room on the 10th floor.

For more information, call Henry, x79216, Randall, x78903, or McCourt, (703) 661-0333, ext. 5015.

Healthbeat

Flu Shots. Free flu shots will be offered to Headquarters FAAers on October 6, 13, 20, and 27.



Interested employees should go to the clinic, room 327, from 8 to 11 a.m. on the days indicated.

Vaccines will be administered on a first-come, first-served basis.

For more information, call the clinic, x73405.

Headquarters Intercom

September 28, 1993
No. 93-36

Diane Spitaliere
Editor

Briar Haggett
Editorial Assistant

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Flightplan

Retirement Seminar. The Senior Executives Association Professional Development League and the National Institute of Transition Planning, Inc., are sponsoring a retirement seminar on *Thursday and Friday, December 9-10*, at the Best Western Hotel-Westpark, Arlington, VA.

Called "Retirement and Financial Planning for Federal Managers and Executives," the two-day seminar tar-

gets GS/GM-13 to 15 federal managers and members of the Senior Executive Service who are within five years of retirement. It instructs how to take maximum advantage of available retirement options and opportunities.

The registration fee is \$345 for each participant if paying by personal or government check, money order, or credit card.

For more information and registration materials, call Lynda Greene, (202) 466-6446.

Hispanic Heritage. To mark Hispanic Heritage Month, there will be presentation on "Education is Power" on *Wednesday, September 29*, at 10 a.m. in room 5ABC.

Dr. Eduardo Padron, president, Miami-Dade Community College, will be the featured speaker.

AXO Awards. System Operations (AXO) will hold its second annual national honorary awards ceremony on *Tuesday, November 16*, at 10 a.m. in the FAA auditorium.

The ceremony will be broadcast live to the regions.

The event honors the recipients of the *Spirit of AXO* and *AXO Link* awards, which recognize the accomplishments of the organization's mission through the spirit of cross-organizational teamwork.

For additional information, contact Shirley Mason, x79377.

Presidential Classroom. A national program that brings high school students to Washington, DC, needs volunteer instructors who are willing to donate one week of their time.

The program is called the Presidential Classroom for Young Americans. Week-long "classes" will run between *January 29 and June 25* next year. The program attracts over 3,000 promising high school students from across the country.

Volunteer instructors are expected to devote seven days, including evenings and weekends, to the program from about 7 a.m. to 11:30 p.m. daily.

Applications for volunteer instructors must be submitted by *Friday, October 15*. Final decisions will be made by mid-December.

For an application form and more information, contact Presidential Classroom, (703) 683-5400 or (800) 441-6533.

GLOBE Gathering. The DOT Gay, Lesbian, or Bisexual Employees (GLOBE) group will hold a brown bag lunch meeting on *Thursday, October 7* from 12 noon to 1 p.m. in room 6332.

For more information, call Sheila Skojec, AGC-430, 376-6475, or Harry LeBlanc, ASU-320, 606-4525.

Helping Others Through CFC

FAA Kicks Off Campaign October 7

The Headquarters kickoff for this year's Combined Federal Campaign will be on Thursday, October 7, at 11 a.m. in the building lobby.

The theme for the 1993 campaign, which runs through the end of November, is "You Make it Happen."

FAA Administrator David Hinson is the agency's campaign chairman. Assistant Administrator for Civil Aviation Security Orlo Steele is serving as vice chairman and his deputy, Jack Gregory, is campaign manager.

You make it happen

1993 Combined Federal Campaign

More than 2,000 local, national, and international volunteer agencies are participating in this year's campaign.

During the next month, numerous CFC activities will take place at Headquarters. Several create-a-book sales will be held, with the profits being used to sponsor events to raise CFC campaign funds. Employees will be able to choose from 16 storybooks that can be personalized by including a child's name, names of friends and family members, and other individualized information.

Here are the dates of events scheduled throughout the campaign:

October 1. All day create-a-book sale, 2nd floor near the cafeteria.

October 5. Children's banner making day at FAA Child Care Center. Completed banner will be displayed in the lobby throughout the campaign.

October 7. CFC kickoff rally, FAA lobby.

October 12. All day create-a-book sale, 2nd floor near the cafeteria.

Also, CFC poster contest begins in FAA lobby.

October 19. Senior managers' Halloween costume contest, FAA auditorium.

Also, artwork of FAAers' children displayed in lobby.

November 2. Silent auction, FAA lobby.

November 4. Pancake breakfast, cafeteria.

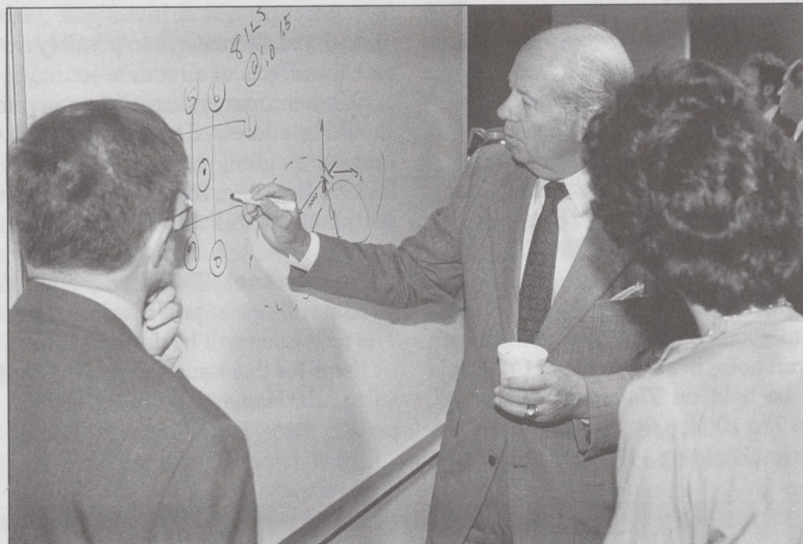
November 8. All day create-a-book sale, 2nd floor near the cafeteria.

Look for more detailed information about upcoming events in future issues of Headquarters *Intercom*.



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

Headquarters Intercom



FAA Administrator David Hinson explains the Global Positioning System to reporters prior to the demonstration flight at National Airport.

Hands-Off Piloting

'Magic Beam' Guides Plane to National Airport

The Honeywell Corporation Gulfstream IV was at 3,000 feet, weaving its way toward one of the nation's most congested airports, and nobody was at the controls.

The twin-engine jet banked gently one way, then the other as Washington National loomed into view. All the while, the pilot and copilot—like the apprehensive reporters standing behind the flight deck—were mere spectators.

Top FAA officials recently unveiled a new satellite-based air traffic control system that can land a jetliner, in good weather or bad, without human help. "Star Trek" fans would love it.

"It's like riding a magic beam,"

said FAA Administrator David Hinson as he accompanied reporters in a recent demonstration of the Global Positioning System—known as GPS—at Washington National Airport.

"It's an exciting time. We're out front, no question," he said. "GPS is one of the real benchmarks in aviation history—maybe the most significant development ever."

In theory at least, Hinson suggested, the pilot could program the computer and wave good-bye from the runway as a jet equipped with this latest flight control technology performs its right stuff.

Nobody is yet suggesting pilot-

turn to GPS on page 7

Highlights

Detecting Bombs. The FAA has set strict performance requirements for explosive detection systems (EDS) that can be used to screen checked baggage on international airline flights.

Such systems detect different types of explosives that may be carried in baggage. Manufacturers of such devices will have to meet the criteria in order to obtain FAA approval.

Several types of explosive detection devices, which sound alarms when explosives are detected, are now in use but there are no existing performance requirements that they must meet. The FAA cannot require airlines to purchase explosive detection systems until it has issued requirements and devices that meet the criteria are made available.

The new requirements establish the types of explosives and minimum amounts that must be detected, as well

turn to Highlights on page 2

Pilot Shortage Predicted

More 'Qualified' Pilots and Technicians Needed

Despite a current surplus of highly qualified pilots and aviation maintenance technicians, a federal advisory committee predicts a possible shortage of these experienced personnel. The shortage could start in the next three to five years, the committee said.

"In the long term," the committee's report says, "there will continue to be adequate numbers of pilots and aviation

turn to Shortage on page 3

Highlights

as minimum detection rates and maximum false alarm rates. Issues of size, weight, and cost of EDS devices will be addressed when the FAA makes a decision to require airlines to purchase EDS systems. This notice outlines the final criteria for the explosive detection systems as mandated by the Aviation Security Improvement Act of 1990.

Specific information regarding the requirements is classified and will be made available only to prospective manufacturers, and others who have security clearances and a need to know.

The FAA does not presently require airlines to use the new systems. However, once a system meets the new standard and is certified, the FAA will require airlines to use it to screen baggage on international flights.

The new requirements were published in the Sept. 10, 1993, *Federal Register*.

International Art. Entries for the 1994 International Art Contest are now being accepted from children ages five to 16. The theme for this year's contest is "Flying Saves Lives."

Entries must be postmarked by December 8 and received no later than December 13.



Taking a Break

During a recent System Operations management team meeting at the Aeronautical Center, the FAA Logistics Center hosted an ice cream social. Taking an ice cream break are, left to right, Lindy Ritz, deputy director, Logistics Center; Bill Pollard, Associate Administrator for Air Traffic; Karroll Hayes, assistant manager, Engineering and Production Division, FAA Logistics Center; Clyde DeHart, Southwest regional administrator.

Sponsored by the FAA, National Aeronautic Association, and National Association of State Aviation Officials, in cooperation with Federation Aeronautique Internationale, the contest features state, national, and international awards for winning artwork.

The contest aims to encourage children to become more familiar with, and participate in, aeronautics, engineering, and sciences.

For more information and to find out where to submit artwork, contact:

Center for Aviation
Research and Education
Chase Stockton, Director
Metro Plaza One, Suite 505A
8401 Colesville Road
Silver Spring, MD 20910
(301) 495-2848

Washington Noise. A public meeting to elicit comments from citizens on aircraft noise in the District of Columbia will be held on *Thursday, October 7*, from 7 to 10:30 p.m. in room nine of the District Building, 1350 Pennsylvania

Avenue, NW, Washington, DC.

Comments received will be analyzed and become part of the basis for various ongoing FAA noise mitigation projects in metropolitan Washington. Similar meetings have been held in Bethesda, MD, and Alexandria, VA.

The meeting will be conducted by a team of FAA experts drawn from several disciplines within the agency, who will consider community input, review existing procedures, and investigate viable operational alternatives to possibly mitigate the effects of aircraft noise.

Written comments are also invited and should be addressed to John Kies, FAA, Eastern Region, AEA-530, Fitzgerald Federal Building, JFK International Airport, Jamaica, NY 11430.

No Intercom. The Headquarters *Intercom* will not be published next week. The next issue will be dated October 19.

Items for that issue should be submitted to Briar Haggett, room 909B, x77311, no later than 4 p.m., Tuesday, October 5.

Disability Awareness

DOT/FAA Schedule Events Throughout October

DOT is kicking off National Disability Employment Awareness Month on *Wednesday, October 6*, at 12 noon in the Nassif building, room 2230.

A panel of specialists from the various DOT modes will answer questions on disability issues. A video presentation of Geri Jewell, actress, comedienne, and disability advocate—formerly with the NBC sitcom "Facts of Life"—will be shown. An additional video entitled "Nobody is Burning Wheelchairs," will also be part of the kick-off event.

This year's theme is "Energize America: Employ Ability."

Other events scheduled throughout the month are:

Monday, October 18. Disability advocate and athlete Bill Demby will make a presentation on "Profiles in Courage," at 1 p.m. in the FAA auditorium.

Thursday, October 21. Attitudinal awareness workshops will be conducted in FAA conference room 5ABC from 10 to 11:30 a.m. for managers and supervisors, and from 2 to 3:30 p.m. for employees.

Monday, October 25. An accessibility compliance workshop will be held from 10 to 11:30 a.m. in FAA conference room 8ABC.

Tuesday, October 26. There will be a panel discussion conducted by various DOT employees with disabilities at 10 a.m. in the Nassif building, room 2230.

Friday, October 29. Closing ceremony at the Nassif building, room 2230. Speaker and time to be announced.

Shortage *from page 1*

maintenance technicians meeting minimum qualifications for their jobs in air transportation, but it is unlikely that enough of these pilots and technicians will have the proper *skills and experience* to provide industry with sufficient numbers of *well qualified personnel*."

A major focus of the report, entitled "Pilots and Aviation Maintenance Technicians for the 21st Century—An Assessment of Availability and Quality," recognizes the impact of the U.S. military's downsizing on commercial aviation.

Traditionally, most pilots and aviation maintenance technicians in the private sector received initial training in the armed services. While the committee recognized that defense reductions have added to a current surplus of available airline pilots,

economic forecasts indicate labor needs of the industry will steadily increase by 18.5 percent over the next decade. With a reduced military producing fewer pilots and technicians, the committee said civilian training must fill the void as the primary source for careers in air transportation.

The FAA will review the panel's assessments and recommendations in detail over the next several months. The agency also plans on working with Congress and governmental agencies, as well as industry and private interest groups, to determine specific responses and meet the supply and demand for qualified pilots and mechanics.

The advisory group's report outlines 13 recommendations to employers, unions, industry associations, aviation training schools, Congress, and governmental organizations to meet airline in-

dustry demands for qualified pilots and technicians. For example, to encourage U.S. manufacturers to produce reasonably priced training aircraft, the committee recommended that Congress put limits on excess product liability awards by the courts. "This would enable the United States to be more competitive with foreign manufacturers, currently the principal source of new general aviation and training aircraft used in the United States," the committee said.

The fundamental solution to the anticipated shortage is to focus education and training programs on meeting industry needs. To achieve this, the report said, a government-industry-academic coalition should define needs and develop standards to provide industry with the best trained and safest aviation personnel.

The report is the result of an 11-month study conducted by the advisory committee. The 19-member panel, which was initiated by Congress, represented experienced pilots, maintenance supervisors, and senior managers in both military and civilian aviation. From May 1992 to April 1993, the committee conducted public hearings and heard testimony from witnesses throughout the nation. Those who testified included representatives from major carriers, aviation education institutions, aeronautical repair facilities, foreign aviation interests, and numerous aviation associations.

People

Exemplary Service. Cynthia Banks, Christine Palmer, and Barbara Ullom, all of the Human Resource Management Division, recently received Superior Accomplishment Awards from the director of the Research and Development Service for "demonstrating 'can do' attitudes and providing exemplary service."

The group was lauded for expeditiously processing personnel actions for the staff in the last eight-month period.

Joyce Gillen, manager of the Research and Development Management Staff, thanked the group for their efforts, remarking, "People who do good work get rewarded."

New Officers. The coalition of FAA Asian Pacific Americans has elected new officers.

Al Kaulia, Systems Maintenance Service, is president. A native of Hawaii, Kaulia was instrumental in organizing an employee group for Asian and Pacific Americans in FAA's Western-Pacific Region.

The new vice president is Diane Bodenhamer, Office of Air Traffic Management, who recently transferred to Headquarters from the Honolulu

Combined Center/RAPCON.

Immediately after the election, the new officers emphasized their commitment to promoting the coalition's goals, heightening awareness of the group's cultural diversity, actively supporting other diversity groups, and promoting networking and personal development of all coalition members.

The new officers recently attended a diversity forum in Leesburg, VA, hosted by the Professional Women Controllers. Kaulia spoke about diversity and the coalition's goals.

Membership is open to all Headquarters FAAers. The next meeting is scheduled for *Tuesday, October 12*.

For more information, call Kaulia, x78317, or Bodenhamer, x73178.

Leave Donations. Heather Thieling, Office of Public Affairs, is an eligible recipient for FAA's leave donation program.

Thieling is experiencing medical complications due to pregnancy. She has exhausted all of her leave.

Anyone wishing to donate annual leave, should contact Connie Housewright, APA-10, x73458, or Gwen Williams, AHR-150, x78038.

Headquarters Intercom

October 5, 1993
No. 93-37

Diane Spitaliere
Editor

Briar Hagggett
Editorial Assistant

Michael A. Malden
Art Director

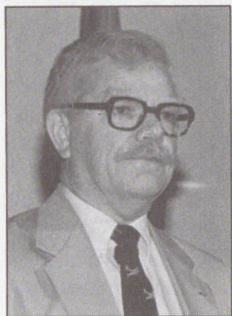
Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340
800 Independence Avenue, SW
Washington, DC 20591
(202) 267-7311

Hispanics in Aviation

Headquarters Event Highlights Latin American Aviators

Throughout history, Hispanics have made significant contributions to aviation. The problem, according to Dan Hagedorn, National Air and Space Museum, is "their accomplishments have gained little recognition in the United States."

Hagedorn, keynote speaker at a recent Headquarters event marking His-



Dan Hagedorn, National Air and Space Museum, speaks about "Hispanics in Aviation" during a recent Hispanic Heritage Month event.

panic Heritage Month, spoke about little known facts, trivia, and information about Hispanic aviators.

Taking the audience on a "brief journey" to Latin America, Hagedorn introduced some of the many Hispanics who have influenced aviation.

"No trip through the history of aviation would be complete without acknowledging the timeless contributions of the truly great pioneers who established the very framework for the aviation world we take so much for granted," said Hagedorn.

While the great aviators, such as the Wright brothers, Charles Lindbergh, and Chuck Yeager, have gained worldwide attention, there are many more who deserve recognition, according to Hagedorn.

He talked about Alberto Santos-Dumont, a Brazilian-born aviator who is still referred to as "the father of aviation" in his native country. "In point of fact," said Hagedorn, "Santos-Dumont flew before the Wright brothers did. He did so, however, in balloons of his own design and controllable airships."

Hagedorn pointed out that two years before the Wright brothers' first flight, Santos-Dumont made a controlled airship flight around the Eiffel Tower in Paris.

Jorge Chavez was another Hispanic aviator hailed by Hagedorn. Born in Peru, Chavez set two world altitude records in England by the age of 23.

Among his most daring flights was a 75-mile trek over the Alps, from Brigue to Milan, Italy. Chavez took on the treacherous flight when the Aero Club of Italy offered a \$2,000 prize for anyone who could complete the journey.

"Most airmen of the time—including Santos-Dumont—considered the proposal preposterous," said

Hagedorn.

Despite dangerous winds and heavy weather conditions, Chavez completed the journey only to crash land 30 feet

from the landing strip due to structural damage sustained throughout the treacherous trip. He died four days later from his injuries.

Hagedorn spoke about Donald Lopez, special assistant to the director of the National Air and Space Museum, and his many accomplishments as an aviator with the U.S. armed forces.

Lopez gained "Ace" status after the first of five confirmed air victories during World War II, Hagedorn told the group. After flying combat missions in Korea, he served as an associate professor at the U.S. Air Force academy before retiring in 1964.

"Lopez has contributed enormously to the success of the Air and Space Museum—the most visited tourist attraction in the world," said Hagedorn.

These are just some of the many Hispanic aviators highlighted by Hagedorn at the two-hour event sponsored by the Office of the Associate Administrator for Air Traffic and the Hispanic Heritage Month Committee.

Winding Down

Hispanic Heritage Month Activities End October 15

Events marking Hispanic Heritage Month—September 15 through October 15—are coming to a close throughout DOT.

This year's theme is "Hispanics: Diversified Work Force for the Future."

Here is a list of the remaining activities open to all DOT employees:

Wednesday, October 6. Katherine Davalos Ortega lectures on the "Glass Ceiling or Sticky Floor," 10 a.m. in the FAA auditorium.

Thursday, October 7. Presentation by Manuel Oliveres, executive director of the Hispanic Federal Executives, 12 noon in the Nassif building, room 3200.

Friday, October 8. Chili cook-off, 11:30 a.m. in the Nassif building, room 8236.

Tuesday, October 12. Hispanic Employees Council sponsors lecture on "OPM Initiatives for Hispanics," 11:30 a.m. in the Nassif building, room 2230.

Wednesday, October 13. FAA's closing ceremony, 11 a.m. in the FAA lobby. Keynote speaker is FAA Administrator David Hinson.

Thursday, October 14. Latin rhythms musical performance, 11 a.m. in the Transpoint cafeteria.

Friday, October 15. The Hispanic Employees Council holds its annual luncheon at 11:30 a.m. in the Nassif building, room 2230.

Continuing CFC

Rub Shoulders with 'Elvis' and 'Air Bear'

Events promoting the Combined Federal Campaign continue throughout this month.

The Headquarters kickoff on *Thursday, October 7*, at 11 a.m. in the FAA lobby, will feature a "Viva Las Vegas" show, including performances by an Elvis impersonator, the FAA Chorale, a one-man band, the FAA Air Bear, and a clown. Various charitable groups participating in CFC will provide information and answer questions.

Door prizes—including gift certificates, show tickets, and crafts—will be given out at the event.

Other activities to be held throughout October include:

Create-a-Book Sale. The second of three create-a-book sales will be held all day on *Tuesday, October 12*, on the second floor near the cafeteria. Employees can choose from 16 one-of-a-kind storybooks that can be personalized by including a child's name, names of friends and family members, and other individualized information. The books can be created while you wait.

Profits will be used to sponsor events to raise funds for the CFC.

CFC Poster Contest. The CFC poster contest begins *Tuesday, October 12*. Associate Administrator for Civil Aviation Security Orlo Steele, campaign chairperson, challenges members of the Administrator's Management Team to design and create a poster depicting the CFC theme, "You Make It Happen." Posters should focus on activities aimed at helping others in need, and should be submitted to Sandra Groves, ACS-1, room 325, 78865, by *Friday, October 8*.

Posters will be judged by a panel for creativity. The winner will receive a

prize and their poster will be entered in the Washington Metropolitan CFC communications contest.

Two posters will be displayed every week in the FAA lobby throughout the campaign.

Children's Artwork. Artwork done by children of FAA employees will be displayed in the lobby on *Tuesday, October 19*.

Pictures should depict scenes of people helping family,

friends, and community. They should be submitted to Sandra Groves, by *Wednesday, October 13*, accompanied by a wallet-size photo of the artist. Photos should include name and phone number so they can be returned.

Throughout the campaign a banner made by the children in the FAA Child Care Center will be on display in the lobby.

Look for details about the October 29 CFC Senior Managers Halloween costume contest in an upcoming issue of Headquarters *Intercom*.



A Dream Comes True

Combined Federal Campaign Helps Stricken Youth

David—an 11 year old boy with leukemia—did not dream of going to Disney World or meeting a celebrity. He only wanted to fly in his favorite airplane, a C-130 Hercules.

With the help of The Children's Hopes and Dreams Foundation—a participant in this year's Combined Federal Campaign—David's dream became a reality.

Upon hearing David's story from his dad, the foundation contacted the Pentagon where it was directed to Dobbins Air Force Base in Georgia, the targeted location for the "dream" flight.

Before long, David's dream took flight. When permission was given to taxi, and the C-130 crept toward the runway, David's adrenaline began to rise and he later remarked, "my heart felt like it was in my throat."

As the aircraft rolled to a stop, concluding David's life-long wish, the youngster exclaimed, "Boy, that was better than Disney World, Six Flags, and Christmas."

As part of David's VIP treatment, he was given a flight jacket, complete with hat, boots, and bag, and a poster of his favorite aircraft. He also received



David at the controls of the H-130 Hercules.

an official model of the C-130 from Lockheed, the aircraft's manufacturer.

For more than 10 years the foundation has been fulfilling the "dreams" of children who suffer life-threatening illnesses.

David's story is just one example of how organizations that receive CFC funds help others.

School Scholarships

Employee Group Helps Students Pay for College

Three college students recently received \$1000 scholarships through a program sponsored by the Headquarters Employee Participation Group (HEPG) and the Office of Labor and Employee Relations.



Employee Participation Group members and Lynne Osmus congratulate scholarship recipients. Pictured from left to right are HEPG Chair Bruce Henry, Lisa Lewis, Jacqueline Catterson (seated), Hyun Jin Kim, HEPG Vice Chair Ralph Randall, and Lynne Osmus, director, Office of Civil Aviation Security Operations.

In addition to the two scholarships offered by the sponsoring organizations, the second annual program included a scholarship in honor of the late Walt Greiner, former manager of the Dangerous Goods and Explosives Branch. Greiner's wife Carrie, also an FAA employee, sponsored the award.

HEPG Chair Bruce Henry presented two of the scholarship awards and Carrie Greiner presented the third in memory of

her late husband. Lynne Osmus, director, Office of Civil Aviation Security Operations, spoke about long-time friend Walt Greiner at the Headquarters ceremony.

The scholarship winners are:

→ **Jacqueline Catterton.** She attends the University of Maryland and is the daughter of Barbara Catterton, NAS Transition and Implementation Service.

→ **Hyun Jin Kim.** She attends Brown University and is the daughter of Young Kim, Office of Information Technology. Kim is the recipient of the Walt Greiner scholarship.

→ **Lisa Lewis.** She attends the University of Maryland and works in the NAS Transition and Implementation Service. She is the daughter of Kay Payne, special assistant to the Assistant Administrator for Civil Aviation Security.

The program drew 19 applications from FAAers and their dependents. A selection panel reviewed the applications and selected the top three based on established criteria.

All Headquarters FAAers and dependents are eligible to apply for future scholarships.

Applications for the next round of scholarships are expected to be available next April.

Federal Facts

FAAers Found to be 'Above Average'

FAAers rated "above average" when compared to a recently released Office of Personnel Management (OPM) report entitled "The Average Federal Employee."

The periodic report creates a profile of the typical federal employee by listing averages in various categories. In most cases, FAAers were above the national average.

While the average annual base salary for a federal employee is \$36,279, at FAA the average is \$47,000. Only 28 percent of the federal work force has veteran's preference, but at FAA the average is 41.7 percent. The average age of a federal employee is 43; opposed to 41.2 at FAA.

The biggest variation from the OPM report was the number of men and women employed by the agency. The average number of men in the federal work force is 57 percent, while women average out at 43 percent. At the FAA, men account for 76.8 percent of the total work force, while women represent only 23.2 percent.

The average GS level for federal employees is 8.9, with the exception of the Washington, DC, metropolitan area, where it is 10.5. At FAA, however, the average GS level is 11.8.

The average length of service for federal employees is 14.1 years. FAAers average out at 15.1.

The average federal work force is made up of 93 percent full-time, four percent part-time, and three percent intermittent employees. At FAA, the average work force consists of 98.2 percent full-time, 1.7 percent part-time, and .1 percent intermittent employees.

In general, 36 percent of all federal employees hold a bachelor's degree or higher.

Building Bulletin Board

Smoking Rules. The Headquarters Employee Participation Group urges FAAers who smoke outside the Headquarters building to use the provided receptacles when discarding cigarette debris.

The group advises that the General Services Administration cleaning contract does not include removing tobacco litter lodged between the concrete blocks. This results in an unsightly building entrance.

Using these receptacles would also cut down on complaints from non-smokers about exposure to second hand smoke when smokers gather outside the entranceway.

According to the HEPG, "cooperating with these rules will go a long way in reducing pressure to decrease smoking privileges."

GPS *from page 1*

less planes, but the FAA hopes that GPS will revolutionize flying, by guiding aircraft to pinpoint landings, even in dense fog and storms.

The only thing lacking on the first of a three-day demonstration was bad weather.

But the sunny skies with only scattered clouds couldn't dampen the spirits of the FAA as it previewed the

able for commercial applications.

But only in the last six months has the FAA begun testing the system for precision landing of airplanes, though the National Aeronautics and Space Administration demonstrated the technology in similar test flights two years ago. The equipment used in the demonstration was manufactured by Honeywell, Inc.

As developed by the Defense Department, GPS could guide a plane to within about 300 feet of a landing site.



Honeywell Corporation's Gulfstream IV was used for the GPS demonstration at National Airport.

system in two hour-long flights over National Airport.

The demonstration did simulate flying conditions in foul weather—a ceiling of 200 feet and visibility of a half mile.

The hands of the pilot and copilot never touched the controls as the jet snaked its way along a path tracing the winding Potomac River to its landing at National.

The plane made seven banking turns programmed into a computer before touching down on the runway.

Hinson explained that had the weather and visibility really been bad, it would have been impossible to follow such a path using current air traffic control systems. The runway used for the demonstration landings would have had to be closed.

GPS was developed more than 10 years ago by the military to guide ballistic missiles and has since been made avail-

able for commercial applications. But the enhanced system unveiled by FAA reduced the margin of error to a few feet.

And it's cheap, relatively. A \$100,000 receiver about the size of a large stereo component was installed at National for the test flights. The receiver is capable of handling all flights at National equipped with GPS, officials said.

On board the plane is another receiver not much bigger than the typical car radio.

The system, which relies on 24 satellites ringing the globe at 11,000 miles altitude, could be licensed by the government for commercial aviation use by the end of the year, officials said. It might be another 10 years before it replaces current guidance systems.



FAA Administrator David Hinson explains how the GPS-guided aircraft will follow the National Airport river approach.

Satellite-guided landings mark one more addition to a panoply of technologies that allow airplanes virtually to fly themselves. Hands-off piloting, navigation, and landing of aircraft have become a routine part of commercial aviation, but the GPS technology promises even more accuracy, speed, and versatility than ever before, especially in foul weather conditions.

GPS satellite technology already has lots on consumer applications. One



Associate Administrator for System Engineering and Development Marty Pozesky explains local area differential GPS to reporters.

company sells a hand-held unit for less than \$600 that enables anyone—a private pilot, cross-country skier, hiker or boater, for example—to determine their precise location anywhere on earth within 50 feet.

Article reprinted with the permission of Associated Press.

Flightplan

Helping Students. The FAA Volunteer Committee thanks those employees who donated to the group's collection of school supplies for students at Hine Junior High School—the committee's "adopted" school.

Donations are still being accepted and can be made by contacting Jean Richardson, x78565.

Speaker Series. The Flight Standards Service is sponsoring a new series of seminars featuring presentations by well-known aviation personalities.

Walt Coleman, president, Regional Airlines Association, will kick off the series with a discussion of the "Growth and Impact of Regional Air Carriers in the National Transportation System," on *Thursday, October 14*, from 10 to 11 a.m. in the FAA auditorium. A question and answer period will follow.

All FAAers in the Flight Standards Service are invited to attend.

The new series will be held regularly on the *second Thursday* of every other month at 10 a.m. in the auditorium.

For additional information, contact Ruth Ann Pollock, AFS-210, x77480.

Retirement Seminar. The Senior Executives Association Professional Development League and the National Institute of Transition Planning, Inc. are sponsoring a retirement seminar on *Thursday and Friday, December 9-10*, at the Best Western Hotel-Westpark, Arlington, VA.

Called "Retirement and Financial Planning for Federal Managers and Executives," the two-day seminar targets GS/GM-13 to 15 federal managers and members of the Senior Executive Service who are within five years of retirement. It instructs how to take maximum advantage of available retirement options and opportunities.

The registration fee is \$345 for each participant if paying by personal or government check, money order, or credit card.

For more information and registra-

tion materials, call Lynda Greene, (202) 466-6446.

AXO Awards. System Operations (AXO) will hold its second annual national honorary awards ceremony on *Tuesday, November 16*, at 10 a.m. in the FAA auditorium.

The ceremony will be broadcast live to the regions.

The event honors the recipients of the

Spirit of AXO and *AXO Link* awards, which recognize the accomplishments of the organization's mission through the spirit of cross-organizational teamwork.

For additional information, contact Shirley Mason, x79377.

SkiFest Plans. The Denver Air Route Traffic Control Center Ski Club is planning its 1994 Colorado SkiFest *Tuesday through Saturday, February 22-26*, in Breckenridge, CO.

The package includes four days of lift tickets, five nights of hotel accommodations, a group photo session, and more.

For more information, call Ralph Walters, (303) 651-4543, or Pat Eicher, (303) 651-4253.

Presidential Classroom. A national program that brings high school students to Washington, DC, needs volunteer instructors who are willing to donate one week of their time.

The program is called the Presidential Classroom for Young Americans. Week-long "classes" will run between *January 29 and June 25* next year. The program attracts over 3,000 promising high school students from across the country.

Volunteer instructors are expected to devote seven days, including evenings and weekends, to the program from about 7 a.m. to 11:30 p.m. daily.

Applications for volunteer instructors must be submitted by *Friday, October 15*. Final decisions will be made by mid-December.



For an application form and more information, contact Presidential Classroom, (703) 683-5400 or (800) 441-6533.

Globe Gathering. The DOT Gay, Lesbian, or Bisexual Employees (GLOBE) group will hold its next business meeting on *Thursday, October 21*, from 5 to 7 p.m., in the Nassif building, room 8236-40.

For more information, call Sheila Skojec, AGC-430, 376-6475, or Harry LeBlanc, ASU-320, 606-4525.

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 4 p.m. Tuesday*, it will appear in the next issue.

Bring *Flightplan* announcements to room 909-B or call x77311.

Healthbeat

Flu Shots. Free flu shots will be offered to Headquarters FAAers on *October 6, 13, 20, and 27*.

Interested employees should go to the clinic, room 327, from 8 to 11 a.m. on the days indicated.

Vaccines will be administered on a first-come, first-served basis.

For more information, call the clinic, x73405.

Breast Cancer. A lecture and demonstration on breast self-examination will be held in the clinic, room 327, on *Thursday, October 14*, from 11:30 a.m. to 12:30 p.m.

The event, sponsored by the FAA Health Awareness Program, is designed to inform individuals about the lifesaving potential of early breast cancer detection.

The presentation will be made by a representative of the American Cancer Society.



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

Headquarters Intercom

Aircraft Thawing

FAA Proposes New Deicing Regulations for Commuter Aircraft

New deicing requirements for pilots of commuter airline aircraft have been proposed by FAA to further minimize the risk of accidents caused by snow and ice build-up on aircraft wings.

Last September, the FAA required large airlines to have ground deicing programs in effect last winter and said it would try to implement the new proposal in time for the upcoming winter season.

"We're expanding the scope of deicing regulations to include commuter aircraft to provide a greater margin of safety for the traveling public," said Administrator David Hinson.

Commuter and air taxi operators would be mandated to check aircraft surfaces for frost, ice, or snow before taking off in adverse winter weather conditions. These regulations are tai-

lored to commuter and air taxi operations and are very similar to the deicing regulations for larger airlines that went into effect last year.

Under the proposed rule, operators of commuter airline aircraft with up to 30 passenger seats, or a capability of carrying 7,500 pounds of cargo, would be required to train pilots about the hazards of operating in weather that causes ice to build up on aircraft.

In a provision that mainly affects private aircraft, the proposed rule expands pilot training and checking requirements for aircraft with 20 or more

turn to Deicing on page 3

Tough Guidelines

Del Balzo Outlines Practices Aimed at Streamlining the Agency

Tough guidelines to cut federal employment and expenditures were recently issued to FAA's top managers. They are consistent with the President's goals, says acting Deputy Administrator Joe Del Balzo, and include "reducing the manager to employee ratio by half and streamlining the way we do our work."

The agency's Executive Board, which Del Balzo chairs, has also devised strategic objectives and is working on a five-year plan outlining how the FAA will "fulfill its commitment to aviation leadership at a lesser cost."

The board set strategic goals for system safety, industry vitality, system capacity, 21st century aviation, FAA organization, international leadership, and environmental responsibility. Team leaders have been assigned to each area, and integrated implementation plans will be in place by mid-December.

"In the meantime," said Del Balzo, "we need to begin to take some of the actions we know will get us through the next two fiscal years. While we continue to struggle over how best to meet our 1995 fiscal year targets, we find ourselves faced with a significant, unexpected shortfall in the 1994 fiscal year."

turn to Guidelines on page 5



Joe Del Balzo

Recognizing Rescues

Four Agency Controllers Receive Outstanding Flight Assist Awards

Four air traffic controllers from across the country were recently singled out for helping distressed pilots under extraordinary circumstances.

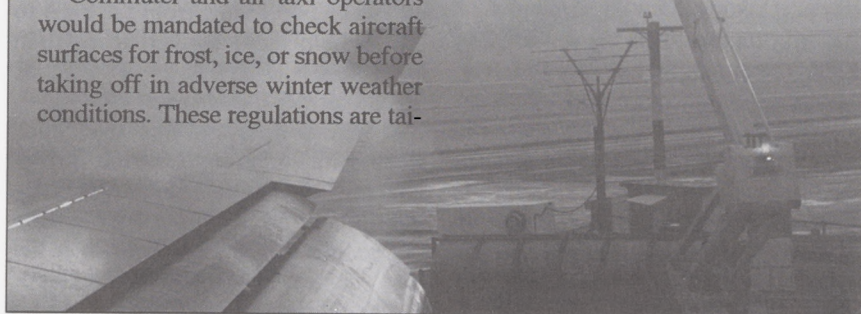
Each year the associate administrator for Air Traffic recognizes several air traffic controllers who have made outstand-

ing flight assists during the previous calendar year.

An outstanding flight assist requires controllers to perform their duties under extraordinary circumstances.

Last year, 1,201 flight assists were

turn to Flight Assists on page 3



Highlights

Facility Milestone. Eastern Region's New York Automated Flight Service Station recently celebrated thirty years of service to the flying public.



Aviation enthusiast Claude Lazarus displays his homebuilt ultralight at New York Automated Flight Service Station's open house.

The facility, operating out of Long Island's MacArthur Airport, held an open house to mark the event. The flight service station, along with MacArthur Air Traffic Control Tower, opened its doors to the public, conducting facility tours and providing aviation-related exhibits to more than 1,000 aviation enthusiasts.

Included among the exhibits were helicopters provided by the Army National Guard and the local police department. A homebuilt ultralite was also on display.

FAAers conducted aviation safety-education seminars on a variety of topics throughout the day, including the new airspace reclassification.

New DOT Appointment. DOT's Office of Civil Rights has a new leader.

Antonio Califa, formerly the chief legislative counsel for the American Civil Liberties Union (ACLU) in Washington, DC, was recently appointed director of the department's Office of Civil Rights.

Califa is now the principal advisor to DOT Secretary Federico Peña on civil rights and equal opportunity issues, overseeing the processing of discrimination complaints and implementing civil rights and equal opportunity

practices in the department.

Califa served as legislative counsel for the ACLU from 1985 to 1992, where he prepared analyses of pending bills, presented testimony to House and Senate committees, lobbied on ACLU positions, and served as chief legislative counsel in 1993.

He has been an adjunct professor at the American University School of Law in Washington, DC, since August 1992, and was a member of the Justice-Civil Rights cluster group for the Clinton-Gore transition.

A native of Edinberg, Texas, Califa holds a J.D. from Yale Law School, and a B.A. in government from the University of Texas at Austin.

Huge Request. Agency facilities across the country routinely receive requests for temporary flight restrictions for a variety of reasons.

FAA's Western-Pacific Region recently received a huge request—a three and a-half-ton one—when the Los Angeles Zoo requested a temporary flight restriction so they could move "Billy," a 10-year-old Asian elephant.

Fearing the animal may get "spooked" by passing aircraft, zoo officials made the request to ensure the safety of both the handlers and "Billy." Photographers were also banned during the elephant's departure from the zoo.

The temporary flight restriction was imposed for two hours, from 5 to 7 p.m.

Emergency Operations. The agency's directive on the FAA Emergency Operations Plan, FAA 1900.1E, was recently released.

The order implements the overall FAA emergency operations program,

providing for the FAA's survival and endurance, the protection of personnel and key facilities, and the continuity of the National Airspace System and other essential agency functions.

For information on obtaining copies of the order, which was issued by the Emergency Operations Staff, ADA-20, call (202) 267-3523.

Employees Beware. Headquarters FAAers are advised that "questionable" invoices for directory listing renewals for *Yellow Pages Classified* have been received by several offices.

The invoice attempts to solicit payment for directory listing renewals. Upon verification, however, it has been discovered that the return address in New York City has no connection to *Yellow Pages*. Invoices have been received in the amount of \$147, and identify the charge as a directory listing renewal for "Federal Government-Executive B."

Employees are cautioned to carefully verify any and all invoices received from this organization.

Military Airport Update. Four former military air bases in California, New Hampshire, Tennessee, and Texas are now eligible for airport grants from the FAA to help them convert to civilian use.

The former bases are:

➔ *Pease International Tradeport*, located in Portsmouth on the former Strategic Air Command Pease Air Force Base, about 50 miles north of Boston Logan International Airport. Since the base was leased to the Pease Development Authority, it has attracted two air carriers, Business Express and United Express, which fly to New York and Newark.

➔ *Laredo International Airport*, a former Air Force pilot training base, which has evolved into one of the busiest U.S.-Mexican border airfields with a 21 percent increase in enplanements in the last few years. The city of Laredo is planning a new terminal building, including space for customs and immigration services.

→ *Smyrna Airport*, located in Tennessee on the former Sewart Air Force Base, is a reliever airport which could attract general aviation and cargo operations which currently use the airport at nearby Nashville.

→ *Norton Air Force Base*, San Bernardino, CA, which would be a reliever airport for Los Angeles International, Ontario, and John Wayne Airports. Currently Lockheed repairs Boeing 747 aircraft there.

This brings to 12 the number of current and former military airfields that have been authorized as eligible to receive funds from the FAA's Military Airport Program.

Back Off. There are three main types of sexual harassers, says the author of *Back Off, How to Confront and Stop Sexual Harassment and Harassers*, Martha Langelan. They are the:

→ **Predator**—seeks sexual victimization and uses power to get it.

→ **Dominant**—seeks power through intimidation of women.

→ **Strategic**—harasses without pity to gain money and control.

At a recent seminar sponsored by the Federal Womens Program Committee, Langelan described techniques to successfully confront sexual harassers. She told the audience to be assertive by naming the harassing behavior and suggesting ways to change it. She said to confront the harasser by making the unwanted behavior visible to others and the harasser responsible for their actions. Another way to handle harassment, suggests Langelan, is to have peers or supervisors talk to the offender.

If the harasser retaliates, Langelan advised to "keep a log to document and pursue an EEO/legal suit."

Langelan also explained management's role in dealing with sexual harassment as one that should stop the harassing behavior by taking institutionalized steps in an effort to make the victim whole again.

Extra Copies. Need an extra copy of a past issue of *Intercom*, *FAA World* or *DOT Today*? They're available in room 911.

Outstanding Flight Assists from page 1

reported throughout FAA. Of those, 292 were en route, 435 flight service, and 474 terminal. Only 73 were dubbed outstanding.

Awards are presented to controllers in each of the three air traffic options—terminal, en route, and flight service.

Terminal

Douglas Wanamaker, Seattle Terminal Radar Approach Control, skillfully guided a single-engine Navion to safety when the aircraft experienced engine failure. The aircraft—with three passengers—was flying over rugged terrain with no airport or suitable location to make an emergency landing. Wanamaker expertly guided the pilot to safety. Although the aircraft sustained major damage, all passengers survived with no major injuries.

En route

Charles Huggett and Salvatore Potestivo, Washington Air Route Traffic Control Center, assisted a visual flight rules (VFR) rated pilot flying a C172 under instrument flight rules (IFR) conditions. While Huggett concentrated on providing separation information and communicating with the pilot, Potestivo worked another position during the hour-long incident. Working as a team, the two controllers provided the assistance and expertise needed for a safe landing.

Flight Service

David Long, Deadhorse Alaska Flight Service Station, aided a distressed pilot last October when he guided the pilot to safety when her navigation equipment failed due a malfunction in the aircraft's electrical system. Long immediately located the aircraft by using directional finding equipment. Because of low visibility, he regularly provided the pilot with compass headings and weather condition updates. Within 14 minutes of placing the call, the pilot landed safely.

Award recipients will be presented a monetary award and plaque at an air traffic management team meeting this month.

Nominations for the annual outstanding flight assist awards are made by regional facility managers, who can nominate one or more persons from the three air traffic options. A board, consisting of air traffic control specialists from each option, reviews the nominations and selects the outstanding flight assist from each category. Selections are then forwarded to the associate administrator for Air Traffic for final approval.

Nominations for the annual award are due in the Office of Air Traffic System Effectiveness every year in mid-February.

Deicing from page 1

passenger seats, or a payload capacity of at least 6,000 pounds. The proposed rule requires these pilots to take proficiency tests on all subjects relating to conditions that cause icing on wings.

Commuter airlines and air taxis that do not operate in geographic areas where icing is a problem are not affected by the proposed rule.

Comments on the proposed rule must be submitted to the Office of Chief Counsel on or before October 6th.

The FAA is not able to provide a longer comment period because it would like to have requirements in place before the 1993-94 winter season.

Headquarters Intercom

October 19, 1993
No. 93-38

Diane Spitaliere
Editor

Briar Haggett
Editorial Assistant

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340
800 Independence Avenue, SW
Washington, DC 20591
(202) 267-3441

Words That Empower

How to Speak and Write About People With Disabilities

Language plays an important role in determining how persons with disabilities are viewed by society.

Positive language empowers when writing or speaking about people with disabilities. It is important to remember that disability status is only one variable in the full range of human experience. Catch-all phrases like "the blind," "the deaf," and "the disabled," do not reflect the individuality, equality, or dignity of people with disabilities.

When referring to people with disabilities, always remember to:

→ Focus on the individual, not on his or her disability. Keep the person's disability in proper perspective, without unduly magnifying its importance.

→ Portray successful people with disabilities as successful people, not as superhumans. Overstating the achievements of people with disabilities inadvertently suggests that they are exceptions and most others with disabilities are not competent or are incapable of outstanding achievements in their fields.

→ Consider the broader implications of how quality-of-life issues like accessible transportation, housing, affordable health care, employment opportunities, and discrimination impact persons with disabilities—a large and growing segment of the U.S. population.

→ Emphasize abilities, not limitations. For example, say "uses a wheelchair" or "walks with crutches," rather than "confined to a wheelchair, is wheelchair bound, or is crippled." Similarly, avoid use of inappropriate emotional descriptors such as "unfortunate" or "pitiful."

Here are some examples of positive and negative phrases. Note that the positive phrases put the person first.

Affirmative Phrases

person who is blind; person who is visually impaired

person with a disability

person who is deaf; person who is hearing impaired or hard of hearing

person who has multiple sclerosis

person who has muscular dystrophy

person with mental retardation

person with epilepsy; person with seizure disorder

person who uses a wheelchair

person without disabilities

physically disabled

unable to speak; uses synthetic speech

seizure

person with a psychiatric disability

person who no longer lives in an institution

says she has a disability

Negative Phrases

the blind

the disabled, handicapped

suffers a hearing loss

afflicted by MS

stricken by MD

retarded, mentally defective

epileptic

confined or restricted to a wheelchair

normal person (implies that a person with a disability isn't normal)

crippled, lame, deformed

dumb, mute

fit

crazy, nuts

the deinstitutionalized

admits she has a disability

This information was extracted from *Guidelines to Reporting and Writing About People with Disabilities*, produced by the Research and Training Center at the University of Kansas in consultation with more than 100 disability organizations.



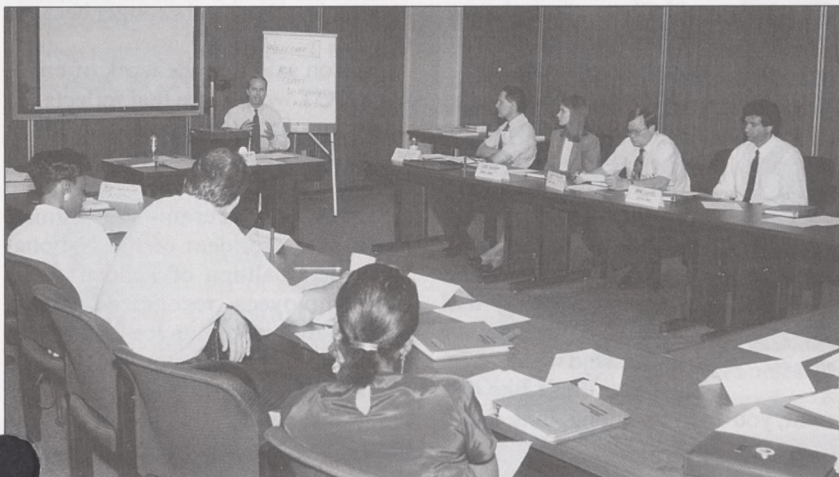
Employee Investment

System Engineering and Development Implements Career Development and Training Initiative

Taking positive steps toward the training and career development of its employees, System Engineering and Development (ASD) has implemented a structured career development and training program.

developed a series of career training tracks, in addition to a training handbook.

The organization is also using individual development plans to identify the training needs of both the employ-



System Engineering and Development employees attend career development workshop.

“We wanted to take a positive approach to the training and career development of all our employees,” said Associate Administrator for System Engineering and Development Marty Pozesky.

The organization is one of the first in Headquarters to put the new program, sponsored by Human Resource Development, into effect.

In addition to holding several career development workshops for managers and employees, *CareerPoint* software, designed to complement the career development program, has been installed on the System Engineering and Development network. All employees now have access to the program assessment instruments, designed to clarify individual interests, skills, and work values.

System Engineering and Development established a training committee in July 1992. The committee works directly with the program manager for career development to identify organizational training needs. The group has

ees and the organization. Currently, 60 percent of System Engineering and Development employees have individual development plans.

Physically located in the Portals building, the organization established a career resource center to provide employees access to training catalogues and bro-

chures; audio and videotapes; training news items; and other training-related material. The center will soon expand to include diversity information.

“Management is deeply committed to providing training and career development to all System Engineering and Development employees,” said Pozesky.

The organization’s dedication to the career development program is reinforced in its newly devised training vision statement, which states:

→ ASD is a world leader dedicated to excellence in employee professional development for aviation system engineering and development.

→ The attraction, development, and retention of a highly qualified and diversified workforce is integral to ASD’s mission for the development of the current and future aviation systems.

→ ASD is strongly committed to training and career development to foster a high-caliber, in-house technical capability and to fully utilize the expertise of its employees.

→ Individual development plans, technical and developmental training, mentoring, details, and shadowing assignments are the norm, not the exception.

→ ASD is obligated to provide its employees with maximum opportunities for professional development.

→ The investment in training and career development yields the highest return in providing quality products and services to our customers.

Tough Guidelines from page 1

In a recent letter to members of the Administrator’s Management Team, Del Balzo advised the agency’s top managers to:

→ Continue the current hard hiring freeze.

→ Not use permanent change-of-station (PCS) funds to fill jobs in Headquarters, regional offices, and the Aeronautical and Technical Centers.

→ Not move employees from safety work forces to supervisory,

managerial, or staff positions.

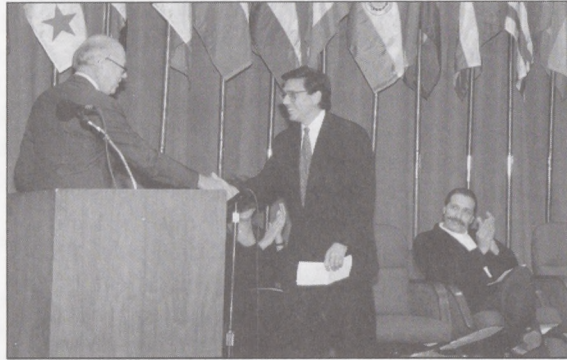
→ Make sure that every action taken is consistent with reducing cost, overhead, and number of layers.

Del Balzo noted that there may be a need for limited exceptions due to the “stringent constraints.” He said requests for such exemptions should be submitted to Monte Belger, acting executive director for System Operations, who will present them to the Executive Board for consideration.

Valuing Differences

Recognizing Diversity is the Key to Success

"Diversity is the single most important aspect of being human," says Actor Edward James Olmos, keynote speaker at the Headquarters kickoff of National Hispanic Heritage Month.



Administrator David Hinson introduces DOT Secretary Federico Peña at the Hispanic Heritage Month kickoff. Actor Edward James Olmos, seated, served as keynote speaker.

Olmos, who is widely known for his characterization of Lieutenant Martin Castillo in the television series *Miami Vice*, told FAAers that "diversity is not

a bad word—it just means different."

Olmos—a devoted community server—revealed the diversity within himself, tracing his ancestry back thousands of years to the Paleo Indians.

"With a strong understanding of our history," said Olmos, "one day we will hopefully understand diversity to the fullest."

He spoke of advancing humanity through education, and of augmenting history "to teach our children that diversity is in each one of us." This will help, Olmos said, to avoid the fear of diversity that comes from our inability to understand who we are.

"If you don't like different, you're in for a long, long ride," Olmos told FAAers.

DOT Secretary Federico Peña and Administrator David Hinson attended

the ceremony, and reinforced the Department's commitment to diversity.

Peña told the audience that his commitment to diversity was "not just for the sake of having diversity, but that there is value in diversity, and that our country is unique and stronger because of it."

Hinson said that the work of creating a DOT work force that reflects the diversity of America has just begun and that "we've got a lot more work to do."

Closing the ceremony, Manuel Vega, vice-president of the National Hispanic Coalition of Federal Aviation Employees, recognized Acting Deputy Administrator Joe Del Balzo, Associate Administrator for Airway Facilities Arnold Aquilano, and Building Management Staff Manager Rosa Flores, for their outstanding contributions to the Hispanic community.

Commuting to Work

Keep Employee Transit Benefits, DOT Urges

The government should continue its current program to encourage federal employees to use mass transit, DOT's top budget official recently told a congressional committee.

Louise Frankel Stoll, assistant secretary for Budget and Programs, said the transit benefit program should be continued because "it helps reduce highway congestion and improve air quality, and provides equity for federal employees who commute by mass transit."

Stoll, testifying before the House Subcommittee on Compensation and Employee Benefits, said the administration has sent a bill to Congress which would make the program permanent. The existing three-year

program, which provides transit fare benefits of up to \$60 a month tax-free to federal employees, expires on December 31.

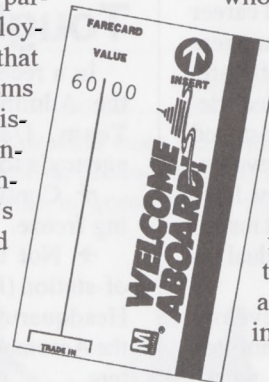
The bill would limit participation to federal employees working in areas that have air quality problems caused by vehicle emissions. These locations include metropolitan Washington and the country's other major urbanized areas, Stoll said.

The bill would also permit federal agencies to charge commercial rates for parking and allow each agency to use a portion of its parking fees to defray the cost of the transit

benefit program.

Stoll cited a General Accounting Office survey which indicated that 71 percent of federal employees who receive parking from their agencies get that parking free. Market rates for parking in Washington run between \$66 and \$166 a month. "A \$60 tax-free benefit allowed for commuting by public transit is modest in comparison to the tax-free benefit of up to \$155 a month allowed for parking," she said.

An estimated 24,000 federal employees, including about 1,700 FAAers in the Washington area currently receive transit benefits.



Group Meetings

Here is a list of the meeting dates, times, and places for several FAA employee groups. Membership in all groups is open to all FAAers and members' guests.

Asian Pacific Coalition. The Coalition of FAA Asian Pacific Americans meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408.

Next meeting: *November 9*. Contact Matt Asai, x77542.



Black Coalition. The National Black Coalition of Federal Aviation Employees meets the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 5C.

Next meeting: *November 2*. Contact Marcia Adams, x73488.

FWPC. The Federal Women's Program Committee meets the *first*



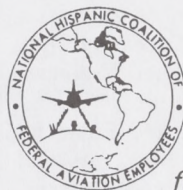
FEDERAL WOMEN'S PROGRAM

Wednesday of each month, 11 a.m., 10th-floor Civil Rights conference room.

Next meeting: *November 3*. Contact Marcia Adams, x73488.

Headquarters EPG. The Headquarters Employee Participation Group normally meets the *second Thursday* of every month, 9 to 11 a.m., room 8ABC.

Call Ralph Randall, x78903, or Bruce Henry, x79216, for the date of the next meeting.



Hispanic Coalition. The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of

each month, 12 noon.

Next meeting: *November 3*, room 5A. Contact Francisco Estrada C., 287-8558, or Rose Millar, x79005.

International Training. The Federal Aviation Club, International Training in Communication, meets *every Wednesday* from 12 noon to 1 p.m.

The group provides instruction on how to communicate effectively, build self-confidence, stimulate the exchange of ideas, express individual thoughts, learn skills to use at work, and receive training to increase individual effectiveness. All efforts will be constructively evaluated by the group.

Contact Mary Overton, x79989, for meeting location.

Managers Association. The Federal Managers Association, FAA Headquarters Chapter 265, normally meets the *second Thursday* of each month.

Next meeting: *Monday, November 18*, at 12 noon in the MOC room. Contact Henry Butler, x79388.

Quality Meetings. The FAA Headquarters Quality Network meets the *first Tuesday* of each month from 2 to 3:30 p.m., conference room 8ABC.

Next meeting: *November 3*. Contact Ted Criswell, x77925, or Pat Bosco, x79889.

Toastmasters. Toastmasters meets the *first and third Tuesday* of every month from 12 noon to 1 p.m.

Next meetings: *November 2* and *November 16*, conference room 8ABC.

Contact Valerie Kulhanek, x73318, or Steve Black, x79094.



Volunteer Committee. The FAA Volunteer Committee meets the *second Tuesday* of each month from 10 to 11 a.m., FAA conference room 5C. Contact Margaret Powell, x67037.

Aging Aircraft Update

The FAA has proposed a rule designed to ensure that an estimated 2,000 older passenger and cargo aircraft are properly maintained.

The proposed regulation would require airplane operators to notify the FAA of every scheduled "heavy maintenance check" after an airplane reaches 14 years of age. These checks typically include airframe structural inspections, airframe modifications, and the overhaul of major systems and components. As part of its job, the agency would review the aircraft's airworthiness directives and other maintenance records and could participate in individual airplane inspections.

The FAA has issued 11 airworthiness directives requiring structural inspections and modifications on older aircraft manufactured by Airbus, Boeing, British Aerospace, Fokker, Lockheed, and McDonnell Douglas. The agency has also issued airworthiness directives requiring corrosion inspections on Boeing and McDonnell Douglas aircraft with

additional corrosion requirements for other aircraft to follow.

The proposal would also establish a regulatory framework in which the FAA could, in the future, issue rules setting operational limits on particular types of aircraft and how they should be maintained to go beyond the limit. The limit would be based on an aircraft's age, number of takeoffs and landings, or time in service. The proposed rule would affect all scheduled commercial passenger and cargo airplanes that are 14 years old and older. Foreign carriers who fly U.S.-registered aircraft would also be covered. It is currently estimated that about 2,000 aircraft would be affected by the rule.

Congress mandated the proposed rule in the Aging Aircraft Safety Act of 1991. The proposal is the latest in a series of FAA aging aircraft requirements. Since 1988, the agency has spearheaded a global government-industry task force and held five major international conferences on aging airplanes.

Flightplan

Black History. The FAA Black History Month planning committee will meet on *Tuesday, October 19*, in the Civil Rights conference room on the 10th floor.

For more information, contact Tina Stephens, x73253.

Disability Awareness. To mark Disability Awareness Month, attitudinal awareness workshops will be conducted on *Thursday, October 21*, from 10 to 11:30 a.m. for managers and supervisors, and from 2 to 3:30 p.m. for employees. Both sessions will be held in FAA conference room 5ABC.

This year's theme is "Energize America: Employ Ability."

Other scheduled events include:

➔ An accessibility compliance workshop on *Monday, October 25*, from 10 to 11:30 a.m. in FAA conference room 8ABC.

➔ A panel discussion conducted by DOT employees with disabilities on *Tuesday, October 26*, at 10 a.m. in the Nassif building, room 2230.

➔ A closing ceremony at the Nassif building, on *Friday, October 29*, room 2230. Speaker and time yet to be determined.

AXO Awards. System Operations (AXO) will hold its second annual national honorary awards ceremony on *Tuesday, November 16*, at 10 a.m. in the FAA auditorium.

The ceremony will be broadcast live to the regions.

The event honors the recipients of the *Spirit of AXO* and *AXO Link* awards, which recognize the accomplishments of the organization's mission through the spirit of cross-organizational teamwork.

For additional information, contact Shirley Mason, x79377.

SkiFest Plans. The Denver Air Route Traffic Control Center Ski Club is planning its 1994 Colorado SkiFest *Monday through Saturday, February*

21-26, in Breckenridge, CO.

The package costs \$450, and includes four days of lift tickets, five nights of hotel accommodations, a welcome party, group photo session, mountain barbecue, and more.

A \$50 nonrefundable deposit is required by *Monday, November 1*, payable to Dave Pyle, Denver Center Ski Club, c/o Denver ARTCC, 2211 17th Avenue, Longmont, CO 80501.

For more information, call Ralph Walters, (303) 651-4543, or Pat Eicher, (303) 651-4275.

Retirement Seminar. The Senior Executives Association Professional Development League and the National Institute of Transition Planning, Inc. are sponsoring a retirement seminar on *Thursday and Friday, December 9-10*, at the Best Western Hotel-Westpark, Arlington, VA.

Called "Retirement and Financial Planning for Federal Managers and Executives," the two-day seminar targets GS/GM-13 to 15 federal managers and members of the Senior Executive Service who are within five years of retirement. It instructs how to take maximum advantage of available re-

tirement options and opportunities.

The registration fee is \$345 for each participant, if paying by personal government check, money order, or credit card.

For more information and registration materials, call Lynda Greene, (202) 466-6446.

Healthbeat

Flu Shots. Free flu shots will be offered to Headquarters FAAers on *October 20 and 27*.

Interested employees should go to the clinic, room 327, from 8 to 11 a.m. on the days indicated.

Vaccines will be administered on a first-come, first-serve basis.

For more information, call the clinic, x73405.

Take a Walk. Headquarters walkers meet every *Monday and Wednesday* from 2:30 to 3 p.m. in the lobby to take a two-mile walk around the building.

Interested employees should meet at 2:30 p.m. sharp at the rear entrance of the Headquarters building.

Costume Contest

Combined Federal Campaign Activities Continue

Administrator David Hinson invites each member of his management team to participate in a Halloween costume contest in support of this year's Combined Federal Campaign.

The event will take place on *Friday, October 29*, in the FAA Auditorium from 11 a.m. to 12:30 p.m.

Each contestant's costume must be handmade by the participating manager's staff.

More than 70 children from the FAA Child Care Center will kickoff the event as they "trick or treat" in the FAA auditorium. Participating senior managers will follow with a costume parade before a panel of judges.

A Tina Turner "look-a-like" will perform while the judges cast their deciding votes for best costume. Prizes will be awarded to the first, second, and third place winners.

Donations of \$1 will be accepted at the door, going toward the CFC dollar goal of the winning contestant's organization.

Door prizes—including show tickets, gift certificates, crafts, and T-shirts—will be given out at the event.





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

Headquarters Intercom

What's New in TCAS

Agency Hosts 2nd International Conference

More than 400 representatives from domestic and international aviation organizations recently gathered in Reston, VA, to attend the second annual FAA-sponsored International Traffic Alert and Collision Avoidance System (TCAS) conference.

Top agency officials briefed the group on the status of the TCAS I limited installation program, TCAS II implementation requirements, and a developmental schedule of a collision avoidance system with horizontal resolution advisory capability.



FAA officials address the second annual International TCAS conference. They are, from left to right, Associate Administrator for Regulation and Certification Tony Broderick, Associate Administrator for Air Traffic Bill Pollard, and Associate Administrator for System Engineering and Development Marty Pozesky.

Executive Director for System Development John Burt, serving as keynote speaker, reported that TCAS II equipment has been installed on more than 80 percent of U.S. domestic carriers. He told the group that the FAA would not extend the congressional deadline of December 30 for installation of the TCAS II in all aircraft operating in U.S.

turn to Collision on page 3

Guidance on Streamlining

Agency Looks at How to Operate More Efficiently

Members of the Administrator's Management Team were recently asked by Acting Deputy Administrator Joe Del Balzo to develop plans on how they can operate more efficiently and effectively while reducing both costs and excessive layers of management.

All plans—requested in a memo dated October 5—are to be submitted by October 30.

There are several driving forces behind the request, including:

➔ Budgets for fiscal years 1994 and 1995 will be tighter than 1993.

➔ Vice President Gore's National Performance Review report emphasized the need to streamline and cut excessive management.

➔ The Airline Competitiveness Commission recommended changes in the FAA.

"In short, we want to see if we can do our work more efficiently and at a reduced cost," said Del Balzo.

turn to Streamlining on page 2

New Policy

Hinson Issues Agency's First General Aviation Policy Statement

Soon after being sworn in as FAA's 13th Administrator, David Hinson signed the agency's first "General Aviation Policy Statement."

Hinson opens the statement by saying "general aviation is critically important to the nation's economy and to the national transportation system."

"Accordingly," he continues, "it is the policy of the FAA to foster and promote general aviation while continuing to improve its safety record. These goals are neither contradictory nor separable."

turn to New Policy on page 3

Highlights

New Occupation. The development of a new occupation within the Airway Facilities organization is nearing completion.

The new occupation—called airway transportation systems specialist—recognizes the emergence of new work being performed in Airway Facilities as a result of rapidly changing technology.

A steering committee—made up of representatives from Airway Facilities and Human Resources in Headquarters and regional offices, and Professional Airways Systems Specialists—has been working for several months on the development of a series definition, classification guide, qualifications standards, and an implementation plan for the new occupation.

Once approved, implementation of the new occupation will begin, with a
turn to Highlights on page 2

Highlights *from page 1*

test application of the classification guide to a sample of positions from various segments of the Airway Facilities work force.

Full implementation is expected to begin in fiscal year 1994.

Fired Controllers. The FAA has sent out 5,442 application forms to fired controllers who called the agency's recently established toll-free number in Oklahoma City.

About 1,800 applications have been received by FAA under a job announcement that closed this month.

The more than 11,000 controllers fired by then-President Ronald Reagan in 1981, were given the opportunity to apply for FAA jobs when President Clinton recently lifted the 12-year old ban preventing them from doing so.

In-Flight Gambling. Virgin Atlantic Airways plans to offer in-flight gambling when its daily, non-stop service between London and Hong Kong begins next year.

The U.S. bans in-flight gambling anywhere in the U.S.—international law is not as clearly defined.

Passengers on these flights will be able to play video poker, roulette, and

blackjack from their seats. Some flights would also have gaming tables and croupiers.

Sometime next year, Virgin Atlantic Airways also hopes to offer in-flight shopping—via an advanced video system—to Hong Kong fliers.

First Delivery. The first shipment of the Voice Switching and Control System—known as VSCS—was delivered to the Seattle Air Route Traffic Control Center for installation.



This new high-tech, touch-screen VSCS console will provide controllers with complete and flexible digital communications.

Preparatory installation and modifications to the facility are expected to be complete by the end of this month. The new system will start initial testing in

Spring 1994.

VSCS will provide complete and flexible digital air-to-ground and ground-to-ground voice link communications between controllers at air route traffic control centers and enroute aircraft.

Seattle Center has historically been the test site for new air traffic systems.

Education is Power. "I came to America to become intellectually free," said Dr. Eduardo Padron, president,

Miami-Dade Community College, who recently spoke at a Headquarters event marking Hispanic Heritage Month.

Padron centered his discussion on the benefits of education.

He told FAAers that "every individual we fail to educate will cost taxpayers 10 to 20 times more to support. It costs more to send an individual to jail than it would to send that person to Yale University."

Dr. Padron is the new chair of the Hispanic Association of Colleges and Universities, and the first recipient of the Reverend Theodore Hessberg Award. The award recognizes successful undergraduate faculty development to improve the quality of teaching and learning in higher education.

Replacing Diners Club. American Express has won the U.S. Government credit card contract and will replace Diners Club.

The Diners Club contract expires November 29, at midnight. After this time, current Diners Club cards will be invalid.

Cardholders will be receiving their new cards in the next few months.

For additional information, contact Sid Mays, x78950.

Airports Video FAA's videotape entitled "Ground Vehicle Radio Communication" recently received the Award of Merit from the International Television Association.

Streamlining *from page 1*

Although the memo identifies some target reductions, these numbers are not absolutely firm. They serve as guidelines to help managers think about ways to improve services and reduce costs.

The focus of the streamlining review is on nonsafety positions, such as managers, overhead, and support. Positions directly related to safety, such as air traffic controllers, are excluded from the streamlining effort.

In responding to questions about recent media reports of FAA streamlining efforts, Administra-

tor David Hinson said, "while it is true that we are looking to downsize the agency, we hope most cuts will be accomplished through early retirements, 'buyouts,' and attrition."

The FAA analysis is part of an overall government-wide response to the Vice President's recently-issued Reinventing Government report. The Executive Board will review all proposed plans next month.

Recommendations will then be submitted for inclusion in the DOT's plan, due to the Office of Management and Budget in December.

The video—which received the award in the instructional television category—emphasizes the importance of proper radio communications to vehicle operators. It covers the correct procedures for communicating with the tower, communications technology, and the importance of learning from experienced personnel and supervisors.

The American Association of Airport Executives has shown the video on its national television network, and reports that it is a “useful training aid.”

Developed under the agency’s Back to Basics Program by the Office of Airport Safety and Standards, in conjunction with the Office of Safety Information and Promotion, the tape features Washington National Airport. It was produced by Star Mountain, Inc., with Jose Roman of the Airport Safety and Operations Division, serving as program manager.

Knocking the System. Federal managers often view agency personnel offices as “hindrances, not helps” in accomplishing their respective agency’s mission, according to a recent report from the Merit Systems Protection Board.

A recent survey revealed that managers generally consider the individuals in the personnel offices “courteous and hard working,” but said they are “slaves to a personnel system that seems to serve itself more than the employees and the goals of the agency.”

About one-third of the managers surveyed gave the offices high marks on recruiting, and about one-half gave positive feedback on their training, employee relations, and job classification services.

Personnelists surveyed gave their own offices generally high marks, but complained about the lack of formal training and staff, and the complexity of the procedures they must follow.

They placed specific blame on the thousands of pages of personnel laws and rules that no longer protect the merit system, but often make work inefficient and time-consuming.

The report noted that “this finding echoes the position of the National Performance Review.”

New Policy *from page 1*

The FAA will strive to achieve these goals, according to the policy, “through voluntary compliance and methods designed to reduce the regulatory burden on general aviation.”

The policy also adopts five goals of the General Aviation Action Plan—safety, FAA services, product innovation and competitiveness, system access and capacity, and affordability. The plan was produced last year by Flight Standards’ General Aviation and Commercial Division to achieve agency-wide goals for general aviation.

Hinson announced his acceptance of the policy in a televised address to the attendees of a joint FAA-Industry General Aviation Conference in Kansas City in early September.

In the statement Hinson says that the FAA’s general aviation goals “are best achieved by cooperating with the aviation community to define mutual concerns and joint efforts to accomplish objectives.”



Copies of the general aviation policy statement and the general aviation action plan are available by contacting the General Aviation and Commercial Division, (202) 267-8212.

Collision Avoidance *from page 1*

airspace with more than 30 passenger seats.

Associate Administrator for Regulation and Certification Tony Broderick provided information on TCAS implementation from an FAA policy perspective, while Associate Administrator for Air Traffic Bill Pollard addressed air traffic control issues related to the implementation of TCAS in the National Airspace System. Pollard cautioned international air traffic representatives to “pay close attention to controller training prior to the installation of TCAS” into their airspace.” He explained specific actions that the FAA instituted to familiarize agency controllers with TCAS operation in the National Airspace System.

Associate Administrator for System Engineering and Development Marty Pozesky outlined an approach to develop a horizontal resolution advisory capability, using input from the global positioning satellites and airborne flight management systems.

Representatives from the International Civil Aviation Organization (ICAO) reported on the development of international standards for the colli-

sion avoidance system. The conference also included a demonstration of newly developed controller and pilot training programs.

The FAA Office of System Capacity closed the conference with a briefing on applications to increase airspace capacity using TCAS.

Headquarters Intercom

October 26, 1993
No. 93-39

Diane Spitaliere
Editor

Briar Haggett
Editorial Assistant

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-3441

Flightplan

Weather Forum. FAA will sponsor the 1993 National Aviation Weather Users' Forum, *Tuesday through Thursday, November 30 - December 2*, at the Sheraton Reston Hotel in Reston, VA.

The forum is designed to develop a federal-industry consensus on industry service needs and priorities, and on federal versus private sector responsibilities for providing weather-related services.

Participants will use vendors and exhibits, laboratory demonstrations, presentations, and working groups to make recommendations on specific topics.

For more information, contact Richard Heuwinkel, x77400.

Ski Vermont. The Burlington Vermont Flight Service Station Ski Club is planning a New England Ski Fest *Sunday through Thursday, January 23-27*, in Stowe, VT.

The package costs \$390, and includes five days of lift tickets, five days lodging, welcome party, mountain barbecue, and more.

A \$50 deposit is required by *November 10*.

For more information call Mike Chapman, or Bill Coddington, (802) 951-6718.

AXO Awards. System Operations (AXO) will hold its second annual national honorary awards ceremony on *Tuesday, November 16*, at 10 a.m. in the FAA auditorium.

The ceremony will be broadcast live to the regions.

The event honors the recipients of the *Spirit of AXO* and *AXO Link* awards, which recognize the accomplishments of the organization's mission through the spirit of cross-organizational teamwork.

For additional information, contact Shirley Mason, x79377.

Fellowship Formation. FAAers who are members of the Prince Hall Associates are interested in forming a fellowship with other agency employees.

The group seeks associate members

who are new to the Washington area or simply interested in meeting fellow members. It plans on holding a brown bag luncheon in the near future for interested employees.

For more information, contact Henry Butler, x79388, Dennis Jackson, x77635, or Jean Richardson, x78565.

CFC Events. The CFC silent auction will be held on *Tuesday, November 2*, in the Headquarters lobby from 10:30 a.m. to 2 p.m. Auction items include show tickets, karate lessons, dinners, and more.

The annual pancake breakfast to support CFC will be held on *Thursday, November 4*, in the FAA cafeteria from 7 to 10 a.m. FAA Administrator David Hinson and his management team will attend. Entertainment will be provided by the DOT Choir, the White Eagle Dancers, and the FAA Air Bear.

Profits from both events will go to the "all agency" CFC designation.

People

Leave Donations. Air Traffic Control Specialist Vanessa Scott, of the Clearwater, FL Automated Flight Service Station, is an eligible recipient for the Southern Region's leave donor program.

She is the daughter of Mike Scott, a Headquarters employee in the Office of Air Traffic Program Management.

Scott has been diagnosed as having Papilledema, a condition where excessive spinal fluid puts pressure on the optic nerve. She is currently undergoing frequent spinal taps to relieve the pressure.

She has been on leave without pay for two months, but is expected to return to work later this month.

Anyone wishing to donate annual leave, can contact Mike Scott, ATZ-105, x61807, to obtain a Southern Region leave donation form.



New Options

OPM Issues New Life Insurance Choices

The Office of Personnel Management (OPM) recently issued final regulations on the election of *optional* coverage upon divorce or death of a spouse.

The change allows employees who are enrolled in the Federal Employees Government Life Insurance (FEGLI) program—with at least "basic" coverage—to elect Option B, Additional, and-or Option C, Family, or to add multiples of Option B, upon divorce or death of a spouse.

The change will provide an election opportunity for all employees who experience a change in family status, upon marriage, divorce, death of a spouse, or the addition of a child.

An employee who is not enrolled under Option B, Additional, may elect coverage under this provision, but the total number of multiples allowed is limited to the number of dependent children of the enrollee. Employees who are utilizing at least one—but fewer than five—multiples may elect to increase the number of multiples to equal the total number of dependent children.

This provision also affords the opportunity to elect Option C, Family, if the employee has any dependent children and previously declined this option.

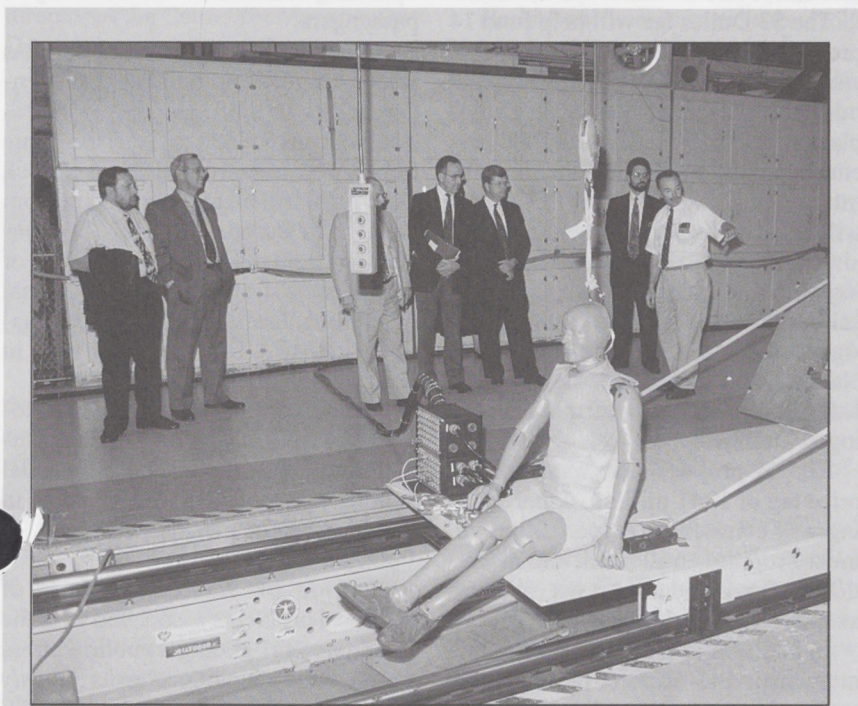
This change was effective September 29. No provision has been made for retroactive changes.

For more information in FAA Headquarters, contact Ida Mack, AHR-140, x73881.



U.S. Department of Transportation
Federal Aviation Administration

Headquarters Intercom



No Dummies

During a recent visit to the Civil Aeromedical Institute—known as CAMI—several of the agency's regional administrators received a first-hand demonstration of how the FAA crash dummies are used in research projects. FAA officials are, left to right, Alex Hammond, Western-Pacific; Clyde DeHart, Southwest; William Handel, Eastern; Fred Issac, Northwest Mountain; Ed Phillips, Great Lakes; and Jeff Marcus and Charlie Chittum of the CAMI staff.

Sharpening Management Skills

FAA Mid-Level Manager Development Program Selections Announced

Twenty managers have been selected for the second group participating in the FAA Mid-Level Manager Development Program, the Office of Human Resource Development has announced.

All were chosen from within Airway Facilities, System Engineering and Development, Airports, and Regula-

tion and Certification.

The program targets GS/GM-14s and 15s with managerial and supervisory experience. It is designed to sharpen skills for upper-management positions. Its goal is to enrich the selection pool for high level jobs by developing middle manag-

turn to **Mid-Level** on page 6

Highlights

New Appointment. Darlene Freeman is the new associate administrator for Aviation Standards. She replaces Cas Castleberry, who recently retired.

Freeman was previously acting executive director for Acquisition and Safety Oversight. Prior to that, she served as associate administrator for Aviation Safety.

Freeman served as the chair of FAA's National Performance Review task force.

Marty Phillips will be acting as executive director for Acquisition and Safety Oversight, while Charlie Huettner continues to lead Aviation Safety.



Darlene Freeman

GPS Guru. Dick Arnold has been named to act as the focal point for the agency's rapidly developing Global Positioning System (GPS) program, FAA Administrator David Hinson has announced.

Arnold will report directly to Marty Pozesky, associate administrator for System Engineering and Development.

Arnold, an active pilot, will interact directly with the user-airline community, Hinson said.

Arnold was deputy director of Research and Development before being named to his new post.

Russian Capacity. The Russian-American Coordinating Group for Air Traffic Control recently met for the second time in Anchorage, focusing on

turn to **Highlights** on page 2

Highlights *from page 1*

developing and increasing the capacity of air traffic services in the Russian Far East.

Attending the week-long meeting were representatives from the FAA, the Commission for Airspace Use and Air Traffic Control of the Government of Russian Federation, the Russian Ministry of Defense, the Japan Civil Aviation Bureau, Transport Canada, European and Asia-Pacific International Civil Aviation Organization, and various airline associations.

The international aviation community has a major interest in the air routes to and over Russian territory. Shorter air routes linking North America to the Orient can save the airline industry millions of dollars. The first two international routes to the Orient were approved this summer.

The meeting included discussions on increasing existing route capacity, developing new international routes, improving radio communication infrastructure, developing an action plan for actual and potential volcanic eruptions, and the handling of hijackings, emergencies, and joint search and rescue operations.

Dulles Expansion. The FAA has approved a request to collect a fee from departing passengers at Washington



The \$3 passenger facility charge will help fund Dulles Airport's first permanent midfield passenger terminal.

Dulles International Airport to fund nearly \$200 million in airport improvement projects.

Beginning January 1, the Metro-

politan Washington Airports Authority is authorized to collect a \$3 passenger facility charge (PFC) from departing passengers at Dulles for the next nine-and-a-half years.

This summer, the FAA approved a similar fee at Washington National Airport, which is also run by the airports authority. Passenger charges went into effect on November 1 at National.

The \$3 Dulles fee will help fund 14 projects. The biggest is the final design and construction of the first permanent midfield passenger terminal. Dulles plans to use \$150 million in PFC revenues to build a 12-gate concourse for international flights. Other PFC funds will help pay for reconstructing Dulles airport roads and bridges, and improving runways, aprons, taxiways, electrical service, and airfield lighting and signs. Some of the funds collected at National will help pay for the east-west extension of the main terminal building at Dulles.

The 14 projects have an estimated price tag of \$241 million. Other funding will come from Airport Improvement Program entitlement and discretionary funds and airport net revenues and revenue bond proceeds.

In addition to Dulles and National, more than 145 airports have already received approval to collect PFCs totaling about \$8.2 billion.

Biggest Fine. The biggest penalty ever assessed by the DOT for aviation economic violations has been levied against Middle East Airlines (MEA).

Under a settlement, the DOT will issue a consent order directing MEA, a Lebanese carrier, to cease and desist from violations of DOT restrictions on air transportation to cer-

tain countries and assessing a civil penalty of \$500,000. Of that amount, \$225,000 will be paid over a two-year period. The balance of \$275,000 will

be forgiven if the airline commits no further violations of the DOT restrictions.

In 1985 the President and DOT banned the sale in the U.S. of any passenger air transportation to, from, or through Lebanon.

The ban was imposed because of concerns about the security of aircraft operating in Lebanon and the safety of passengers.

Since 1990, the DOT said MEA has issued a significant number of passenger tickets in the U.S. for transportation from this country to Lebanon. Some tickets were issued on MEA ticket stock showing a trip on another carrier from the U.S. to Europe with an MEA connecting flight to Beirut. While some of these tickets showed Damascus, Syria, or Amman, Jordan, as the final destination, the MEA flight number was, in fact, a connecting flight to Beirut.

The settlement notes that MEA cooperated fully during the DOT investigation and that the airline's financial condition was taken into account in determining the penalty.

Sounds of Silence. Because of technical problems associated with the Headquarters building's public address system wiring, announcements can only be heard on floors 3, 4, 9, and 10.

All announcements must be cleared through Public Affairs, APA-340, at least one business day in advance. However, every effort should be made to use other media channels—such as flyers, posters, announcements in Headquarters *Intercom*, and on *TV-Ten*—to alert employees of upcoming events.

Announcements on the public address system will only be made if, for some reason, other media channels were not available prior to the event.

Use It or Lose It. FAAers need to start thinking about scheduling any "use or lose" annual leave to avoid possible loss at the end of the leave year—January 8.

Managers need to take an active role in scheduling employee leave. All leave requests should be submitted, in writing, by November 27.

Employees can carry a maximum of 340 hours into the new leave year. Scheduled leave in excess of the carry-over limit that has been canceled because of official government business, sickness, or an administrative error, may be restored and carried into the next leave year.

Miami Bound. Ray Salazar, former director of the Center for Management Development at Palm Coast, was recently named director of the newly-created Latin America-Caribbean International Office in Miami, FL.



Ray Salazar

perfect mix of technical skills and background, in addition to a detailed knowledge of the international environment for his new assignment.”

The new post was created by FAA's Office of International Aviation to aid in the creation of a global aviation system, both for safety and efficiency. It encompasses 42 countries.

Salazar will supervise international policy in Latin America and the Caribbean, and will also work with diplomatic missions, military services, foreign governments, and representatives of the aviation industry and international organizations.

See the November issue of *FAA World* for a more detailed report on Salazar and the newly-established office.

Complaints Down. Complaints in August from consumers about airline service declined nearly 28 percent when compared to August 1992, the most recent figures released by the DOT show.

According to the monthly Air Travel Consumer Report, air travelers registered 587 complaints with the department in August, compared to 812 in August 1992. DOT received 580 complaints in July.



Improved Health Benefits Government-Wide Open Season Begins November 8

FAAers will have an opportunity, beginning Monday, November 8, to enroll in the Federal Employees Health Benefits program, change health plans, or change options.

Health benefits open season runs from November 8 through December 13.

Nationwide, more than 300 health plans will participate in this year's open season. This is the fourth consecutive year that low rate increases and improved benefits are offered, according to the Office of Personnel Management (OPM). New or improved preventive care services, including physical exams, cancer screenings, well child care, and blood lead level screenings for children will be offered. Many plans also have improved mental health and substance abuse benefits, as well as infertility diagnosis and treatment offerings.

The 1994 Enrollment Guide and Comparison Chart has been forwarded to employees. Each employee currently enrolled in a plan will receive a brochure from their provider, and new brochures will be provided for employees making changes.

According to OPM, most enrollees

can expect to see improvements in the processing of their claims, particularly when purchasing prescription drugs.

In conjunction with the open season, the following events have been planned:

➔ Health benefits panel, Tuesday, November 9, from 9 to 11 a.m. Representatives from most major health plans, the FAA Employee Assistance Program, and the health clinic will discuss the 1994 season and provide general information in conference room 9ABC.

➔ Health benefits briefing by Walt Francis, author of *The Checkbook Guide*, Wednesday, November 10, from 11 a.m. to 12 noon in room 9ABC. Information on a comprehensive study of health plans will be provided.

➔ Health benefits fair, Tuesday, November 16, from 9 a.m. to 2:30 p.m. in the FAA lobby. Representatives from most major health plans will be available to answer questions.

Headquarters employees may pick up the Health Registration Form, SF-2809, beginning Wednesday, December 8, in the Employee Relations Branch, AHR-140, Room 522.

The booklet *Federal Employees Health Benefits Program*, SF-2809A, and the *Checkbook Guide* (sign-out only) will also be available on that date.

Questions about open season? Contact Ida Mack, x73881, or Andre Speedieberg, x78916.

Headquarters Intercom

November 2, 1993
No. 93-40

Diane Spitaliere
Editor

Brian Haggett
Editorial Assistant

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-3441



1993 Combined Federal Campaign

Soaring Start

A Glimpse at Headquarters CFC Promotional Events

This year's Combined Federal Campaign got off to a "soaring" start as representatives from the Administrator's Management Team flew make-shift airplanes from the second

floor balcony of the Headquarters building. Air Traffic's Neil Planzer coordinated all "flights" for the fund-raising event, declaring winners in categories such as best design, most survivability,



best aeronautics, and most unique design.

Associate Administrator for Civil Aviation Security Orlo Steele, FAA's vice CFC chairman, kicked off the campaign with some help from "Air Bear." An "Elvis" impersonator, along with the White Eagle Dancers, was on hand to entertain the group.

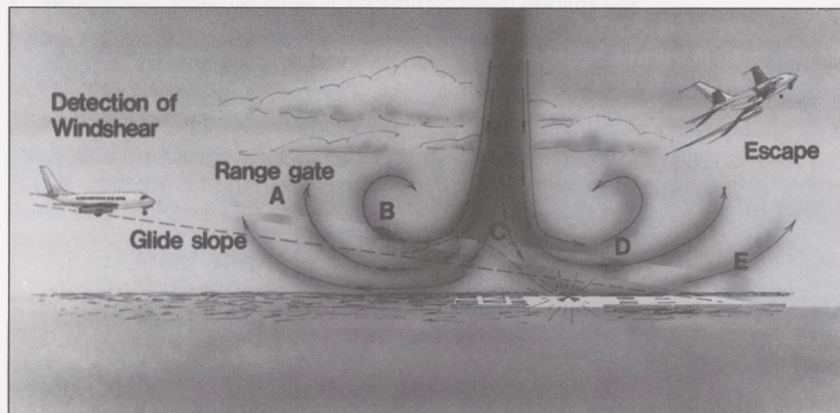
Banners displaying the CFC logo "You Make It Happen," were displayed in the lobby, courtesy of FAA's Child Care Center kids. The youngsters were joined by a Teenage Mutant Ninja Turtle, the ever-popular purple dinosaur Barney, and Clark the clown, as they colored and finger-painted for the Combined Federal Campaign.

You make it happen



Windshear Warnings

FAA, NASA Consider Formal Training on Windshear Instruments



This artist's sketch shows how windshear affects an aircraft.

The FAA and the National Aeronautics and Space Administration (NASA) are considering whether pilots should have formal training on new aircraft instruments that give advance warning of windshear—sudden changes in wind speed and direction that can endanger aircraft during takeoff and landing.

This consideration comes after seven years of windshear study by both agencies, including research on windshear hazards, flight tests of three new advance-warning sensors, and studies of pilot response to displays generated by data from the devices.

Because the new sensors can give up to 40 seconds warning of a windshear encounter, the procedures consider how far away the windshear is and where it is in relation to the flight path. If the displays show a windshear more than three miles away, or to the side of the flight path during the approach to the runway, for example, pilots would normally fly around the threat. If a windshear is on the flight path within three miles, pilots would either execute "missed approach" procedures or fly around it after clearance from air traffic controllers.

A warning of windshear less than 1.5 miles ahead would dictate a straight-head escape, since there might not be enough time to contact controllers, get clearance, and turn away from the haz-

ard. The new sensors make this procedure possible because transport aircraft normally have power to fly through windshear if the pilots know about the

hazard in advance and take appropriate action.

Forward-looking windshear sensors could be available to airlines by the end of the year, according to NASA.

Training based on use of the new sensors would let pilots evade windshears when possible, but also would make sure they can fly through them safely if contact cannot be avoided. These procedures would expand on, not replace, current FAA-mandated techniques for avoiding windshear.

Windshear was a factor in air accidents that caused at least 500 deaths from 1964 to 1985. In 1987, the FAA created training aids to help pilots identify the phenomenon and escape if they unexpectedly enter a windshear.

Maintaining Diversity

Office of Civil Rights Provides Guidance During Hiring Restrictions

FAA managers and supervisors are growing increasingly concerned about meeting one of the agency's top priorities—achieving a diverse work force—reports Assistant Administrator for Civil Rights Leon Watkins.

Since the issuance of the National Performance Review report and the Government Performance and Results Act of 1993, agency managers are seeking advice on how to achieve diversity during a strict hiring freeze.

Saying "budget constraints should not be an excuse for not achieving equal employment opportunities," Watkins advises managers and supervisors to set realistic affirmative action goals for eliminating barriers faced by minorities, women, and people with disabilities.

"Management needs to address the current imbalances," said Watkins.

Watkins is advising managers and

supervisors to look at opportunities beyond hiring, including promotions, training, retention, details, reassignments, and awards. He said to ensure that equitable treatment is given to minorities, women, and people with disabilities when considering action in these areas.

Managers and supervisors also need to readdress the critical job elements of their performance standards due to the agency's changing operating procedures. According to Watkins, job elements should clearly indicate what efforts have been made to support civil rights programs and activities, and promote, train, retain, reassign or award minorities, women, and people with disabilities. They should also include efforts that address the elimination of impediments and imbalances affecting an organization's underrepresented employees.

Mid-Level Manager Development Program *from page 1*

ers throughout FAA's diverse work force.

Future programs will be agencywide.

Developmental activities include an assessment workshop by the Center for Creative Leadership, rotational

and shadowing assignments, special projects, and topical workshops.

During the two-year program, participants will remain in their current positions. Those selected are:



Mid-Level Manager Development Program selectees.

George Baty
Airway Facilities
Northwest Mountain Region

George Bloomingbird
Airway Facilities
Great Lakes Region

Judy Branting
Airway Facilities
Headquarters

D. Alan Bryan
Airway Facilities
Southern Region

Deborah Carlson
Airway Facilities
Headquarters

Kris Conquergood
Airway Facilities
Alaskan Region

Marcia Corey
Airway Facilities
Headquarters

Felix Enriquez
Airway Facilities
Southern Region

Michael Faltermeier
Airports
Central Region

Rosa Flores
Airway Facilities
Headquarters

Paul Gallup
Airway Facilities
Western-Pacific Region

Michael Henry
Regulation and Certification
Headquarters

Deborah Johnson
Airway Facilities
Eastern Region

John Lukaszewicz
Airway Facilities
Southern Region

Jeanne Martin
Airway Facilities
Central Region

Terry Page
Airports
Eastern Region

Ellis Powell
Airway Facilities
Eastern Region

Robert Rovinsky
*System Engineering
and Development*
Headquarters

Gilbert Thompson
Regulation and Certification
Northwest Mountain Region

John Zalenchak
*System Engineering
and Development*
Headquarters

DOT Fellows Named

Ten FAAers Selected for Program

Ten FAA employees have been selected for the 1993-94 DOT Fellows Program.

The DOT Fellows Program, sponsored jointly by the Office of the Secretary and the Council for Excellence in Government, is designed to enhance leadership skills of mid-level manag-

ers through a series of interactions with successful leaders from major business and government organizations.

The candidates will continue in their current jobs, while participating in a series of monthly seminars, retreats, site visits, and other developmental activities. Several times throughout the year,

the DOT Fellows will meet with representatives from the Government-wide Fellows Program to explore the challenges confronting public and private sector managers in the decade ahead.

Department-wide, 30 fellows were selected. FAAers chosen for this year's program are:

Mary Adams
Air Traffic Control Specialist
Headquarters

Malinda Battle
Procurement Analyst
Headquarters

Deborah Conway
Candidate Development
Program Manager
Headquarters

Ebrakpo Gbemiye-Etta
Program Analyst
Headquarters

Sharon Feland
Employee Development
Division Manager
Aeronautical Center

Lauren Grace
Assistant Air Traffic Manager
New England Region

Phyllis Howard
Special Assistant to the Director
of the Office of Aviation
System Standards
Headquarters

Patricia Mattone
Supervisory
Cabin Safety Specialist
Eastern Region

Gregory Phillips
Program Specialist
Northwest Mountain Region

Joseph Washington
Airport Capacity
Program Manager
Southwest Region

Open House

FAA Demonstrates

Advanced Automation System Achievements

FAA's Program Manager for Advanced Automation invites all FAAers to attend an open house at the Advanced Automation System Development Demonstration Facil-

ity (DDF) in Gaithersburg, MD.

Facility tours will be conducted from 8 a.m. to 5 p.m. on November 18, 19 and 22.

In a simulated environment, FAAers can witness the progress of the advanced automation system and the voice switching and control system since the facility's opening in June 1991.

The event will feature a demonstration of:

➔ **Terminal Advanced Automation System.** The system was recently integrated into the DDF for early assessment of the hardware, software, and procedures that will replace the automated radar terminal system (ARTS) in large TRACON facilities across the country.

➔ **Voice Switching and Control System.** Voice communications equipment can be seen in a mock-up of the M-1 console currently used by air traffic controllers.

➔ **Initial Sector Suite System.** Now in the final phase of factory testing, the system benefited from early assessment of its hardware, software, and procedures at the DDF.

➔ **Tower Control Computer Complex.** A demonstration of Type 3 capability, which provides for limited flight data handling, full status and control of airport equipment and interface to the pre-departure clearance, digital automated terminal information service (ATIS), and information distribution system.

For reservations and more information about the event, including transportation arrangements, call Kathleen Doucette, (202) 376-6528, or Teresa Ponchock, (202) 376-6512.



Visitors can see the controller workstations of the future—called common consoles—at the Development Demonstration Facility in Gaithersburg, MD.

Flightplan

Native Heritage. The opening ceremony for the Native American-Alaska Native Heritage Month will be held on *Thursday, November 4*, at 2 p.m. in the FAA Auditorium. There will be a panel discussion on "Education as Experienced by Native American-Alaska Natives."

On *Monday, November 8*, from 11 a.m. to 12 noon, Preston Adkins of the Chickahominy Tribe will give a dance performance in the FAA Auditorium.

For more information, contact Rita Simons, x75794.

Ski Vermont. The Burlington Vermont Flight Service Station Ski Club is planning a New England Ski Fest *Sunday through Thursday, January 23-27*, in Stowe, VT.

The package costs \$390, and includes five days of lift tickets, five days lodging, welcome party, mountain barbecue, and more.

A \$50 deposit is required by *Wednesday, November 10*.

For more information call Mike Chapman, or Bill Coddington, (802) 951-6718.

Weather Forum. FAA is sponsoring the 1993 National Aviation Weather Users' Forum, *Tuesday through Thursday, November 30-December 2*, at the Sheraton Reston Hotel in Reston, VA.

The forum is designed to allow discussion on industry service needs and priorities, and on federal versus private sector responsibilities for providing weather-related services.

Participants will use vendors and exhibits, laboratory demonstrations, presentations, and working groups to make recommendations on specific topics.

For more information, contact Richard Heuwinkel, x77400.

Safety Meeting. The Washington Flight Program staff, AVS-60, will hold

its last in a series of safety meetings on *Tuesday, November 2*, at 10 a.m. in the Headquarters auditorium.

Guest speaker will be Captain Al Haynes, the United Airlines captain who guided a crippled DC-10 to a successful crash landing at Sioux City, Iowa in July 1989.

Haynes will give a detailed account of how he and his crew managed to maintain partial control of the ill-fated jet by using differential power from the two remaining engines after engine failure and a total loss of the hydraulic system occurred.

Meeting attendance is required for Headquarters flight program participants. Other interested FAAers are also welcome.

For more information, call Dave Clemmer, (703) 604-7104.

Create-a-book. The last Combined Federal Campaign create-a-book sale will be held on *Monday, November 8*, from 7:30 a.m. to 3 p.m. on the second floor, outside the FAA cafeteria.

Employees can choose from 10 storybooks that can be personalized by including a child's name, names of friends and family members, and other individualized information.

Books will be created while you wait.

Profits are used to sponsor events to raise funds for the CFC.

GLOBE Gatherings. The DOT Gay, Lesbian, or Bisexual Employees (GLOBE) group will hold its next business meeting on *Thursday, November 18*, from 5 to 7 p.m., in the Nassif building, room 6332-36.

The group is also sponsoring a brown bag lunch on *Thursday, November 4*, from 12 noon to 1 p.m., in the Nassif building, room 4436-38.

Federal GLOBE meetings are held the *second Tuesday* of each month at 6 p.m. at the DC School of Law, 719 13th Street, NW. The next meeting is scheduled for *Tuesday, November 9*.

For more information, call Sheila Skojec, AGC-430, 376-6475, or Harry LeBlanc, ASU-320, 606-4525.

Strong Commitment

Hinson to Push for Diverse Work Force

At his first appearance before the National Black Coalition of Federal Aviation Employees, FAA Administrator David Hinson told the group that he is still getting to know individuals and groups in the agency, but thinks the FAA is a first-class organization. "I have been told about the good work this group has done and I look forward to working with you," Hinson said.

The administrator told the group that his commitment to civil rights, work force diversity, and equal employment opportunity mirrors that of President Bill Clinton and DOT Secretary Federico Peña. Hinson said that work force diversity and high work standards are achievable at the FAA without sacrificing one for the other, and that his own "strong and unequivocal" policy statements will be issued soon.

Hinson shared with the group the direction the FAA must take to meet

the challenges of the 21st century.

He said the agency must:

→ Continue to be in the forefront with aviation systems and new technology.

→ Work to harmonize the U.S. aviation system into an international aviation system.

→ Take the lead to have regulations that apply to the international aviation system.

Although the FAA still faces possible changes with the reinventing government initiative and new fiscal year guidelines, Hinson feels whatever the FAA has to do it will be done with the participation of all FAAers working as one.

The National Black Coalition of Federal Aviation Employees, a special emphasis group under the Office of Civil Rights, works to promote work force diversity and equal employment opportunities.



U.S. Department of Transportation
Federal Aviation Administration

Headquarters Intercom

Listening to its Customers

FAA Reports Back to Industry on Agency Plan

"The FAA is serious and dedicated to listening to what its customers have to say."

That's what Administrator David Hinson told airline industry represen-

critical areas with desired goals:

21st Century Aviation System

→ Implement an operational concept for the future which matches new technology and procedures with user needs.

→ Design the proper role for humans in higher levels of automation to achieve maximum safety, efficiency, and capacity.

System Safety

→ Eliminate accidents and security incidents in the aviation system with a strategy that targets the most critical areas.

→ Eliminate accidents and incidents caused by human error.

System Capacity

→ Meet system capacity needs with long-term solutions and real-time resolutions of today's targeted problems.

Industry Vitality

→ Promote U.S. aviation and U.S. preeminence in the global aviation system.

→ Increase, with a sense of urgency, the efficiency of the air transportation system.

International Leadership

→ Achieve, through U.S. leadership, international standardization of a safe and efficient global air transportation system.

Environmental Responsibility

→ Provide strong leadership in mitigating the adverse environmental impact of aviation.

turn to **Challenger** on page 4



Ben Kocivar

Acting Deputy Administrator Joe Del Balzo addresses industry concerns at the agency's latest "challenger" session.

tatives at the second of two "challenger" sessions where the agency's future goals and objectives were recently outlined.

At the first strategic planning session, industry representatives "challenged" the FAA to devise a plan that addressed their concerns, as well as those of the agency. Seeking input from diverse sources, a similar session was held with newer agency employees.

"We accepted your challenges in August, and now we are responding to them," said Acting Deputy Administrator Joe Del Balzo as he kicked off the meeting.

Del Balzo explained that the goal of the current session was to "understand whether or not the FAA was on the right track."

The draft strategic plan targets seven

Highlights

Secretary's Awards. Look for the recipients of the Secretary of Transportation's Annual Awards in the November issue of *DOT Today*.

The edition features a two-page spread which lists award recipients from the FAA and other DOT modes.

New Deputy. President Clinton has announced his intention to nominate Linda Hall Daschle to be the FAA's new deputy administrator.

Daschle is currently the senior vice president of the American Association of Airport Executives, the nation's largest professional airport organization. The association represents more than 1,700 airport executives who are responsible for planning, managing, and operating U.S. airports. She is also a member of the U.S. Travel and Tourism Congressional Caucus Advisory Board.



Linda Hall Daschle

In 1980 Daschle was named one of six newly-appointed regional directors by the Civil Aeronautics Board. Three years later she became the first female director for the board's Office of Congressional, Community, and Consumer Affairs.

After leaving the federal government, Daschle was named director of federal affairs for the Air Transport Association, where she maintained high-level representation with Congress on behalf of the nation's major

turn to **Highlights** on page 2

Highlights *from page 1*

passenger and cargo airlines.

Daschle began her aviation career as a licensed weather observer for the FAA while attending Kansas State University.

Charge Card Change. American Express will take over the Government Charge Card program, replacing Diners Club, on November 30.

American Express has already begun mailing the new cards.

Current Diners Club charge cards expire on November 29, at 12 midnight. They will no longer be accepted after that date. Employees in a travel status on that date may, in some cases, have to use both charge cards for payment.

The Office of Accounting is awaiting disposition instructions from the General Services Administration for the Diners Club cards.

Agency credit cards can only be used for official travel expenses including transportation, lodging and meals, and rental cars.

CMD Chief. Woodie Woodward was recently named manager of the Center for Management Development, FAA's management training facility in Palm Coast, FL.

She replaces Ray Salazar, who was recently named director of the newly-created Latin America-Caribbean International Office in Miami, FL.

Woodward served as Southern Region's deputy regional administrator since 1991. She began her FAA career in 1987, as a special assistant to the associate administrator for Development and Logistics in Washington, DC. She later served as a legislative specialist in the Office of Government and Industry Affairs.

Other Headquarters assignments include special assistant to the executive director for System Development and executive assistant to the deputy administrator.

Before joining the FAA, Woodward worked on the Washington, DC, staff of U.S. Senator Mack Mattingly. She

served as his chief of staff from 1984 to 1987.

Woodward is a graduate of Florida State University and received her master's and doctorate degrees from the University of Kansas.

FTS2000 Award. Shirley Terrell, a communications management specialist in the Telecommunications Management and Operations Division, recently received the General Service Administration's FTS2000 Award for



Shirley Terrell

cost effectiveness.

GSA initiated the interagency awards program to recognize groups and individuals responsible for saving money and improving services through the use of the FTS2000 network.

Terrell managed the transition of the FAA's weather briefing system and other agency telecommunications services to the network, resulting in significant savings to the agency and increased efficiency.

Terrell was presented with the award at the FTS2000 Users Forum in Phoenix. She was also presented with a cash award at FAA Headquarters.

Terminating PMRS. The Performance Management and Recognition System (PMRS) expired on October 31.

Former PMRS employees now fall under the GS pay plan. They will continue to be paid at their current rate of pay, as adjusted by any final merit increases, even if that rate is not a designated GS step rate.

To minimize processing time and paperwork, agencies will continue to use the pay plan code "GM." The Office of Personnel Management has redefined "GM" to include employees formerly covered by the PMRS.

Affected employees will be eligible for within-grade increases upon completing the applicable requirements.

Their last merit increase—which was October 3, 1993—began the with-grade increase waiting period.

In most cases, fiscal year 1994 performance elements and standards will not change. No decision has been made yet about how and when GM employees will next be appraised.

Employees with questions about their "GM" status, should contact their servicing Human Resource Management Division.

Use It or Lose It. FAAers need to start thinking about scheduling any "use or lose" annual leave to avoid possible loss at the end of the leave year—January 8.

Managers need to take an active role in scheduling employee leave. All leave requests should be submitted, in writing, by November 27.

Employees can carry a maximum of 240 hours into the new leave year. Scheduled leave in excess of the carry-over limit that has been canceled because of official government business sickness, or an administrative error may be restored and carried into the next leave year.

Enterprising Entrepreneurs. Minority and women entrepreneurs who have had significant achievements and made contributions to the transportation industry and the nation's economy were honored recently during a DOT Minority Enterprise Development Week awards ceremony.

The ceremony was part of the 11th annual national observance of Minority Enterprise Development Week.

Sixteen private business owners and nine DOT employees were recognized for their "outstanding contributions to the department in the area of minority and women-owned business enterprises." FAA's Program Manager for Navigation Charles Ochoa, Office of the Program Director for Navigation and Landing, was among the honorees.

Hampton University, Hampton, VA a historically black university, was recognized by the FAA.

DOT Secretary Federico Peña said "the department is proud of the signifi-

cant achievements of minority and women-owned enterprises and will continue to expand on opportunities for these entrepreneurs to participate in DOT's programs in the transportation sector."

Relocation Rules. Expense allowances associated with residence transactions when undergoing permanent change-of-station moves have been increased.

When selling a home at the old official duty station, reimbursement shall not exceed 10 percent of the actual sale price, or \$21,340, whichever is less. When purchasing a home at the new official duty station, reimbursement cannot exceed five percent of the purchase price, or \$10,669, whichever is less.

This information was published in the October 14 *Federal Register*. It applies to employees whose effective date of transfer was on or after October 1, 1993.

Sharing Sick Leave. A bill to reauthorize a program permitting federal employees to donate annual leave to co-workers is awaiting signature on Capitol Hill.

For the first time, the law would include a provision allowing employees to transfer sick leave to fellow employees.

The voluntary leave transfer program permits workers who have used up all of their annual leave while facing personal or family emergencies to accept donated leave from other employees.

It is up to the employing agency to decide which employees are eligible for donated leave.

Hatch Act Changes. Last month, President Clinton signed into law a bill that would allow federal workers to engage in partisan political activity on their own time.

Taking effect early next year, the law will loosen many of the restrictions on political activity placed on federal employees by the 1939 Hatch Act.

Conquering the 'Wall'

Employee Involvement Steering Committee Promotes Team Building

Members of the Airway Facilities employee involvement steering committee in Headquarters recently scaled the now-famous "wall" at the Center for Management Development in Palm Coast, FL.

Under the center's Intact Working Group Program, the group took to the woods to promote and strengthen team building skills. Committee members developed operating guidelines for their session, carefully planning activities

designed to provide the maximum benefits for individual team members, as well as the team as a whole.

The group participated in trust building exercises before moving on to their ultimate goal of scaling the wall. Team members accomplished this feat without the help of their leader—Associate Administrator for Airway Facilities Arnold Aquilano—who had his mouth "zipped" during the activity, forcing the team to go it alone.

The group also developed a "vision" statement for the committee while at the Florida facility.

Team members include Patricia Anderson, Arnold Aquilano, Archie Archilla, Deborah Bradford, Larry Dixon, Vanessa Dixon, Rick Ford, Eileen Hohman, Tom Howell, Jeanette King, Warren Morris, Steve Rothschild, Judy Schermerhorn, Marlene Thomas, Bill Weeks, and Alice Wong. Joe Henkelman and Mike Fanfalone of the Airway Facilities Management Staff, along with two CMD staffers, served as facilitators.

Committee members praised the facilitators for their support and attributed much of the team's success to their efforts.



Members of the Airway Facilities employee involvement steering committee after scaling the "wall."

Headquarters Intercom

November 9, 1993
No. 93-41

Diane Spitaliere
Editor

Briar Haggett
Editorial Assistant

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-3441

Healthbeat

No Smoking. The Great American Smokeout is *Thursday, November 18*.

Pulmonary testing will be offered to Headquarters FAAers *Tuesday through Thursday, November 16 through 18*, from 8 to 9 a.m., in the clinic.

Testing is by appointment only. A sign-up sheet will be available in the clinic, room 327, beginning *Wednesday, November 10*.

For more information, contact Nancy O'Kane, x73406, or Clara White, x73405.

Flightplan

DDF Open House. FAA's Program Manager for Advanced Automation invites all FAAers to attend an open house at the Advanced Automation System Development Demonstration Facility (DDF) in Gaithersburg, MD.

Facility tours will be conducted from 8 a.m. to 5 p.m. on *Thursday, Friday, and Monday, November 18, 19 and 22.*

In a simulated environment, FAAers can witness the progress of the advanced automation system and the voice switching and control system since the facility's opening in June 1991.

The event will feature a demonstration of the Terminal Advanced Automation System, the Voice Switching and Control System, the Initial Sector Suite System, and the Tower Control Computer Complex.

For reservations and more informa-

tion about the event, including transportation arrangements, call Kathleen Doucette, (202) 376-6528, or Teresa Ponchock, (202) 376-6512.

Native Heritage. As part of Native American-Alaska Native Heritage Month, an Indian craft vendor will be in the FAA cafeteria on *Monday, November 29*, from 10 a.m. to 2 p.m.

A special exhibit will be displayed in the FAA Headquarters lobby throughout the month of November.

Weather Forum. FAA will sponsor the 1993 National Aviation Weather Users' Forum, *Tuesday through Thursday, November 30-December 2*, at the Sheraton Reston Hotel in Reston, VA.

The forum is designed to allow discussion on industry service needs and priorities, and on federal versus private sector responsibilities for providing

weather-related services.

Participants will use vendors and exhibits, laboratory demonstrations, presentations, and working groups to make recommendations on specific topics.

For more information, contact Richard Heuwinkel, x77400.

AXO Awards. System Operations (AXO) will hold its second annual national honorary awards ceremony on *Tuesday, November 16*, at 10 a.m. in the FAA auditorium.

The ceremony will be broadcast live to the regions.

The event honors the recipients of the *Spirit of AXO* and *AXO Link* awards, which recognize the accomplishments of the organization's mission through the spirit of cross-organizational teamwork.

For additional information, contact Shirley Mason, x79377.

Challenger Session from page 1

FAA Organization

→ Operate the FAA to be efficient like a business, with emphasis on quality performance, unprecedented service delivery and responsiveness, total system efficiency, clear accountabilities and decision making, and cost containment.

→ Make the FAA a customer-focused organization responsive to customers' evolving needs.

→ Transform the FAA into the model federal workplace.

During brief presentations, FAA's associate and assistant administrators identified industry comments and outlined agency objectives for each of the critical areas. Later that day, industry representatives were given the opportunity to "critique" the agency plan.

Hinson told the group that "if we are not moving in the direction you want, now is the time to give us alternative solutions and options."

Hinson emphasized that compiling a strategic plan based on industry input was a new way of doing business for the agency, explaining that in the last 12 years the FAA has had an expanding budget. The Administrator went on



"The FAA is serious and dedicated to listening to what its customers have to say."

David Hinson
FAA Administrator

to say that the agency now faces "serious constraints from funding sources" and for the first time has to make "real choices similar to those faced by private industry."

"That's where you come in," said Hinson. "This group needs to advise us how to do that best."

Using the global positioning sys-

tem—better known as GPS—as an example, Hinson said that "for every dollar we spend on GPS, we take a dollar from something else."

Hinson also spoke about the FAA's changing organizational structure, due, in part, to the Vice President's initiative to "reinvent government." He praised the agency's senior managers and the "tremendous amount of effort" they are putting into creating an organization that "runs more efficiently at a reduced cost."

"While I support the effort fully," said Hinson,

"I cannot take any of the credit. It was well underway before I came to the agency."

The FAA will publish a revised version of the agency's strategic plan in December. "We hope to determine the areas that we need to continue to 'fine tune' before issuing that report," said Hinson.



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

Headquarters Intercom

'Freedom' Returns

More than 50,000 spectators watched in awe as a Sikorsky helicopter named "Bubba" safely returned the "Statue of Freedom" to its rightful place atop the Capitol building. The event occurred during a recent ceremony commemorating the Capitol's bicentennial. "Freedom"—a seven and a half ton statue, standing 19 1/2 feet tall—was removed from the nation's number one building last spring for cleaning and restoration. The effort—costing more than 31 times the statue's original cost of \$23,796—was funded primarily by private donations and the sale of gold coins commemorating the bicentennial of Congress in 1989. The statue, which was designed by Thomas Crawford, has been standing on top of the Capitol building since 1863.



Heading to Russia

FAA Opens New Office in Moscow

Recent political and economic changes in Russia have opened up new areas of opportunity in the aviation industry for the former communist country.

Foreseeing Russia's pivotal aviation role over the next decade, the FAA began working with Russia's civil aviation authority organizations to integrate it into the global aviation industry. As part of this effort, the FAA recently established an agency post in Moscow.

Dennis Cooper, former manager of the FAA's International Research Program Office, will serve as the FAA's

first representative in Moscow.

Cooper, who will serve a two-year tour—has 15 years of experience in negotiation skills and is fluent in Russian. He has worked extensively with foreign government officials and agencies—including Russian authorities—to form cooperative agreements with the FAA. He will report directly to the FAA's director of the Europe, Africa, and Middle East Office, located in Brussels, Belgium.

"Airspace in far eastern Russia can be used to shorten certain global air traffic routes," said Cooper. "Addi-

turn to **Moscow** on page 3

Highlights

DOT Appointments. Frank Kruesi is the new assistant secretary for Transportation Policy and Steven Palmer is the department's new assistant secretary for Governmental Affairs.

Both were recently sworn in by DOT Secretary Federico Peña.

Prior to joining the department, Kruesi served as chief policy officer in the administration of Chicago Mayor Richard Daley since 1989, where he was involved in a number of transportation issues and supervised the Chicago Department of Aviation's expansion and noise mitigation plans for O'Hare and Midway Airports.

He holds a B.A. from Middlebury College, Middlebury, VT, and an M.A. in political science from the University of Chicago.

Palmer has served on the U.S. Senate Committee on Commerce, Science, and Transportation since 1983. From 1990 until accepting his new position, he served as senior staff member on the Science, Technology, and Space Subcommittee. From 1987 until 1990 he was a senior staff member on the Aviation Subcommittee.

Palmer was a member of the Clinton-Gore presidential transition team.

He holds a B.A. from Kalamazoo College and a masters of public affairs from the Lyndon B. Johnson School of Public Affairs, University of Texas.

EEO Award. William Williams, director of the Office of Aviation System Standards in Oklahoma, recently received the C. Alfred Anderson award during the 17th annual training conference of the National Black Coalition of Federal Avia-

turn to **Highlights** on page 2

Highlights *from page 1*

tion Employees, in Fort Lauderdale, FL.

The award, established in 1982, recognizes pioneers in the field of aviation who have been instrumental in developing or fostering aviation careers and programs in the minority community, or those who have made major contributions by inspiring minority youth to seek careers in aviation.



William Williams

Williams is a past president of the Northeast Region Tuskegee Airmen, and an experienced pilot and flight instructor. He holds an airline transport pilot certificate, is rated in single, multi-engine, instrument, and gliders, and is qualified as a flight instructor in each category.

Airport Award. Special Assistant for Environmental Planning James Muldoon recently received the Jay Hollingsworth Speas Airport Award at the American Association of Airport Executives conference in San Diego, CA.

The award, sponsored jointly by the American Association of Airport Executives and the American Institute of Aeronautics and Astronautics, is presented annually to the person or persons whose work has significantly improved the compatibility of airports with the surrounding environment.

Muldoon, of the Office of Environment and Energy, recently returned to the FAA after completing a 26-year career with the Port Authority of New York and New Jersey, which operates John F. Kennedy International, LaGuardia, and Newark International Airports. His primary responsibilities included manage-



James Muldoon

ment of the Port Authority's aeronautical capacity, aircraft noise abatement, and other environmental programs, as well as the authority's Airport Improvement Program.

Prior to his position at the Port Authority, Muldoon worked for the FAA for ten years, managing programs in both the Airport and Airway Facilities Division.

Permanent Programs. Federal leave sharing programs, which were undergoing a five-year test period, have been made permanent.

There are two forms of leave sharing. The voluntary leave transfer program permits workers who have used up all of their annual leave while facing personal or family emergencies to accept donated leave from other employees. The leave bank program allows employees to donate leave to a general leave pool which may be drawn upon for similar reasons.

The new law gives federal agencies the authority to participate in both of these programs. It also permits employees to participate in other agencies' leave sharing programs. However, until guidance is received from the Office of Personnel Management, no changes will be made to the current FAA leave donor program.

Denver Delay. The opening of the new Denver Airport has been pushed back to March. It was originally scheduled to open in October, and then December.

The delay will allow completion of construction and adequate training time for airline personnel.

The sprawling airport, which was started in 1989 under Federico Peña, then the mayor of Denver and now Secretary of Transportation, will be the first major new airport to open since Dallas-Fort Worth International Airport in 1974.

Software Engineering. More than 250 FAAers and contractors gathered at the Technical Center, Atlantic City, NJ, to discuss the agency's software engineering needs at a recent Software Engineering Workshop.



John Turner

Topics covered at the second annual conference included all major aspects of the software engineering life cycle, ranging from customer needs through acquisition. The theme of this year's conference was "Building a more effective team approach to the software life cycle."

Associate Administrator for NAS Development John Turner, the event's keynote speaker, emphasized the need for a team approach in the acquisition of NAS systems.

The two-day event included discussions on the FAA's software acquisition policy, customer needs, system engineering and the requirements process, rapid prototyping, acquisition and software engineering, concept phase test and evaluation, development test and evaluation, operational test evaluation, and maintenance and upgrade.

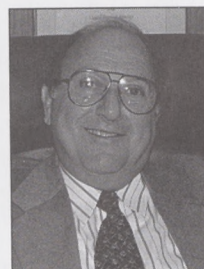
The event was sponsored by the Software Engineering Specialties Group of the Engineering Specialties and Configuration Management Division, ASE-600.

Eastern's Top Job. Bill Handel has been selected as Eastern Region's new regional administrator.

He has been the region's deputy since 1990.

Handel replaces Dan Peterson, who now serves as FAA's special counsel and director for Civil Penalty Adjudication in Headquarters.

Handel—who spent most of his 35-year career in Eastern Region—joined the FAA in 1958 as a civil engineer in the Airway Facilities Division in Newark, NJ. After a five-year assignment as an Airway Facilities branch manager at Headquarters, Handel returned to Eastern Region in



Bill Handel

1979 as supervisor of the Navoids Engineering Section.

Handel served briefly as manager of the Logistics Division in 1985, before being named manager of the Airports Division later that same year.

He holds a bachelor of engineering degree from New York's City College.

New Occupation Approved. The new airway transportation systems specialist occupation has been approved and will be integrated into the FAA's existing work force during the next few months.

The Human Resource Management and Airway Facilities organizations recently received approval for the qualifications standard and classification guide for the new occupation from the DOT and the Office of Personnel Management.

The occupation emerged as a result of changes in technology and the way field employees do their work. It reflects a systems approach to monitoring the operation of the National Airspace System.

Overruled. FAA Administrator David Hinson recently issued a denial of petition for rulemaking on the Mode C transponder and airspace reclassification rule.

The petitioners proposed an amendment that would either eliminate the Mode C transponder requirement for aircraft operating in the vicinity of Logan International Airport, or delay implementation of the Airspace Reclassification Rule.

The petition was jointly filed by the Aircraft Owners and Pilots Association, the Experimental Aircraft Association, the Montana Antique Airplane Association, the Montana Aeronautics Board, the Montana Flying Farmers and Ranchers Association, the Montana Chapter of International 99's, and the Montana Pilots Association:

The FAA denied the petition because the rulemaking would not be in the public interest and the institution of rulemaking procedures for the purpose requested by the petitioners is not justified.

Feedback

Voice Mail Concerns. *Intercom* recently received a letter to the editor from an employee expressing concerns over the use of the agency's voice mail system.

The employee was "appalled at how many FAAers don't return messages left on the automated telephone system." In one case, the employee wrote, seven detailed messages were left on a colleague's voice mail system, but still the calls were not returned.

Another area of concern was employees who don't take the time to change their voice mail greeting. "Many times the person being called is either on travel or annual leave for an extended period. But, if this is not indicated on the voice mail greeting, the caller is left waiting for a



return call that may never come," wrote the employee. "Employees should record a new message when out of the office for more than a day. It should clearly state their circumstances."

The concerned employee also noted that "some FAAers do not identify themselves on their voice mail greeting, leaving the caller unsure if they have reached the right person."

The letter-writing FAAer concluded with a message for coworkers. "Come on fellow FAAers, don't treat the agency voice mail system like a home answering machine where you selectively answer calls. Incoming calls are made for the purpose of meeting various FAA missions. Please show your coworkers that you care, and have the professional courtesy to return your calls."

Moscow *from page 1*

tionally, the airspace can make the routes safer and more efficient, resulting in cost savings for carriers."

The former communist country may also become a business attraction for U.S. aviation firms. Ventures would include all facets of aviation—aircraft manufacturing, air traffic control, aircraft maintenance and repair, and training for aviation personnel. Presently, commercial aviation service between Russia and the United States is increasing with additional applications from Russian carriers anticipated in the future.

Cooper is one of 10 agency representatives posted overseas. The FAA has representatives in Amman, London, Paris, Rome, Dakar, Rio de Janeiro, Beijing, Singapore, Tokyo, and Moscow.

Headquarters Intercom

November 16, 1993
No. 93-42

Diane Spitaliere
Editor

Briar Haggett
Editorial Assistant

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340
800 Independence Avenue, SW
Washington, DC 20591
(202) 267-3441

Halloween at FAA

Senior Managers 'Scare' up Funds for Combined Federal Campaign



Although it was for a good cause, it was a frightening sight as FAA's senior managers paraded across the auditorium stage dressed as everything from the Hunchback of Notre Dame to an "ugly bride."





The annual Halloween costume contest "scared up" about \$350 for the Combined Federal Campaign. It also gave Headquarters FAAers the opportunity to see their favorite senior managers dressed in Halloween garb.

The Hunchback of Notre Dame—a.k.a. recently-retired Associate Administrator for Civil Aviation Security

Orlo Steele—kicked off the event, as mistress of ceremonies Sandra Groves was accosted by "Frankenstein," a former winner of the annual contest.

First place winner was Rob Tucker, director, NAS Program Management Service, who went as "Rob and Robin," a half man-half woman.

Assistant Administrator for Human Resource Management Herb McLure, who went as "Herbie the Airplane," tied for second with Assistant Administrator for Information Technology Theron Gray, dressed as a "software pirate."

Coming in third was Fred Pelzman, Office of Public Affairs, who amused the audience throughout the event with his portrayal of the "Energizer Bunny."

Dale McDaniels, acting assistant administrator for Policy, Planning, and International Aviation, won the "most spirited" award for his antics as the "ugly bride."

Although not part of the costume contest, the kids of the FAA Day Care Center were the highlight of the event as they paraded across the stage in their Halloween costumes.



GREAT AMERICAN SMOKEOUT

Getting Ready for the November 18 "Smokeout"

Trying to figure out how to quit smoking as the 17th Great American Smokeout approaches?

The smokeless 24 hours is scheduled for Thursday, November 18.

Here are 13 tips from the American Cancer Society to help quit:

→ Throw out all cigarettes. Clean out all ashtrays, and fill them with something else. Throw out matches and hide lighters, or give them away.

→ When the urge to smoke hits, take a deep breath. Hold it a second, then release it very, very, slowly. Taking deep, even breaths is similar to smoking, only

you'll inhale clean air, not poisonous gases.

→ Exercise to help relieve tension. Climb stairs rather than take the elevator, park the car a block or two away from where you are going, and walk the rest of the way. At home, touch your toes, jog in place, or do jumping jacks.

→ When tempted to reach for a cigarette, think of the time you burned a hole in your clothes, mattress, or rug. Imagine this experience for 15 seconds whenever the urge occurs.

→ Use substitutes the same way you may have used cigarettes. Good examples are sugarless gum, lemon drops, pumpkin or sunflower seeds, apple slices, carrot or celery sticks, or unbuttered popcorn.

→ Eat a well balanced diet. This maintains constant blood sugar levels and helps to prevent the urge to smoke. Avoid sugar-laden and spicy foods, which can trigger a desire for cigarettes.

→ Mix up your day by changing habits dealing with smoking. Eat in "no smoking" sections. Visit places where smoking is prohibited, such as libraries, museums, theaters. At home, avoid that favorite chair.

→ To help remove nicotine from the body, drink six to eight glasses of water a day, or things like fruit juices, caffeine-free sodas, and herbal teas. Say no to coffee and alcohol.

→ Keep your hands and mind busy. Fix something around the house, or clean out a closet.

→ Go to the dentist and have your teeth cleaned to remove nicotine stains.

→ Buy yourself flowers or something else with a more pleasant fragrance than cigarette smoke.

→ Make a reasonable wager with another smoker.

→ Reward yourself. Go out to dinner and sit in the "no smoking" section, go shopping, go to a movie, or call a friend.

Premium Pay

Eligible Agency Employees to Receive Back Pay for Sunday Leave

Thousands of agency workers will receive back pay for periods of paid leave and excused absence taken on Sundays.

A recent court decision held that current and former employees who were regularly scheduled to work on Sundays, but instead took annual, sick, or excused leave, are entitled to Sunday premium back pay for the leave hours.

Starting July 25, 1993, the FAA began paying premium pay for leave taken on Sundays. By the end of the year, the agency will pay eligible employees the premium pay retroactive to May 30, 1993.

Employees covered by the National Air Traffic Controllers Association-FAA collective bargaining agreement on either November 20, 1992, or September 29, 1993, are automatically covered by a settlement agreement between the two parties, which encompasses the last six years.

Members of the Professional Airways Systems Specialists—which includes Aviation System Standards, Airway Facilities, and Flight Standards employees—and the National Association of Air Traffic Specialists bargaining units need not file individual grievances as they are included in national grievances filed by their respective unions. All other employees covered by a collective bargaining agreement must use the negotiated grievance procedure to obtain any Sunday premium back pay entitlements.

Current and former employees who believe they are owed premium pay and are *not* covered by a collective bargaining agreement, may file a claim for back pay with their servicing payroll office at the following applicable addresses:

FAA, Mike Monroney Aeronautical Center, AMZ-400
Sunday Premium Pay
P.O. Box 25082
Oklahoma City, OK 73125-4916

FAA, Southern Region, ASO-26
Sunday Premium Pay
P.O. Box 45689
Atlanta, GA 30320

A special form has been developed to assist employees and the agency in processing these back pay claims. It is available in most field facilities where employees regularly work on Sundays. It is also available in the agency's two payroll offices, and in all Human Resource Management divisions.

There is a six-year statute of limitations for back pay claims. When calculating the back pay an employee is entitled to, the agency cannot go back beyond six years from the date the claim is received. Payment to eligible employees filing claims is not expected to begin before March of next year.

Joining Forces

FAA and DOD Continue National Airspace System Modernization Effort

In a continuing effort to field a common air traffic control system, the FAA and the Department of Defense (DOD) recently signed a memorandum of agreement establishing policy guidance for the transfer of radar approach control facilities, and the engineering, acquisition, and maintenance of air traffic control equipment.

The agreement is an expansion of an earlier document signed in 1988, marking the FAA's and DOD's mutual commitment to modernize the U.S. air traffic control system.

The memorandum—signed by Administrator David Hinson and Richard Howe, acting chairman, DOD Policy Board on Federal Aviation—identifies policies for approach control authority for military and FAA radar approach controls in the National Airspace System (NAS).

The new policies are to be implemented through a series of seven interagency agreements. Six are already complete and deal with approach control jurisdiction, acquisition of systems, installation and maintenance services for radar approach control facilities, joint staffing of air traffic control facilities, transition planning, and FAA and defense department liaison officers in the NAS. The remaining agreement on DOD test and training range surveillance facilities is scheduled to be complete the end of this year.

The common goal of both agencies is to develop an optimal mix of air traffic control facilities utilizing common equipment.

The FAA is responsible for all airspace usage within the NAS. However, the defense department is delegated specific airspace to ensure national defense needs are met and provide air traffic services for military missions, including civilian use. While the FAA network primarily supports commercial and general aviation interests, military radar approach controls are located where there are principally military operations and

when there are mission requirements, such as special use airspace or tactical training and development tests.

Currently there is no overlap of airspace responsibility between FAA and DOD. The newly-signed agreement calls for DOD approach controls to be fully integrated into the National Airspace System architecture to the extent reasonably permitted by mission and flying operations.

DOD will provide the approach control service at locations where the majority of air traffic is military. The FAA will provide approach control service at all other locations where the service is either required by published FAA criteria or is necessary to meet defense department requirements.

Healthbeat

Pulmonary Testing. Pulmonary testing will be offered to Headquarters FAAers Tuesday through Thursday, November 16 through 18, from 8 to 9 a.m., in the clinic.



Testing is by appointment only. A sign-up sheet will be available in the clinic, room 327, beginning Wednesday, November 10.

For more information, contact Nancy O'Kane, x73406, or Clara White, x73405.



'Differently-Abled'

Southwest Region's Regional Administrator Clyde DeHart recently learned first hand what its like to deal with a disability. As part of National Disability Employment Awareness Month, DeHart, along with other regional employees, volunteered to be "differently-abled" for a day, using devices designed to aid people with disabilities. Employees used wheelchairs, telephone devices designed for people suffering hearing losses, earplugs, and various other aids throughout the day-long event. The exercise was designed to create awareness of some of the barriers routinely faced by persons with disabilities. DeHart, who is seen receiving instruction from Becky Carstarphen of the region's Human Resource Management Division, said being in a wheelchair was "enlightening." He said that the experience "will help us create an employee-friendly work environment for people with disabilities."

Flightplan

Overseas Jobs. The International Civil Aviation Organization (ICAO) has several job announcements open to FAA employees.

Positions are being advertised under the following vacancy numbers:

Montreal

PC-93/16/P-4

Technical Officer, Communications

PC-93/17/P-4

Assistant to the Director

Cairo

PC-93/18/P-4

Technical Officer, Communications

PC-93/19/P-4

Technical Officer, Rules of the Air, Air Traffic Services and Search and Rescue

Initial appointments are three years for all assignments. Government employees accepting assignments with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems & Overseas Support, API-19, by *Monday, November 22*, for vacancy numbers PC-93/16 and 17, and *Friday, December 31*, for vacancy numbers PC-93/18 and 19.

For more information about salary, qualifications, applications and benefits, contact your personnel office or API-19, (202) 267-9085.

Native Heritage. As part of Native American-Alaska Native Heritage Month, an Indian craft vendor will be in the FAA cafeteria on *Monday, November 29*, from 10 a.m. to 2 p.m.

A special exhibit will be displayed in the FAA Headquarters lobby throughout the month of November.

Group Meetings

Here is a list of the meeting dates, times, and places for several FAA employee groups. Membership in all groups is open to all FAAers and members' guests.

Asian Pacific Coalition. The Coalition of FAA Asian Pacific Americans meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408. Next meeting: *December 14*. Contact Matt Asai, x77542.

Black Coalition. The National Black Coalition of Federal Aviation Employees meets



the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 9C. Next meeting: *December 7*. Contact Marcia Adams, x73488.

FWPC. The Federal Women's Program Committee meets the *first Wednesday* of each month, 11 a.m., 10th-floor Civil Rights conference room. Next meeting: *December 1*. Contact Marcia Adams, x73488.

Headquarters EPG. The Headquarters Employee Participation Group

meets the *second Thursday* of every month, 9 to 11 a.m. Next meeting: *December 9*. Contact Ralph Randall, x78903, or Bruce Henry, x79216, for meeting location.

Hispanic Coalition. The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of each month, 12 noon. Next meeting: *December 1*, room 5A. Contact Francisco Estrada C., 287-8558, or Rose Millar, x79005.

International Training. The Federal Aviation Club, International Training in Communication, meets *every Wednesday* from 12 noon to 1 p.m.

The group provides instruction on how to communicate effectively, build self-confidence, stimulate the exchange of ideas, express individual thoughts, learn skills to use at work, and receive training to increase individual effectiveness. All efforts will be constructively evaluated by the group.

Contact Mary Overton, x79989, for meeting location.

Managers Association. The Federal Managers Association, FAA Headquarters Chapter 265, meets the *second Thursday* of each month, from 4:30 to

6 p.m., Vie de France dining area, 600 Maryland Ave., SW, Washington, DC. Next meeting: *December 9*. Contact Henry Butler, x79388.

Quality Meetings. The FAA Headquarters Quality Network meets the *first Tuesday* of each month from 2 to 3:30 p.m., conference room 8ABC. Next meeting: *December 7*. Contact Ted Criswell, x77925, or Pat Bosco, x79889.

Toastmasters. Toastmasters normally meets the *first and third Tuesday* of every month from 12 noon to 1 p.m. Next meeting: *December 7*, conference room 8ABC. The



group's annual awards banquet will be held on *Tuesday, December 21*. Time and location yet to be determined. Contact Valerie Kulhanek, x73318, or Steve Black, x79094.

Volunteer Committee. The FAA Volunteer Committee meets the *second Tuesday* of each month from noon to 1 p.m., conference room 9A. Contact Margaret Powell, x67037.

Headquarters Intercom



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

Highlights

Industry Benefits. Administrator David Hinson recently held a press briefing where he discussed the North American Free Trade Agreement (NAFTA) and its potential impact on aviation.

"Based on my experience in the airline and aircraft manufacturing business, I believe NAFTA will serve the long-term interests of aviation," said Hinson.

Hinson pointed out that the United States already sells billions of dollars in aircraft and other aviation products and service to Canada and Mexico, and that NAFTA would only boost exports to these two countries.

"Lifting trade barriers will lead to increased commerce in North America. This will be accompanied by a natural increase in air travel between the U.S., Mexico, and Canada, which will create improved business opportunities for U.S. airlines and aviation manufacturers," Hinson told the press.

The agreement would result in other advantages for aviation as well. "For example," Hinson said, "we can expect that increased harmonization and standardization of operating and airworthiness regulations will allow aviation companies within the NAFTA free-trade zone to operate with greater efficiency and profitability."

No Sick Leave. The November 9 issue of *Headquarters Intercom* reported that a sick leave sharing proposal was being considered as part of a bill that would make leave sharing programs permanent.

turn to **Highlights** on page 2



Building Birthday Headquarters Marks 30th Anniversary

The FAA Headquarters building had a somber beginning 30 years ago.

Shortly after President John F. Kennedy was assassinated on November 22, 1963, trucks began moving FAA's records and equipment to a new marble building at 800 Independence Avenue, SW. The new building pulled together agency employees from more than a dozen locations in the nation's capital, including "temporary" buildings squeezed between Constitution and Independence Avenues on the Mall.

Named FOB-10A by government planners, the new site had its roots prior to World War II when the government bought several parcels of land, between 1930 and 1941, eventually amassing a five-acre site. The building's design was started in December 1956 with the

construction contract awarded four years later. Two architectural firms from Chicago and Philadelphia designed the building, while a New York company was responsible for the building's interior. A 1963 GSA document put the price of the building at \$22 million.

While the building's exterior remains the same, office space has changed dramatically over the years. Office "work bays," like the one seen above, used to line the halls, extending the entire length of the building. Those areas have since been replaced by offices and partitions, creating a more individualized work environment.

The Headquarters building, now in its 30th year of operation, houses over 3500 employees, as well as a child care center and a full service cafeteria.

Highlights *from page 1*

The proposal to allow the sharing of sick leave, as well as annual, was dropped from the proposed legislation before the bill was signed into law.

NPR Copies. Copies of the Vice President's National Performance Review report can be purchased at any Government Printing Office bookstore by referring to stock number S/N 040-000-00592-7. The cost is \$14.

Orders may also be sent to the Superintendent of Documents, P.O. Box 371954, Pittsburgh, PA, 15250-7954. Faxed orders can be sent to (202) 512-2250.

Daring Rescue. Two Las Vegas men who rescued a pilot and his wife from a fiery aircraft after it crashed near McCarran International Airport were recently honored with the DOT Award for Heroism.

DOT Deputy Secretary Mort Downey presented the award to Gary Longtine at a luncheon at the airport with state aviation and transportation officials, and McCarran Airport officials. The second hero, Aprintess Williams, was not available to receive his award.

The pilot, Rocco DeRobertis, flying a Piper Cherokee, was en route from Corona, CA, to Las Vegas when he experienced engine failure on final approach to McCarran. Moments later, he crashed in a vacant field, just north of the runway. The aircraft immediately burst into flames.

Longtine, who was working nearby, and Williams, who had been driving past the site, stopped what they were doing and ran toward the burning aircraft. Disregarding the danger to themselves, the two acted quickly. Williams kicked out the pilot's window and then both men pulled the pilot through the opening. Longtine entered the cockpit and freed Mrs. DeRobertis, whose leg was caught under the instrument panel. Both men pulled her from the wreckage.

Deceptive Ads. Continental Airlines was recently fined for failing to

make a "reasonable" number of seats available when promoting discount fares between Newark and European cities last February.

In a consent order issued by the DOT, the airline was directed to cease and desist from future deceptive advertising practices and assessed a civil penalty of \$20,000.

Test calls by department investigators found that few, if any, seats were available. After the department contacted the airline to express its concerns, additional space was allocated to the Newark-Europe market in question.

The Continental order, along with two similar orders issued this year, sets guidelines for airlines on availability of seats at advertised fares. The orders send a message to U.S. and foreign airlines that when advertising low fares, they must make a reasonable number of seats available at the advertised fare during the entire sales period.

According to the orders, a reasonable number of seats must be available for sale each time an advertisement is run. Even if more than 70 percent of the seats sold during the sale period are sold at the advertised fare, an airline would be wrong to run a final ad offering the fare near the end of the sale period unless a reasonable number of seats were still available at the fare.

The department's Aviation Enforcement and Consumer Affairs offices monitor airline fare advertising and routinely call carriers to check the availability of advertised fares.

Southern Comfort. More than a year after the ground breaking ceremony, Southern Region headquarters employees are in their new quarters.

Approximately 1,100 employees recently completed the move to the new 211,000 square foot regional office. The overall size of the building is double that of the old facility to help accommodate the growth of FAA's responsibilities and

subsequent population. The FAA is the building's sole tenant.

Located adjacent to the Atlanta Hartsfield Airport, the \$25 million, five-story structure 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 is also part of the new



Southern Regional Administrator Ted Beckloff, along with Assistant Regional Administrator Thomas Davis and GSA officials, dedicate the new regional office.

facility.

The mailing address remains the same but the street address has changed. It is now 1701 Columbia Avenue, College Park, GA 30337.

General Aviation Survey. The Office of Aviation Policy, Plans and Management Analysis recently released its General Aviation Activity Survey for calendar year 1992.

The report presents the results of the 1992 general aviation activity survey, and provides information about the activities of the general aviation aircraft fleet.

The information obtained from the survey enables the FAA to monitor the general aviation fleet so that the agency can anticipate and meet the demand for National Airspace System facilities and services, assess the impact of regulatory changes on the general aviation fleet, and implement measures to ensure the safe operation of all aircraft in the airspace.

FAAers interested in obtaining a copy of the survey, should contact Shung Huang, APO-110, (202) 267-9943.

Women in Aviation. Special Agent Frances Anne Sherertz, of the FAA's Office of Civil Aviation Security, was one of eight women recently honored with the National Aviation Club's Women in Aviation Award.

Sherertz, who was recently named manager of the Anchorage Civil Aviation Security Field Office, was recognized for her many accomplishments, ranging from the management of hijackings and other crises, to analyses of impacts of placing various explosive detection equipment in the international aviation system.

Sherertz began her career with the FAA in 1988, after working for the National Transportation Safety Board as a statistician, accident investigator, and special assistant and technical advisor to the chairman. While at the Board, Sherertz authored its report on Alcohol Involved General Aviation Accidents—a report that resulted directly in regulatory changes by the FAA.

Sherertz conducted several seminars at the Department of State on a wide variety of aviation security topics, and is an associate staff instructor for several FAA security courses.

She is a multi-engine airline transport pilot, commercial land and sea single engine pilot, and both single and multi-engine instrument flight instructor.

New Denver Device. Testing of an advanced air traffic control feature—called the Final Monitor Aid Display—began recently at the new Denver International Airport.

The new display—designed specifically for Denver—provides a high resolution color monitor for air traffic controllers responsible for separating aircraft on final approach.

Denver International is the only airport in the world designed and constructed specifically to accommodate three aircraft landing simultaneously in virtually all weather.

In its planning for the triple simultaneous approaches, the FAA determined that standard equipment and procedures did not provide adequate warning time in the event an airplane on one of the three parallel paths was to stray out of the assigned runway approach airspace. As a result, the new final monitor aid display was developed specifically for Denver. Special computer equipment provides data for use by controllers in alerting adjacent pilots if there is such a deviation.

To test the new display, three FAA flight inspection aircraft performed simultaneous instrument approaches to the airport's north-south runways. This marked the first time three aircraft have made simultaneous approaches at any airport.

The new display was working without major problems, and only minor adjustments will be needed to get it ready for opening day at the airport.

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

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-700, x78735, or the distribution representative for your office or service to update your organization's distribution.



Drying Out

The Spirit of St. Louis Airport—a general aviation airport in Chesterfield, MO—was flooded out in late July after a levee west of the airport was breached. Despite the continued efforts of tower and automated flight service station personnel to protect the facilities from the Missouri River, the area flooded a second time in late September. While most flight service personnel were temporarily reassigned to other areas, a small number of controllers worked out of a mobile tower on loan from the Western-Pacific Region. The mobile tower was located at Weiss Airport—a nearby facility—and remained in St. Louis through mid-October. The airport and tower officially reopened late last month. Flood restoration efforts are still underway at St. Louis, and other Missouri airports.

Headquarters Intercom

November 23, 1993
No. 93-43

Diane Spitaliere
Editor

Briar Haggett
Editorial Assistant

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-3441

Joining Forces

Office of Information Technology Hosts FAA-Industry Day

The Office of Information Technology, along with the Armed Forces Communications and Electronics Association, is hosting an FAA-Industry Day on Tuesday, December 7, at the USDA Jefferson Auditorium, 14th and Independence Ave., SW, South Building, Wing 4, from 8:30 a.m. to 4:00 p.m.

The theme is "21st Century Aviation—Direction and Acquisition."

The event will be the third in a series of government-industry Federal Information Resources, Systems & Technologies conferences. It offers opportunities for interacting with industry and broadening the FAA's understanding of critical information technology programs and issues.

Technology demonstrations will be available throughout the day.

Top FAA management officials and key program managers will participate in presentations on such initiatives as systems architecture and data management, the Global Positioning System, and the Advanced Automation System.

Associate Administrator for NAS Development John Turner, and Deputy Director for Air Traffic System Management Richard Cox, will lead a panel discussion on "doing business with the FAA and data management in Air Traffic."

Other speakers include John Burt, executive director for System Development; Theron Gray, assistant administrator

for Information Technology; Bill Jeffers, Air Traffic; Dennis DeGaetano, Contracting and Quality Assurance; Richard Arnold, Research and Development; Mike Perie, Program Manager for Advanced Automation; Margaret Binns and Ken Macomber, Information Technology; Mike Ball, NAS System Engineering; and Timothy Fleming, Air Traffic System Management.

Admiral James Busey, former FAA Administrator and President-Chief Executive Officer of the Armed Forces Communications and Electronics Association, will make welcoming remarks.

The association provides an ethical environment that encourages a close cooperative relationship among civil government agencies, the military, and industry. It serves as a bridge between government requirements and industry capabilities. Members are among the world's leading designers, planners, manufacturers, testers and users of systems, services and components for communications, intelligence, imaging, multi-media, and information systems technologies.

Because it is anticipated that 500 industry and FAA representatives will attend the event, the Office of Information Technology is encouraging senior staff members to reserve a seat by contacting Peri Dixon, AIT-200, x77097, before Tuesday, November 30.

Flightplan

Native Heritage. As part of Native American-Alaska Native Heritage Month, an Indian craft vendor will be in the FAA cafeteria on *Monday, November 29*, from 10 a.m. to 2 p.m.

A special exhibit will be displayed in the FAA Headquarters lobby throughout the month of November.

Open Season. The government-wide health benefits open season runs through *Monday, December 13*. FAAers have the opportunity to enroll in the Federal Employees Health Benefits program, change health plans, or change options.

Headquarters employees may pick up the Health Registration Form, SF-2809, beginning *Wednesday, December 8*, in the Employee Relations Branch, AHR-140, room 522.

The booklet *Federal Employees*

Health Benefits Program, SF-2809A, and the *Checkbook Guide* (sign-out only) will also be available on that date.

Questions about open season? Contact Ida Mack, x73881, or Andre Speedieberg, x78916.

Overseas Jobs. The International Civil Aviation Organization (ICAO) has several job announcements open to FAA employees.

Positions are being advertised under the following vacancy numbers:

Cairo

PC-93/18/P-4

Technical Officer, Communications

PC-93/19/P-4

Technical Officer, Rules of the Air,

*Air Traffic Services and
Search and Rescue*

Initial appointments are three years

for all assignments. Government employees accepting assignments with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems & Overseas Support, API-19, by *Friday, December 31*.

For more information about salary, qualifications, applications and benefits, employees can contact their servicing personnel office or API-19, (202) 267-9085.

Panama Special. PBS is doing a special segment on the FAA team that traveled to the jungles of Panama in June 1992 to investigate the crash of a Panamanian 737 passenger jet.

The segment will be aired on *Tuesday, November 30*. Interested employees can check local television listings for show time.

Headquarters Intercom



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

'LINCing' Air Traffic

FAA Dedicates Telecommunications System

The FAA has just dedicated a new national telecommunications system that is expected to virtually eliminate communication outages in the air traffic control system.

The dedication ceremony was held recently at the Washington Air Route Traffic Control Center, with Associate Administrator for Airway Facilities Arnold Aquilano officiating the event.

Called the Leased Interfacility National Airspace Communications System—LINCS for short—the new system gives air traffic control facilities, controllers, and pilots superior communications reliability and redundancy and employs state-of-the-art digital technology. It is one of the largest and most reliable dedicated telephone networks in the world, and is designed to stay up and running 99.999 percent of the time.

"On a typical day, the FAA's air traffic controllers handle over 100,000



Associate Administrator for Airway Facilities Arnold Aquilano receives LINC demonstration from MCI executives.

takeoffs and landings, and that includes more than 33,000 air carrier operations that affect over one million passengers," said Aquilano. "That is why the system we are dedicating today is so important. It is one of the

turn to LINCS on page 5

Highlights

Boosting General Aviation. The FAA plans on taking several preliminary steps to help revitalize general aviation, announced FAA Administrator David Hinson at a recent Aircraft Owners and Pilots Association (AOPA) convention.

The agency plans to:

➔ Issue a new policy in early February expanding owner maintenance in primary category aircraft.

➔ Initiate and test a more proactive educational approach to accident prevention and safety compliance.

➔ Meet with the general aviation community next summer to precisely define critical issues regarding the lack of replacement parts.

➔ Give a high priority to evaluating AOPA's petition to extend the term for third class medical certificates from two to four years, and the Experimental Aircraft Association's recommendation to replace the third class medical for recreational pilots.

Hinson also announced that a comprehensive revision of the general aviation action plan will be completed by March 1994. The agency's first general aviation policy statement was issued last September.

Serious Violations. Two air charter operators and an air carrier were recently accused of serious violations of public charter regulations dealing with the diversion of consumer funds for illegal uses.

In an enforcement complaint, the DOT charged Republic Air Travel, Irving, TX, and Airlift Group Inc., Miami, FL, which established and ran the char-

turn to Highlights on page 2

Surviving the 'Unsurvivable'

United Captain Talks About the Plight of Flight 232

Showing dramatic footage of the 1989 United Airlines crash at Sioux Gateway Airport, Captain Al Haynes explained to a Headquarters audience how he and 183 others survived what most experts considered to be a "unsurvivable" accident.

Haynes, the famed airline captain who guided a crippled DC-10 to a "successful" crash landing in Iowa, recently spoke at the Washington Flight Program Staff's

quarterly safety meeting. He talked about the circumstances leading up to the tragic accident and how effective communications and proper resource utilization were key factors in the survival of 184 out of 296 persons aboard the ill-fated flight.

Haynes attributed five basic elements to the high survival rate.

Luck. "There are numerous reasons
turn to Flight 232 on page 4

Highlights *from page 1*

ter program, and Express One International, which operated the charter flights, with numerous violations.

The complaint alleged that Republic Air, either jointly with Airlift Group, or alone, diverted hundreds of thousands of dollars paid by consumers away from escrow account protection and used the fees to pay its expenses—including advertising costs, legal fees, and employee salaries. Airlift was charged with participating in the scheme or permitting Republic, as its agent, to engage in the violations.

Express One was charged with a breach of its responsibility to ensure that the rules of the charter are complied with in any program in which it participates.

Federal rules require that money collected from consumers for charter trips be held in escrow accounts until after the trips are completed. In addition, charter flights may not be cancelled less than 10 days before departure. Consumers are entitled to full refunds at any time, except as limited by a signed contract and the DOT charter rules.

The complaint seeks an order requiring each company to cease and desist from further violations and preventing key officials of Republic and Airlift from future involvement with

any air carrier or public charter operations. The DOT is also seeking civil penalties of more than \$1 million for the violations.

No Intercom. Due to holiday leave schedules, Headquarters *Intercom* will not be published next week. The next issue will be dated December 14.

Items for that issue should be submitted to Briar Haggett, room 909B, x73441, no later than 4 p.m., on Tuesday, November 30.

Brigadier General. Errol Van Eaton, an FAAer and commander of the 66th combat aviation brigade of the Washington Army National Guard at Camp Murray, WA, was recently promoted to the rank of brigadier general.

Van Eaton, an aviation safety inspector in Northwest Mountain Region's Seattle Flight Standards District Office, has over 26 years of active military and reserve service, including various aviator assignments in Vietnam. As commander of the 66th combat aviation brigade, which consists of almost 400 aircraft, Van Eaton leads more than 3,900 national guardsmen from 12 states, the United States Army Reserve, and the active component.

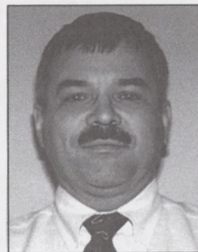
After leaving active duty, Van Eaton served in a variety of positions in the

United States Army Reserve. He joined the Washington Army National Guard in 1992.

He has been an FAA employee since 1984. He began his career as an aviation safety inspector in the Casper, WY, Flight Standards Field Office.

Van Eaton is one of only two FAAers worldwide licensed to certify pilots of airships like the Goodyear and Fuji blimps.

He received a Bachelor of Science degree in aeronautics from Embry Riddle University, and is a graduate of the United States Army War College.



Errol Van Eaton

Government Advantages. Women accountants in the federal sector have more opportunities for advancement than their counterparts in the private sector, according to the Office of Personnel Management (OPM).

One reason, according to OPM, may be the fact that there are more women in senior accounting positions in the government, many of whom serve as role models for those looking to move up.

Although women are hired for entry level accounting jobs at about the same rate in both the public and private sectors, women in the federal government find an advantage in the higher grades.

According to OPM, women held 37.9 percent of the GS-12, 24.9 percent of the GS-13, and 17.5 percent of the GS-14 accountant and auditor positions. In the private sector, only five percent make partner.

Thrift Savings Plan. The Thrift Savings Plan (TSP) open season runs through January 31.

Eligible employees may sign up to contribute to the plan or change the amount of contributions to any of the three funds.

A plan summary that explains all features of the TSP—including detailed information about the investment options—will be forwarded to employees.



International Air Show

The FAA recently participated in Aviation-Expo China, a Beijing air show. The agency provided an exhibit on the Capital Investment Plan, in addition to jointly sponsoring two seminars with the Department of Defense on U.S. civil-military airspace management. FAA representative John Hancock, deputy director of the Office of International Aviation, left, was introduced to C.K. Liu, and Al Blackburn. Liu is a former Chinese civil aviation official who trained with the FAA's predecessor organization—the Civil Aeronautics Administration—during World War II. Blackburn is a former FAA assistant administrator for Policy, Planning, and International Aviation.

Updated information on the TSP open season is available from the Employee Relations Branch, AHR-140. The election form, TSP-1, and the interfund transfer form, TSP-30, are available in AHR-140, room 522.

For more information or questions on the open season, contact Barbara Claytor, x73873, or Charlene Warren, x73872.

Training Youths. Members of the Washington Center Air Traffic and Airway Facilities organizations recently teamed up with Loudon County, VA, officials to establish a training program at the FAA facility for school age persons with disabilities.



From left to right, Loudon County Teachers Dee Pollock and Mary Young, Administrator David Hinson and students Tara Padgett, Erika Hughes, and Dana Bailey.

The program's goal is to expose students to repetitive work duties that can be applied to full-time jobs upon graduation. It also aims to help the youngsters become self-sufficient and contributing members of society.

Three students, along with their teachers, have already reported to "work" at the FAA facility where they learned to "bus" tables in the cafeteria and stock shelves in the supply room. During the school year, the youngsters work four days a week at the center.

FAA Administrator David Hinson recently visited the facility, and talked with the students about their jobs and the progress they were making. Impressed with their chat, one of the youngsters asked "is he important?" upon the Administrator's departure. The inquisitive youth was told, "In the FAA, he is very important."

Washington Center's Human Resource Management division field office coordinated the effort.

High-Level 'Hits'

System Development Conducts CFC Activity

This year's annual System Development crab feast at Fort Hunt Park took on a new twist. Instead of the usual softball and volleyball games, entertainment came in the form of throwing pies into the faces of the organization's senior managers.

In support of this year's Combined Federal Campaign, the group held an auction, allowing employees to bid on pies to throw at "volunteers" on the auction block.

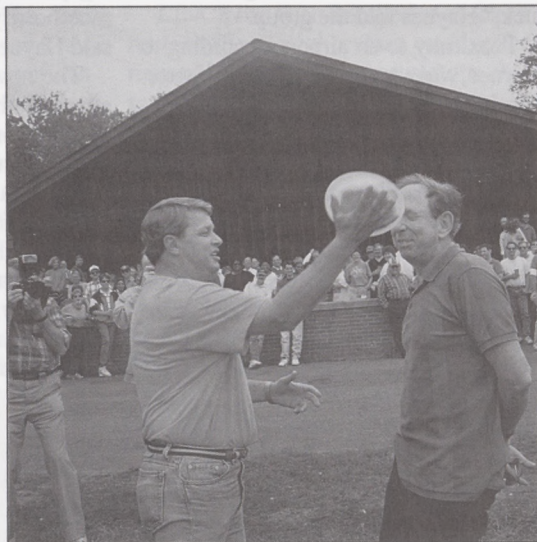
The first volunteer to go up on the block was Executive Director for System Development John Burt. For \$65, Rob Tucker, NAS Program Management Service director,



Orlo Steele takes a pie in the face from Executive Director for System Development John Burt.

purchased and threw a pie at Burt.

The highest bid of the day came from Fred Fisher, of the R&D Program Analysis Division, who purchased a pie for \$300 to throw at Associate Administrator for System Engineering



Associate Administrator for System Engineering and Development Marty Pozesky takes a "hit" from Fred Fisher.

and Development Marty Pozesky.

The auction raised \$2,156 for CFC, which was donated to the Mid-Western flood relief effort.

In a presentation by Burt after the auction, Orlo Steele, recently retired assistant administrator for Civil Aviation Security and the agency's CFC coordinator, accepted the check, along with a ceremonial pie-in-the-face.

Headquarters Intercom

November 30, 1993
No. 93-44

Diane Spitaliere
Editor

Briar Haggett
Editorial Assistant

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340
800 Independence Avenue, SW
Washington, DC 20591
(202) 267-3441

Flight 232 *from page 1*

why so many people escaped Flight 232 with their lives—chief among them was luck,” Haynes told the group.

Proximity to an airport, according to Haynes, was a major survivability factor. The location—the flatlands of the Midwest—was also crucial in the “successful” crash landing of the jet.

Haynes said the clear weather and daylight hours were tremendous “luck” factors for both landing the crippled aircraft and conducting the rescue effort. He went on to say that rescue efforts were aided by the fact that area hospitals were “double-shifted” at the time of the accident. “The change of shift was occurring when the impending disaster was reported,” said Haynes.

In addition to all of these factors, the Air National Guard was on duty at the airport that day.

Communications. According to Haynes, “Good communication is crucial in a crisis.”

Haynes praised FAA’s air traffic controllers. “They did an outstanding job of clearing the traffic and the frequency all the way to Sioux Gateway Airport.” He described Kevin Bachman, the Sioux City Tower controller who guided the aircraft to the airport, as “unbelievably calm,” saying “there wasn’t a trace of panic in his voice.” Haynes recalled that he was “beginning to wonder if Bachman was all that concerned,” although he knew the controller was.

Haynes talked about the importance of good communications among flight crew members. He stressed the significance of using “standard operating procedures,” saying that United has traditionally been known as a “fly by the book” airline.

He conceded, however, that in the case of United 232, it was difficult to use “standard” procedures. When reporting a total hydraulic failure to a United Airlines executive, Haynes was told “It’s impossible—there’s no way it can happen.” Following standardized procedures for teamwork, however, is ultimately what kept the ailing aircraft airborne.

Standard operating procedures were

also strictly adhered to by the flight attendants. “Using these procedures, the flight attendants did an excellent job of preparing passengers for what was to be the most horrifying experience of their lives,” said Haynes.

The now-retired United captain also stressed the importance of effective ground communications. “Dispatchers had to constantly shift rescue workers based on a minute-to-minute update of the aircraft’s anticipated point of contact,” said Haynes.

Preparation. When preparing for an emergency, always envision the “worst case scenario,” Haynes told the group. “That’s exactly what Sioux City emer-



“Good communication is crucial in a crisis.”

Al Haynes
Retired United Airlines Captain

gency workers did and that’s why so many people aboard Flight 232 are alive today,” said Haynes. “Even though the airport was never intended to accommodate wide-body aircraft, emergency workers were prepared to deal with the situation when it arose. They planned for the unthinkable, and it paid off.”

Haynes emphasized that passengers also have a responsibility to prepare for emergencies. “If you don’t pay attention to the preflight instructions, you could be hindering the rescue operation, endangering not only yourself, but others around you.”

He explained that preparedness in the cockpit is essential, stressing the value of extensive simulator training. “These carefully planned exercises make flight crew members think about solving problems before they occur in real life situations,” said Haynes.

Haynes talked about cockpit leadership management, emphasizing that the captain does not know everything about the airplane and how teamwork is necessary to solve most problems. “Leadership means just that—leading the team. It means using every available resource,

both in and outside of the cockpit,” said Haynes. During the demise of Flight 232 Haynes explained, assistance was sought from United’s maintenance base and the aircraft manufacturer.

Execution. “Execution is putting all of your training to work,” said Haynes.

“Without warning there was an explosion and we immediately put into the practice all the emergency procedures we were trained in,” said Haynes.

That included using all available resources. In the case of Flight 232, a highly-valuable resource—a United DC-10 instructor—was found seated in coach. Together with the flight deck crew, the new “recruit” was instrumental in maintaining control of the aircraft, reported Haynes. He made a point of clearing up “a common mistake” made by the news media in reporting the fateful touchdown. “The plane never ‘cartwheeled’ as reported—it came down hard on its nose. The jet began to roll to the right, causing lift in the left wing, forcing the right wing to dip and

collide with the ground,” said Haynes. “Because the impact was so hard in the front section, only six of the 26 persons in first class survived.”

Cooperation. “It was the cooperation of all parties involved that made for such a successful rescue effort,” said Haynes. He praised the citizens of Sioux City, many of them for opening their doors to accident victims. The response for blood donations was so great, reported Haynes, that many people had to be turned away.

Passenger cooperation was exhibited by their willingness to help each other, many of them disregarding their personal safety. According to Haynes, they didn’t panic and cooperated fully with the flight attendants.

The support of the friends and families was crucial to the accident victims’ recovery, said Haynes, who was very much involved in post-accident support groups around the country. “I also needed support,” said Haynes. “As the captain of the disastrous flight, for a long time I felt responsible for the 112 people who never made it to their final destination.”

Healthbeat

Holiday Ups and Downs. The holiday season is normally a time of cheer and joy. For many Americans, however, it can be a time of emotional depression. Feelings of isolation and being out of step with others often emerge.

Being aware of the following early signs of depression can help in prevention.

- A sense of fatigue.
- Difficulty sleeping or waking up early.
- Worrying about finances and other things that are not normally a problem.
- Negative feelings about yourself.

These guidelines are offered to help ward off those "holiday blues."

→ **Be kind to yourself.** Determine whether holiday expectations and plans are realistic and practical.

→ **Allow yourself to say no.** If something is not healthy for you, do not do it because others expect you to.

→ **Remember that the holidays are not automatically times of bliss.** They have their ups and downs for everyone.

→ **Sadness at the holidays is okay.** Determine what is causing sadness and then take positive steps to change the circumstances.

→ **Avoid excessive drinking.** Al-

cohol acts first as a stimulant, but quickly becomes a depressant.

During the holiday season, and throughout the year, the Employee Assistance Program (EAP) provides confidential help for FAA employees and their families.

The Headquarters EAP manager is Kim Brams. She is located in room 327 and can be reached on x73945. The agency's external contractor—Personal Performance Consultants—can be reached on 1-800-234-1EAP.

World AIDS Day. World AIDS Day will be recognized on *Wednesday, December 1.*

Throughout the month of December, the clinic will have a display, red ribbons, and literature available on AIDS. A video will also be available for viewing.

For more information, contact Clara White, x73405.

Blood Mobile. The Blood Mobile will be in conference rooms 5ABC on *Wednesday, December 22*, from 9:30 a.m. to 1:30 p.m.

Eligible donors can schedule an appointment with their organization's coordinator, or sign up in the clinic lobby, room 327.

For more information, contact Ann Bowers, x73767.

Lincs *from page 1*

most dependable communications networks in the world."

LINCS has been installed at all 20 air route traffic control centers, creating the national backbone infrastructure that monitors flights as they travel between cities and corresponding telecommunication locations. The system replaces the existing network which consisted of more than 10,000 individual circuits.

Recognizing the accomplishments of all 20 air route traffic control centers in the implementation of the system, Director of Systems Management Service Stanley Rivers presented a plaque to Washington Center Sector Manager Paul Jester and Washington Center Air Traffic Manager Sabra Kaulia. The agency's



Washington Center Sector Manager Paul Jester and Air Traffic Manager Sabra Kaulia display plaque after presentation by Director of Systems Management Service Stanley Rivers, right.

other 19 centers—which participated in the ceremony through a satellite video broadcast—also received plaques.

LINCS is a major element in the FAA's continuing effort to meet the growing demands on the nation's airspace. Its initial installation took place over the past nine months, making it the fastest deployment of a complex electronics system in the history of the National Airspace System.

FAA Administrator David Hinson said, "This technology will dramatically improve reliability of vital air traffic control communications, and significantly improve the efficiency and effectiveness of the air traffic control system."

Additional FAA locations, including major airports, will be added to the network within the next year.

The FAA awarded the LINCS contract to MCI in early 1992. The estimated cost over the life of the contract is \$860 million.

FAA Remembers



Doriscel Sturdivant

Doriscel Sturdivant, Travel and Relocation Systems Division, died of cancer on October 28. She was 41.

Ms. Sturdivant began her FAA career in Washington in 1980.

Prior to joining the agency, she worked at the Departments of the Interior and the Navy. Ms. Sturdivant had also worked for Baltimore's McCormick Company and for the U.S. Postal Service.

She recently graduated from Baltimore City Community College. Her volunteer activities included work for St. Bernardine's Roman Catholic Church in Baltimore.

Ms. Sturdivant is survived by her son, Richmond Sturdivant, her mother, and four sisters. All are of Baltimore.

Automating Aviation

Demand Skyrockets for FAA Electronic News Releases, Speeches

After more than a year of being on-line, demand has skyrocketed for electronic versions of FAA news releases, speeches, and interpretations of civil penalty actions.

Using a personal computer and modem, any member of the media, industry, or the public can get this information around the clock from three data banks—Federal Education Information Exchange System (FEDIX), General Electric Network Information Exchange (GENIE), and CompuServe.

All three data banks are continually updated by FAA's Office of Public

Affairs.

Since the service became available in May 1992, the number of users has rapidly increased. FEDIX reports that in September 1992, less than 1,250 users accessed FAA news from the system. One year later, that number soared to almost 16,000.

GENIE was accessed almost 8,400 times during its first year in operation.

The systems are dial-up on-line services that provide access to federal government information. The FAA is one of 11 agencies participating in the information retrieval databases.

In a recent user survey conducted by FEDIX, customers expressed strong interest in the available federal information. One satisfied customer, specifically cited the FAA information as particularly useful.

Files can be accessed in one of two ways. They can be viewed while on-line, or they can be downloaded to a personal computer to be viewed at a later date. Most commonly, these files are viewed on-line.

For more information, contact Diane Speed, Public and Employee Communications Division, APA-300, x73445.

Systems Roadmap

FAA Outlines Near-Term Air Traffic Automation Strategies

Senior FAA officials recently presented the agency's "systems roadmap for air traffic control automation" at the Air Traffic Control Association's annual convention in Nashville, TN.

The session, which was moderated by Associate Administrator for System Engineering and Development Marty Pozesky, marks the first time that the FAA presented their plan to accommodate the "limited consolidation" of air traffic control facilities with air traffic control automation.

The FAA has recently completed a series of systems engineering initiatives to identify and set the course for major near-term air traffic control automation strategies and activities. These activities connect the Advanced Auto-



Acting Deputy Administrator Joe Del Balzo is congratulated by FAA's eighth Administrator J. Lynn Helms.

mation System with related activities in a variety of air traffic control automation areas.

During the recent session, top agency officials described several systems that will be integrated into an overall air traffic control automation "roadmap" to bring near-term focus and benefits to the air traffic control system.

Two FAA officials were honored with association awards during the convention.

Acting Deputy Administrator Joe Del Balzo received the Glen A. Gilbert Memorial Award for "devoting his adult life to enhancing the growth and safety of aviation." Administrator David Hinson was the keynote speaker at the banquet.

Steve Zaidman, Research and Development Service Director, was honored with the General E.R. Quesada Memorial Award for Outstanding Air Traffic Management.

Zaidman was lauded for "assuring that FAA's research and development program is based on the needs of agency operating services and airspace users, and that products of the program are useful in the real world." He was cited for his "commitment to his customers" and his "dedication to teamwork that has provided new capabilities for the National Airspace System."

More more than 4,700 participants, including representatives of 27 countries, attended the convention. It hosted over 300 air traffic control exhibits—the largest display of air traffic control technology in the world, covering all facets of air traffic control facilities and services.



Director of Research and Development Service Steve Zaidman accepts the E. R. Quesada Memorial Award.



FAA Administrator David Hinson admires one of the many exhibits at the annual ATCA convention.

'Tis the Season

Watch Out for Thieves

FAAers are urged to take extra steps to make sure personal items and government equipment aren't stolen.

During the holidays, the number of thefts at Headquarters increases.

In previous years, tens of thousands of dollars worth of computer equipment, software, and other electronic items were stolen. Individual employees have lost hundreds of dollars to thieves operating within the building who target unattended purses, wallets, and bags.

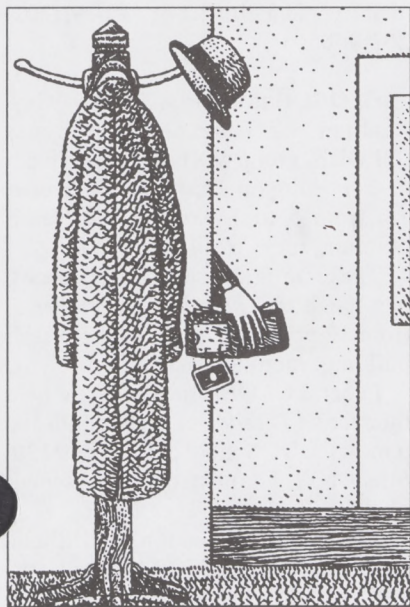
Never leave personal property unattended unless you are willing to risk loss.

The government is not responsible for property loss.

Here are some tips. Never leave a wallet in a coat pocket hanging on a coat rack. Never leave a purse under a desk or in an unlocked drawer. Take it with you or keep in a locked file cabinet.

Security officials say it is the responsibility of individual users to safeguard high-value equipment and software such as computers—especially laptop versions—by keeping them properly secured when left unattended.

Lock equipment in a secure room or secure it with an approved cable tie-down or similar locking device.



Advancing Automation

A highly interactive kiosk, designed to create awareness of the Advanced Automation Program, was recently unveiled by Acting Deputy Administrator Joe Del Balzo, right, and Technical Assistant to the Program Manager for Advanced Automation Bill Koch. The "Field Information Center" kiosk—one of 30 which will be placed throughout the regions—contains detailed program descriptions, progress updates, and developments on the voice switching and control system and the advance automation system. The displays include a video theater, reference library, newsroom, calendar of events, and more. Kiosks will be updated on a monthly basis, providing current, accurate information at the touch of a button. A kiosk is on display in the Headquarters lobby for FAAers to examine its many features. Employees with comments or suggestions can call Bill Koch, 376-6540.

Coping with Tragedy

Memorial Service Held for FAAers Killed in the Line of Duty

A memorial service was held recently at the Technical Center, Atlantic City, NJ, in honor of three agency employees killed in the line of duty.

The FAAers, who worked out of the Atlantic City Flight Inspection Area Office, were conducting flight inspection tests in Winchester, VA. They had just completed a mission, when their aircraft, a twin-engine Beechcraft King Air 300—an FAA flight inspection aircraft—went down in a wooded area, claiming the lives of all three crew members.

After meeting with the victims' family members, FAA Administrator David Hinson delivered a eulogy at the memorial service. He also

unveiled a plaque dedicated to the three agency employees, which will be on permanent display at the Technical Center.

The service included an outdoor flag presentation, a fly-over by an F-16, and the sounding of taps.

Hinson said "we extend our warmest sympathies to the families, friends, and co-workers of these fine men."

The three men honored during the memorial service were:

- ➔ Edwin Dowling, airborne electronic technician.
- ➔ Daniel Jameson, airspace system inspection pilot.
- ➔ Donald Robbins, airspace system inspection pilot.

Flightplan

Ethics Training. The Office of the Chief Counsel is conducting "standards of conduct" training on *Monday, December 6, and Thursday, December 16*, in the Headquarters auditorium at 2 p.m.

Employees who are required to file a financial disclosure—for either a confidential report, SF-450, or a public report, SF-278—are required to attend the annual one-hour training session.

Both sessions will be broadcast to region and center headquarters, in addition to air route traffic control centers. It will also be available on the in-house television network.

The training is a mandatory requirement imposed by Executive Order 12574.

Seminar Series. The Flight Standards Service is holding its second presentation in the new speaker seminar series on *Thursday, December 9*, at 10 a.m. in the Headquarters auditorium.

Al Gleske, Vice President of Flight Safety International, will speak on "Turnkey Training—The Answer for the 90's and Beyond."

Employees interested in learning more about significant aviation issues may plan to attend this series which is scheduled for the *second Thursday of every other month*.

For more information, contact Ruth Ann Pollock, x77480.

Kwanzaa Celebration. Members of the Office of the Chief Counsel's Black History Month committee are hosting a Kwanzaa celebration on *Thursday, December 16*, at 1 p.m.

Kwanzaa is a holiday based upon the African tradition of celebrating the harvesting of the first fruits. It was recreated and introduced in the United States in 1966.

The celebration focuses on unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity, and faith.

All FAAers are invited to attend.

For the location, or more information, contact Andrea Armstead, 376-6423.

Anyone interested in performing, or making a traditional dish can contact Armstead.

Open Season. The government-wide health benefits open season runs through *Monday, December 13*. FAAers have the opportunity to enroll in the Federal Employees Health Benefits program, change health plans, or change options.

Headquarters employees may pick up the Health Registration Form, SF-2809, beginning *Wednesday, December 8*, in the Employee Relations Branch, AHR-140, room 522.

The booklet *Federal Employees Health Benefits Program*, SF-2809A, and the *Checkbook Guide* (sign-out only) will also be available on that date.

Questions about open season? Contact Ida Mack, x73881, or Andre Speedieberg, x78916.

Direction and Acquisition. The Office of Information Technology, along with the Armed Forces Communications and Electronics Association, is hosting an FAA-Industry Day on *Tuesday, December 7*, at the USDA Jefferson Auditorium, 14th and Independence Ave., SW, South Building, Wing 4, from 8:30 a.m. to 4:00 p.m.

The theme is "21st Century Aviation—Program Direction and Opportunity."

The event is the third in a series of government-industry Federal Information Resources, Systems & Technologies conferences. It offers opportunities for interacting with industry and broadening FAA's understanding of critical information technology programs and issues.

Top FAA management officials and key program managers will participate in presentations on such initiatives as systems architecture and data management, the Global Positioning System, and the Advanced Automation System.

The association provides an ethical environment that encourages a close cooperative relationship among civil government agencies, the military, and

industry. It serves as a bridge between government requirements and industry capabilities.

Because it is anticipated that 500 industry and FAA representatives will attend the event, the Office of Information Technology is encouraging senior staff members to reserve a seat by contacting Peri Dixon, AIT-200, x77097, before *Tuesday, November 30*.

Overseas Jobs. The International Civil Aviation Organization (ICAO) has several job announcements open to FAA employees.

Positions are being advertised under the following vacancy numbers:

Cairo

PC-93/18/P-4

Technical Officer, Communications

PC-93/19/P-4

Technical Officer, Rules of the Air, Air Traffic Services and Search and Rescue

Initial appointments are three years for all assignments. Government employees accepting assignments with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems & Overseas Support, API-19, by *Friday, December 31*.

For more information about salary, qualifications, applications and benefits, employees can contact their servicing personnel office or API-19, (202) 267-9085.

GLOBE Gatherings. The DOT Gay, Lesbian, or Bisexual Employees (GLOBE) group will hold its next business meeting on *Thursday, December 16*, from 5 to 7 p.m., in the Nassif building, room 6244-48.

The group is also sponsoring a brown bag lunch on *Thursday, December 5*, from 12 noon to 1 p.m., in the Nassif building, room 8236-38.

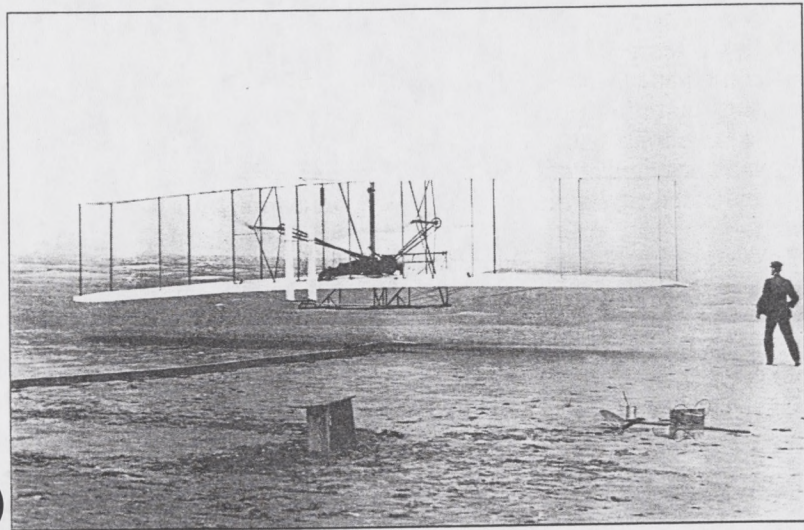
Federal GLOBE meetings are held the *second Tuesday* of each month at 6 p.m. at the DC School of Law, 719 13th Street, NW. The next meeting is scheduled for *Tuesday, December 7*.

For more information, call Shelia Skojec AGC-430, 376-6475, or Harry LeBlanc, ASU-320, 606-4525.



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

Headquarters Intercom



The 'Wright' Design

This year marks the 90th anniversary of the Wright Brothers' historic flight at Kitty Hawk, NC. Wilbur and Orville Wright pursued their dream—a powered, controlled flight in a heavier-than-air craft—without the benefit of academic degrees or financial backers. This photo was taken by John Daniels, one of the Lifesaving Service men whose off-duty assistance was the only federal help the Wrights received. Wilbur is seen running beside the Flyer, while Orville piloted the "erratic" 12-second flight. The brothers accomplished a series of flights that included a trip of 852 feet in 59 seconds. Although a gust of wind wrecked the Flyer while it was unoccupied, the brothers had proven their design.

Number Two Post

Daschle Sworn in as Deputy Administrator

Linda Hall Daschle, an aviation executive who began her career 18 years ago as a licensed weather observer for the FAA, was sworn in on November 23 as the FAA's newest deputy administrator.

DOT Deputy Secretary Mort Downey administered the oath of office to Daschle, who is the second woman to hold the post. Barbara McConnell Barrett served as deputy administrator from April 1988 to January 1989.

Daschle, born in Oklahoma with strong ties to South Dakota and Kansas, began her aviation career as a weather observer in an effort to pay for college tuition while attending Kansas State University.

During the early 1980s, she was the first woman to direct the Civil Aeronautics Board's Office of Congressional, Community, and Consumer Affairs in Washington, D.C. While working at the board, she was awarded

turn to Daschle on page 3

Highlights

AIDS Awareness. DOT Secretary Federico Peña recently urged employees to "take action to protect yourselves and promote awareness of human immunodeficiency virus (HIV) and acquired immunodeficiency syndrome (AIDS) at work and home by getting the facts and sharing that information with family members, friends and coworkers."

In a letter to all employees, Peña said the department is developing plans to educate the workforce on how to prevent the spread of the virus and how to address its various facets in the workplace. All employees, he said, will receive AIDS awareness training by December 1, 1994.

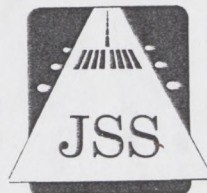
turn to Highlights on page 2

Mostly Satisfied Results of the 1993 Job Satisfaction Survey Revealed

Most FAAers are satisfied with their jobs, according to the results of this year's Job Satisfaction Survey. Results indicated the highest level of job satisfaction—72 percent—since the survey was first administered in 1984.

Out of the major organizations, Flight Standards led the way with the highest level of job satisfaction at 76 percent. Regions, centers, and Washington Headquarters, ranged from 66 to 77 percent, with Alaskan Region

turn to JSS on page 6



Highlights *from page 1*

"We must all assume compassionate responsibility for halting the spread of HIV/AIDS and caring for those touched by this disease," said Peña. "To that end, we are also reviewing our workplace policies on HIV/AIDS to ensure that they provide for reasonable accommodation for infected employees."

Saying the number of infected Americans has reached epidemic proportions, Peña pointed out that an estimated one in 250 Americans is currently infected with HIV.

Breaking Ground. A ground-breaking ceremony for the new 35-gate terminal at Washington National Airport was held recently with DOT Secretary Federico Peña in attendance.

The new million square-foot building, costing approximately \$375 million, is the focus of a continuing airport renovation plan which will cost a projected \$1 billion.

The new terminal, which is scheduled for operation in late 1996, will feature moving walkways to carry passengers directly to and from the airport Metrorail station, improved parking facilities, and an easy-to-use roadway system around the airport. It will include an upper level for ticketing, a concourse level for restaurants and

shops, and a lower level for baggage claim.

Peña told several hundred participants who gathered under a tent at the site of the new terminal that "building a new airport terminal for the Nation's Capital will not only improve air transportation service for the millions who live in the Washington Metropolitan area, but also for those who visit each year." He noted that National Airport presents a good example of intermodalism and of the economic importance of aviation to the community.

The new terminal's large windows will give a dramatic view of the Potomac River and of the city skyline.

Repositioning Radar. The ASR-9 radar at Dulles International Airport was recently moved from the existing 37-foot tower to a new 57-foot tower.

This effort required more than a year's worth of planning by the Dulles

ers were on hand, along with Airway Facilities FAAers, to facilitate the smooth move of the radar to its new position. A beacon flight check, which was closely coordinated with Eastern Region's Flight Standards organization, was successfully performed five days later.

"This project demonstrates the spirit and teamwork that prevails in the Airway Facilities organization," said Eastern Region Airway Facilities Division Manager Charles Hoch.

SAM Survey. Users of the System for Acquisition Management—known as SAM—will soon be receiving an automated survey addressing the functionality of the system.

The survey's goal is to highlight specific processes within the system that need improvement. This is the first step in a redesign effort that will involve SAM users when defining system requirements.

To determine screen design and functionality, SAM user sessions will be conducted throughout the FAA during the second quarter of the fiscal year.

It is requested that all system users complete the survey, and pass the disk along to other SAM users in their organization. Each disk will hold approximately 100 completed surveys.

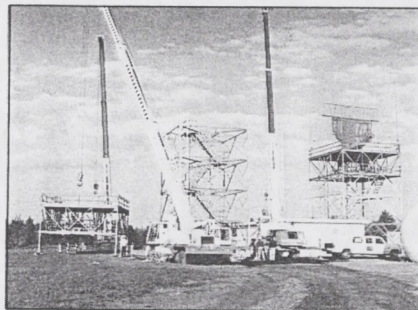
The disks will be distributed throughout Headquarters, regional and center offices and should be returned to a local SAM manager by December 29.

For more information or questions, employees should contact their local SAM manager, or Tina Amereihn, ASU-20, (202) 267-8890.

Mail Order. As a cost-cutting measure, DOT recently issued guidelines to all FAA employees on how to properly address outgoing mail.

The department reports that annually thousands of dollars are lost due to improperly addressed mail. The new procedures will also help avoid increases in mail costs and slow delivery.

The Postal Service requires that mail be addressed as follows to avoid unnecessary and costly delays:



Cranes prepare to move the ASR-9 radar from the existing 37-foot tower to the new 57-foot tower.

Sector Field Office and the Metropolitan Washington Airport Authority.

During the past summer, the new 57-foot tower was built alongside the old one to expedite the eventual repositioning of the radar. The project was completed after only a five-day shutdown, during which the tower relied on radar from the Washington Air Route Traffic Control Center.

The first Saturday in October was selected as the optimum date for the move—inclement weather was not likely, and travel was light. Six crane operators and numerous steel work-

Headquarters Intercom

December 14, 1993
No. 93-45

Diane Spitaliere
Editor

Briar Haggett
Editorial Assistant

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-3441

→ Addresses must be typewritten or printed in black on white envelopes or labels. Do not handwrite addresses on envelopes or labels.

→ The name and address should be in CAPITAL letters with **no** punctuation, except the dash or hyphen in the zip code.

→ If an "attention" line is used, it should be the first line of the address.

→ The second line should be used for the name of the receiving individual, agency, or company.

→ The third line should include the street address, P.O. Box number, rural route, or highway route number. Also included on this line are things like north, south, east, or west.

→ The last line is reserved for the name of the city, the two-letter state abbreviation, and the zip code.

→ Be sure the address block is centered on the envelope.

Envelopes with handwritten addresses and other improperly prepared envelopes will be returned to the sending office for proper preparation.

For further information or questions, contact the Office of Administration Services and Property Management, mail services section, x62102.

Daschle *from page 1*

the organization's special achievement award for her contributions to air service for rural America and airline consumer awareness initiatives.

Since 1987, Daschle has served as senior vice president in charge of federal and environmental affairs for the American Association of Airport Executives, a professional airport organization representing managers of U.S. airports. She was also general manager of the association's new business television network—the Airport News and Training Network—which broadcasts to airports across the nation.

She previously held the position of director of Federal Affairs at the Air Transport Association of America, an organization which represents major passenger and cargo air carriers.

Before joining the FAA, Daschle was also a member of the U.S. Travel and Tourism Congressional Advisory Board. She chaired the Oglala-Lakota College Foundation Board, located on the Pine Ridge reservation in South Dakota, which is the only native American four-year institution in the United States.

Holiday Grinch

The Office of the Chief Counsel warns FAAers to be careful during the holiday party season.

Except for limited exceptions, the DOT's conflict of interest rules prohibit workers from accepting gifts, gratuities, meals and refreshments, or anything worth \$20 or more, from organizations that do business with the FAA, lobby it or are regulated by the agency.

One possible exception is attending a non-lavish holiday function if it is not aimed specifically at DOT employees and is widely attended by congressional representatives, other government officials, representatives of various sectors of industry and members of the press, for example.

DOT employees should not attend if at the time of the event the host is a specific party to an action currently before the employee for decision, such as an enforcement action or the award of a contract or grant.

Questions about the rules? Contact John Walsh, (202) 376-6406.

All Dolled Up

FAAers Volunteer to Help the Less Fortunate

For the sixth year in a row, FAAers helped brighten the holidays for hundreds of Washington-area children.

Working with the Salvation Army, over 300 employees volunteered to dress dolls and stuff stockings to be distributed to children who might not receive holiday gifts.

Bobbie Smith, of the Aircraft Certification Service, began the annual event in 1987 by giving out 30 dolls to a few FAAers to clothe.

This year, Smith passed out 400 dolls and 550 holiday stockings.

All of the dolls and stockings were on display in the FAA cafeteria, where those who attended voted for their favorite doll. They were then shipped to



Winners and their dolls, from left to right, are Deena Collier, Juaida Norrell, Margie Ross (for Susan Allen), Michelle Currie, and Susan Carlson.

the Salvation Army for distribution.

The winners were:

→ First place: Susan Allen, wife of Terry Allen, Aircraft Certification.

→ Second place: Juaida Norrell, NAS Transition and Implementation.

→ Third place: Michelle Currie, Flight Standards Service.

→ Fourth place: Deena Collier, Civil Aviation Security Policy and Planning.

→ Honorable Mention: Susan Carlson, Human Resource Management.

Team Spirit

System Operations Honors its Employees in Second Annual Awards Ceremony

More than 250 FAAers from across the country were lauded for their team spirit by Acting Executive Director for System Operations Monte Belger at AXO's second annual awards ceremony.

"These awards go out to those outstanding teams, made up of men and women from our System Operations family, nominated by their peers as best exemplifying the 'Spirit of AXO'—the spirit of working together, cross-organizational achievement, and cooperative teamwork," said Belger.

"These successful team winners have created within the FAA what



Albuquerque team member Bertha Moya accepts the Quality of Work Life award from Monte Belger. Also pictured are Associate Administrator for Air Traffic Bill Pollard, and Associate Administrator for Regulation and Certification Tony Broderick.

Vice President Gore has called "a clear sense of shared mission'."

Belger emphasized the "exemplary cooperation" the FAA must achieve as it meets the leadership challenge America faces in building the global airspace system of the next decade.

"Today's nominees and winners have one thing in common—their ability and desire to work as a team," said Belger.

Team winners were selected by a panel of aviation experts, both from within the FAA, and from the aviation industry.

The following teams won AXO Spirit Awards:

Administrative System Enhancement

Airworthiness Directives Team

Nominating Organization: Headquarters

Operational System Enhancement

Bethel Special Evaluation Team

Nominating Region: Alaskan

Communication

Central Region's Heartland EEO Council

Nominating Region: Central

Vision of Tomorrow in Capacity

International Affairs Team

Nominating Region: Alaskan

Vision of Tomorrow in Productivity

Air Route Traffic Control Center,
Level IV and V Air Traffic Control Tower,
and Automated Flight Service Station
Reorganization Groups

Nominating Region: Great Lakes

Vision of Tomorrow in Safety

Rulemaking Team for Aircraft Ground Deicing
and Anti-icing Program

Nominating Organization: Headquarters

Quality of Work Life

Performance Management System

Quality Action Team

Nominating Region: New England

Albuquerque Air Route Traffic Control Center

Building Improvement Work Group

Nominating Region: Southwest

Pre-Supervisory and Management

Development Team

Nominating Region: Eastern

ACE Child Care Steering Committee

Nominating Region: Central

Executive Director's Link Award

Denver International Airport Project Team

Satellite Operational Implementation Team

New Trend

FAA Develops Specialized Air Traffic Control Training Abroad

The FAA has taken the first steps in meeting a growing need for specialized air traffic control training abroad, prompted by anticipated increases in international air travel and the implementation of a world-wide air traffic modernization plan.

need for specialized instruction surfaced when the Moroccan government purchased U.S. radar equipment. Last year, a team of employees from the FAA Academy's Air Traffic Division visited Morocco to assess its impending transition to an automated

traffic control training for operators and maintenance technicians at the Moroccan Institute of Airport Management and Operation Training. Recommendations were then made to upgrade Moroccan training programs to meet FAA standards.

As a result of the team's findings, the Academy, working closely with the Office of International Aviation, developed the new radar transition course for 12 Moroccan controllers. The training incorporates the International Civil Aviation Organization's standards and practices for air traffic controllers—practices that differ significantly from FAA procedures. The new training curriculum also includes site specific simulation.

Over the next six months, an additional 44 Moroccans are expected to receive training at the FAA Academy. Instruction is provided on a reimbursable basis.

Other countries—including India, Saudi Arabia, Tunisia, and Trinidad—have also expressed an interest in specialized air traffic control training.



FAAers and Moroccan air traffic controllers at the FAA Academy.

Marking a dramatic change in the agency's approach to international training, the FAA recently developed a radar transition training course for Moroccan air traffic controllers. The

radar-based air traffic control system and to identify technical assistance requirements. Led by International Assistance Division Manager Herbert Bachner, the team evaluated the air

Administrator's EEO Awards

Nominations Due by January 4

Nominations for the Seventeenth Annual Administrator's Awards for Excellence in Equal Employment Opportunity are being accepted through January 4 in the Office of Civil Rights.

Nominations are based on individual activities and accomplishments during the 1993 fiscal year. They can be for internal, as well as external, program activities.

Special attention should be given to employee contributions in the following categories:

- Employment and advancement of women, minorities, and people with disabilities.
- Support of DOT and FAA di-

versity goals.

- Development of training for underutilized employees.
- Work in community action programs.
- Hispanic employment program.
- Support of special emphasis groups.

All nominations must be signed by a member of the Administrator's management team and endorsed by an organization's servicing civil rights officer. The nomination should be submitted on the "Recommendation for Equal Employment Opportunity (Diversity) Award" form, with no attachments, extensions, or reduced type. An original form and eight copies, along

with a 3 by 5 black-and-white glossy photograph, must be included in the nomination package.

A panel, made up of FAAers involved in equal employment opportunity programs in Headquarters and field organizations, will review all nominations and make recommendations to the Administrator.

All nominations will be reviewed on an equal basis. Awardees will not be selected based on location, grade, sex, race, or occupation.

An awards ceremony is expected to be scheduled during the early part of 1994 in Washington, DC.

For more information, call George Thomas, ACR-5, (202) 267-3267.

People

Leave Donations. Harold True, Operations Research Service, is an eligible recipient for the FAA's leave donor program.

True recently suffered a paralyzing stroke, and has exhausted all of his leave.

He has been with the agency for over 19 years, and was responsible for many design improvements in the FAA Portals building.

Anyone wishing to donate annual leave can contact Barbara Ullom, AHR-150, x77608, or Bob Rovinsk, 287-

8507, to obtain a leave donation form.

Family of the Year. Headquarters FAAer Rich Thompson and his family were recently named "Family of the Year" by the Maryland State Parent Teacher Association.

Thompson and his wife are extremely active in their community in Monrovia, MD. Over the past 13 years, they have donated hundreds of hours to the schools of their four children by volunteering in the school libraries, participating in the PTA,

and spending time in the classroom.

The Thompsons also volunteer their time to support community activities—including the children's church choir, the scouts, and the area's sports and recreation councils.

They feel that they "need to be involved with their children to make them successful."

Thompson has been with the FAA since 1986, and is currently a security specialist with the Office of Civil Aviation Security Policy and Planning.

Job Satisfaction Survey *from page 1*

registering the highest level. It was determined that race and gender made no difference in overall job satisfaction.

Among eight components of overall job satisfaction, the kind of work people do was the primary positive force behind employee satisfaction.

72 percent of FAAers report being satisfied with their jobs

Other components, such as pay, benefits, retirement, working conditions, immediate work group, and organization, scored lower. Working conditions was the least satisfactory item.

When canvassed on work life issues, employees focused on workplace fairness, training and development, and job recognition. The priorities for men and women were exactly the same and generally consistent across organizational lines.

A major area that influenced employees' perceptions of the workplace was sexual harassment, although they did feel that harassment complaints are taken seriously.

Over half of FAA employees support affirmative action and equal employment opportunity, but support is

viewed as increasing as one moves up the chain of command.

Diversity was another area studied by the survey. Although 84 percent of employees understand the agency's stand on diversity issues, most feel that the training given is inadequate.

Numerous managerial practices were evaluated by employees, including management commitment to performance improvement, concern for people, use of feedback to improve services, and employee empowerment. According to those surveyed, managers are perceived as not particularly quick to use improved work methods. Respondents also believe that there is only a limited to moder-

ate commitment by the FAA to employee concerns. While they feel somewhat encouraged by management to express their own views, employees believe it is not really an accepted behavior.

In general, employees feel good about how their jobs fit into the overall mission of the FAA, but organizational communications are viewed somewhat negatively. They feel that the timeliness and sufficiency of information about major innovations and changes affecting their jobs is somewhat inadequate.

For a more detailed overview of the 1993 survey results, see the December issue of *FAA World*.

Building Bulletin Board

Recycling Trash. A four-month pilot program designed to reduce waste by improving recycling has been implemented in the FAA Headquarters building by the General Services Administration.

Under the "3/2" program, trash will be picked up on Monday, Wednesday, and Friday and recyclables on

Tuesday and Thursday.

Six new orange receptacles have been placed in the hallway of each floor for employees to deposit wet waste or any other waste product that may cause unpleasant odors if left in the trash can. These receptacles will be emptied daily.

To arrange for special trash pickups, or for additional information on the 3/2 recycling program, call x77433.



Group Meetings

Here is a list of the meeting dates, times, and places for several FAA employee groups. Membership in all groups is open to all FAAers and members' guests.

Asian Pacific Coalition. The Coalition of FAA Asian Pacific Americans meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408. Next meeting: *January 11*. Contact Al Kaulia, x78317.

Black Coalition. The National Black Coalition of Federal Aviation Employees meets the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 9C. Next meeting: *January 4*. Contact Marcia Adams, x73488.

FWPC. The Federal Women's Program Committee meets the *first Wednesday* of each month, 11 a.m., 9th-floor Civil Rights conference room. Next meeting: *January 5*. Contact Marcia Adams, x73488.

Headquarters EPG. The Headquarters Employee Participation Group meets the *second Thursday* of every month, 9 to 11 a.m., MOC room.

Next meeting: *January 13*. Contact Ralph Randall, x78903, or Bruce Henry, x79216.

Hispanic Coalition. The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of each month, 12 noon. Next meeting: *January 5*, room 5A. Contact Francisco Estrada C., 287-8558, or Rose Millar, x79005.

International Training. The Federal Aviation Club, International Training in Communication, meets *every Wednesday* from 12 noon to 1 p.m.

The group provides instruction on how to communicate effectively, build self-confidence, stimulate the exchange of ideas, express individual thoughts, learn skills to use at work, and receive training to increase individual effectiveness. All efforts will be constructively evaluated by the group.

Contact Maria Lancaster, x73746, or Sylvine Blackwell, (202) 529-2573 for meeting location.

Managers Association. The Federal Managers Association, FAA Headquarters Chapter 265, meets the *second Thursday* of each month, from 12 noon to 1 p.m., in the MOC room. Next meeting: *January 13*. Contact Henry Butler, x79388.

Quality Meetings. The FAA Headquarters Quality Network normally meets the *first Tuesday* of each month from 2 to 3:30 p.m., conference room 8ABC. There will be no meeting in *January*. Contact Ted Criswell, x77925, or Pat Bosco, x79889.

Toastmasters. Toastmasters meets the *first and third Tuesday* of every month from 12 noon to 1 p.m. Next meetings: *January 4* and *January 18*, conference room 8ABC. Contact Valerie Kulhanek, x73318, or Steve Black, x79094.

Volunteer Committee. The FAA Volunteer Committee meets the *second Tuesday* of each month from 12 noon to 1 p.m., conference room 9A. Contact Margaret Powell, x67037.



Healthbeat

Blood Mobile. The Blood Mobile will be in conference rooms 5ABC on *Wednesday, December 22*, from 9:30 a.m. to 1:30 p.m.

Eligible donors can schedule an appointment with their organization's coordinator, or sign up in the clinic lobby, room 327.

For more information, contact Ann Bowers, x73767.

Holiday Health. With a little creativity, holiday meal traditions can be enhanced while remaining healthy.

Foods high in fat, cholesterol, and salt are common in traditional holiday meals. These foods can lead to

high blood pressure and high blood cholesterol.

For this year's holiday meal, the American Heart Association offers the following tips:



→ Reduce cholesterol in your diet by using margarine instead of butter, and egg whites or cholesterol-free egg substitutes for whole eggs. Also

choose low-fat or fat-free dairy products such as skim or one percent milk and low-fat cheese.

→ Total fat intake should be less than 30 percent of daily caloric consumption.

→ Use spices and herbs to enjoy the natural flavors of food.

→ Diet should include a variety of fruits, vegetables, breads, pasta, grains, lean meats, poultry, and fish.

→ When preparing meats, watch out for heavy fat coverings and marblings. It is better to roast, bake, or sauté meat. For desserts, serve fresh fruits and low-fat yogurt instead of cake, candy, pie, or ice-cream.

Flightplan

Ground School. The FAA Flying Club will conduct private pilot ground school on *Tuesdays and Thursdays* from *January 18 through March 17*.

Classes are held from 6 to 9 p.m. in the FAA Headquarters building, conference rooms 8AB. Parking is available in the garage after 4 p.m.

Topics include flight theory, engines, instruments, air traffic control procedures, communications, weather, federal aviation regulations, and other pertinent subjects.

An FAA examiner will administer the private pilot written examination on the last night, satisfying the license requirement.

The cost of the textbook and materials is \$175.

For more information, contact Rachel Tretchick, M-63, 366-4281, or via cc: Mail.

Lunchtime Seminars. Airway Facilities is presenting a series of "lunchtime seminars" from 12 noon to 1 p.m. *every other Wednesday* through May 1994.

The series includes discussions on career development, diversity, time management, and automation. It is open to all FAA employees.

For more information, or for a seminar brochure, contact Maria Pitts, x73628.

Ethics Training. The Office of the Chief Counsel is conducting "standards of conduct" training on *Thursday, December 16*, in the Headquarters auditorium at 2 p.m.

Employees who are required to file a financial disclosure form—either a confidential report, SF-450, or a public report, SF-278—are required to attend the annual one-hour training session.

The session will be broadcast to region and center headquarters, in addition to air route traffic control centers. It will also be available on the in-house television network.

The training is a mandatory requirement imposed by Executive Order 12674.

Kwanzaa Celebration. Members of the Office of the Chief Counsel's Black History Month committee are hosting a Kwanzaa celebration on *Thursday, December 16*, at 1 p.m., in conference room 5ABC.

Kwanzaa is a holiday based upon the African tradition of celebrating the harvesting of the first fruits. It was recreated and introduced in the United States in 1966.

Carroll Gibbs, a noted black historian, will discuss the principles of Kwanzaa—unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity, and faith.

All FAAers are invited to attend and are encouraged to come dressed in traditional African clothing.

Anyone interested in performing, or making a traditional dish, can contact Andrea Armstead, 376-6423.

Dallas Reunion. The Dallas-Fort Worth Metroplex Terminal ATC controllers reunion and 20th anniversary of the Dallas-Fort Worth Tower/TRACON is scheduled for *Friday through Sunday, January 14-16*.

For more information contact S. Michael McKean, (214) 453-4200, Dallas-Ft. Worth Tower, P.O. Box 610368, Dallas-Fort Worth Airport, Texas, 75261-0368.

Overseas Jobs. The International Civil Aviation Organization (ICAO)



has several job announcements open to FAA employees.

Positions are being advertised under the following vacancy numbers:

Cairo

PC-93/18/P-4

Technical Officer, Communications

PC-93/19/P-4

Technical Officer, Rules of the Air,

*Air Traffic Services
and Search and Rescue*

Initial appointments are three years for all assignments. Government employees accepting assignments with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems & Overseas Support, API-19, by *Friday, December 31*.

For more information about salary, qualifications, applications and benefits, employees can contact their servicing personnel office or API-19, (202) 267-9085.

Software Engineering. The Software Engineering Specialty Group, ASE-600, is sponsoring the first quarterly Software Engineering Forum on *Wednesday, January 12*, from 9 a.m. until 12 noon, in the FAA auditorium.

The forum's theme is "Software Maintenance," and includes presentations on the importance of software maintenance, planning upgrades for commercial off-the-shelf software, calculating software maintenance costs, and the need for software maintenance visibility early and throughout operational concept definition and contracting activities.

Keynote speaker is Dennis Turner, deputy director of the Life Cycle Software Engineering Center, U.S. Army Electronics and Communications Command, Fort Monmouth, NJ.

The forum is co-sponsored by the IT Architecture and Data Management Division, AIT-300, and the National Systems Requirements Analysis Division, AOS-100.

For more information, contact Shirley Ginwright, ASE-600, 287-2643.

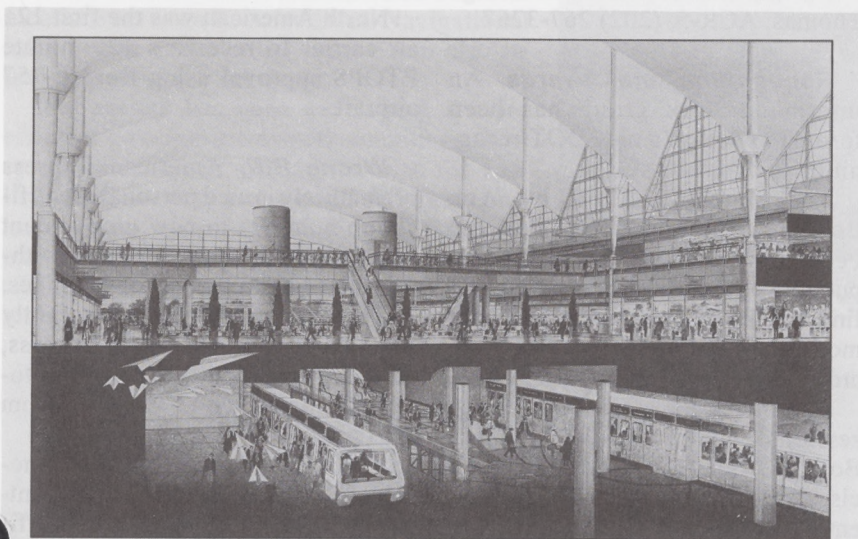
New Exhibit. The original design drawings and artwork that accompanied early space flight articles in *Collier's* magazine are the focus of the newest exhibit at the National Air and Space Museum.

The exhibit includes about 60 works and runs through next April.



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

Headquarters Intercom



Artist's rendering of the new passenger terminal at Denver International Airport.

Crown Jewel

New Denver Airport Dedicated

DOT Secretary Federico Peña, who led the effort to build the first new airport in the United States in two decades, recently participated in dedication ceremonies for the new Denver International Airport.

"Denver International will be the crown jewel of America's air-

ports—a state-of-the-art facility that will reduce flight delays, congestion and noise, and provide passengers, flight crews and aircraft with the most efficient airport in the world," said Peña.

Peña was honored for his leadership to **Jewel** on page 4

Major Milestone

New Radio Communications Link Installed

Installation of the new Radio Communications Link—known as RCL—is complete, marking the first agency interfacility communications project to reach conclusion.

Installation and testing of the new system component is a major milestone in the FAA's long-term goal of revamping the agency's telecommu-

nications system. Using radio waves to transmit information, the new communications link—which is the largest privately-owned microwave system in the country—serves as the backbone for the agency's high capacity microwave telecommunications links. With 818 equipment sites

turn to **Milestone** on page 3

Highlights

New Position. Joe Del Balzo has a new position in the agency.

The former acting deputy administrator is now serving as the Executive Director for Strategic Initiatives. Del Balzo will be responsible to the administrator and deputy administrator for single point accountability on development of the agency's strategic initiatives.

The newly-created position was established to provide "steady and consistent focus on the enormous strategic challenges faced by the agency," including:

- ➔ Implementation of a complex strategic plan with goals and milestones not matched to current organizational lines of accountability.

- ➔ The need to manage the FAA more like a business with emphasis on cost-performance measures.

- ➔ Response to Airline Commission and National Performance Review proposal for an FAA corporation and other secondary recommendations.

- ➔ Streamlining, with a special focus on supervisor/employee ratios, required staffing reduction, and achieving significant reductions in the number of internal regulations.

- ➔ Reducing the regulatory burden on the industry.

- ➔ Severe budget restrictions.

- ➔ International program growth.

- ➔ Development and implementation of an FAA fee-for-service business unit.

Team Spirit. Deputy Associate Administrator for Air Traffic Bill turn to **Highlights** on page 2

Highlights *from page 1*

Jeffers recently recognized the Air Traffic Track Team as a major contributor to the development of an effective communications network in aviation safety issues.

The team was selected as a winner of the 1993 Headquarters AXO Spirit Award for Communication. The award was presented to the group by Quality Assurance Division Manager Jim Buckles, who was the nominating official.

Unlike other teams nominated for AXO Spirit Awards, the Air Traffic Track Team crossed agency lines. In addition to FAA employees, representatives from the National Transportation Safety Board and DOT's Office of Management Planning were recognized for their "participative approach to producing high quality service and products."

EEO Awards. Nominations for the Seventeenth Annual Administrator's Awards for Excellence in Equal Employment Opportunity are being accepted through January 4 in the Office of Civil Rights.

Nominations are based on individual activities and accomplishments during the 1993 fiscal year. They can be for internal, as well as external, program activities.

Special attention should be given to employee contributions in the following categories:

- Employment and advancement of women, minorities, and people with disabilities.
- Support of DOT and FAA diversity goals.
- Development of training for underutilized employees.
- Work in community action programs.
- Hispanic employment program.
- Support of special emphasis groups.

All nominations must be signed by a member of the Administrator's management team and endorsed by an organization's servicing civil rights officer. The nomination should

be submitted on the "Recommendation for Equal Employment Opportunity (Diversity) Award" form, with no attachments, extensions, or reduced type. An original form and eight copies, along with a 3 by 5 black-and-white glossy photograph, must be included in the nomination package.

For more information, call George Thomas, ACR-5, (202) 267-3267.

Recognition and Awards. An intermodal task group has been formed to design a new DOT recognition and awards system.

The group—chaired by Ann Bormolini, DOT Secretary Federico Peña's chief of staff—is soliciting input from a broad range of employees to find out the most effective means of motivation, and what types of awards are meaningful to employees.

Intermodal focus group "listening sessions" will be held this month in Boston, Atlanta, Chicago, San Francisco, and Washington, DC, to get employee input on the proposed system.

The task group plans to give its recommendations to Peña early next year.

First Flight. The first flight worldwide for a U.S.-registered McDonnell Douglas MD-83 aircraft for valida-



This North American Airlines MD-83 was certified by the New York Flight Standards District Office under the 75-minute ETOPS rule.

tion under the 75 minute rule for Extended Range Operations with Two-engine Aircraft (ETOPS) was recently completed.

ETOPS validation means that the FAA can certify two-engine aircraft to fly over water as long as they can reach an airport in 120 minutes (in

Europe) and 75 minutes (in the Caribbean).

The flight was a round trip from John F. Kennedy International Airport to Fort de France, Martinique.

The aircraft was operated by North American Airlines, a Part 121 air carrier whose certificate is held by the New York Flight Standards District Office.

North American was the first 121 air carrier to receive a 120-minute ETOPS approval using Boeing 757 aircraft.

Wrong PIN. American Express prematurely issued personal identification numbers to new government charge card holders for cash withdrawals at automated teller machines.

These new numbers were recently invalidated by American Express, pending policy guidance on the automated teller machine program from the Office of the Secretary.

FAA cardholders will receive notification from the Office of Accounting, if and when the program is officially implemented.

All Dried Up. Instrument approach capabilities at the Spirit of St. Louis Airport, Chesterfield, MO, have been restored after being knocked out of service in July by severe flooding.

Electronics technicians from Central Region's Airway Facilities Division have re-established the instrument approach, allowing pilots to safely align their aircraft to the runway for landing, relying only on instruments aboard the aircraft.

The Spirit of St. Louis is a major reliever airport for Lambert-St. Louis International Airport.

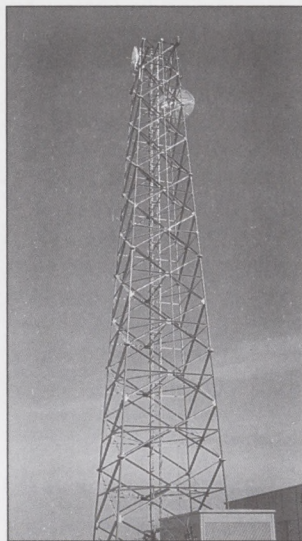
The FAA suspended air traffic control services at the airport the end of July, just hours prior to the failure of a nearby levee. The tower and the automated flight service station suffered extensive damage, but are now back in operation.

Milestone *from page 1*

Throughout the country, it provides a cost effective and reliable transmission medium for voice and data communications in support of the National Airspace System.

The RCL network includes hundreds of communications channels, which can transmit information between pilots and air traffic controllers, in addition to voice and data communications between FAA facilities. Navigational information and weather reports can also be transmitted on the network.

The agency has been developing a more efficient government-owned communications system for the past decade. Prior to the new link, the FAA relied on several different communications systems, including leased communications lines. The new system replaces and expands the agency's 25-year old radar microwave link system.

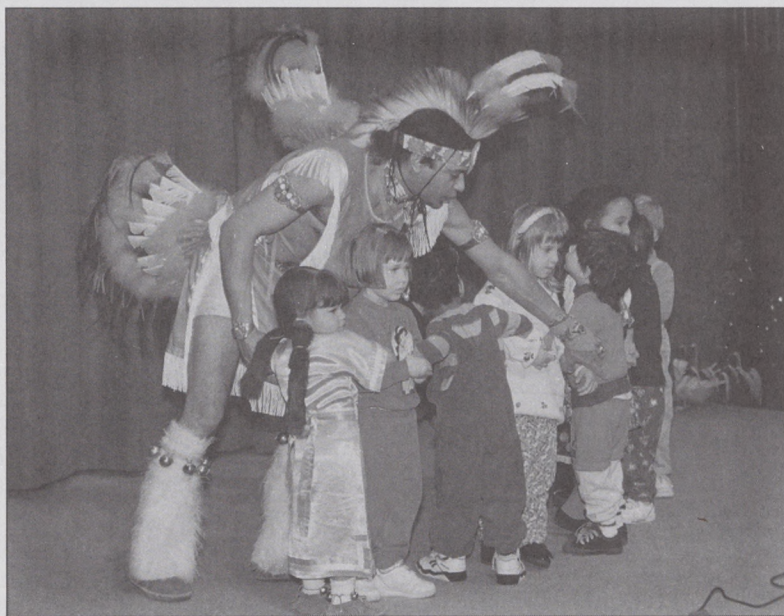


One of the many radio communications link towers that are located around the country.

Benefits of the new radio communications link include:

- ➔ Providing a single communications system.
- ➔ Making communication possible in areas where land lines are not available, such as mountainous terrain.
- ➔ Low system maintenance.
- ➔ Alleviating the expense of leasing a commercial line system.

"The system puts FAA in a winning position because it is compatible with other FAA communications systems, and it also reduces the number of leased lines. These two factors show that the system has lucrative benefits to the agency and taxpayers," said Interfacility Communications Program Manager Mike Shveda.



Celebrating Native Heritage

Recent Headquarters celebrations brought together Native Americans and Alaskan Natives to commemorate their heritage. Displays and lectures held during the month of November focused on the group's contributions to the FAA and the culture of the United States. The third annual event was sponsored for the first time by the newly-formed FAA Native American/Alaskan Native Coalition. The program opened with a panel discussion hosted by Mark Blazy, Shawnee Indian, on "Education as Experienced by Native Americans and Alaskan Natives." The film "Taking Tradition to Tomorrow" was shown to participants as an example of native peoples working in contemporary society to build a better tomorrow. In another ceremony, Preston Adkins, a Chickahominy Indian from Providence Forge, VA, along with his daughter Stormy, performed traditional native dances. Adkins included the children of the FAA child care center in a "snake dance."

People

Leave Donations. Emelda Dowell, an accounting technician in the Accounting Operations Division, is an eligible recipient for FAA's leave donor program.

She has been diagnosed as having Reflex Sympathetic Dystrophy and is currently under a doctor's care. She will soon be undergoing surgery and her recovery time will be considerable.

Anyone wishing to donate annual leave, should contact Gwen Williams, AHR-151, x78038.

Headquarters Intercom

December 21, 1993
No. 93-46

Diane Spitaliere
Editor

Briar Haggett
Editorial Assistant

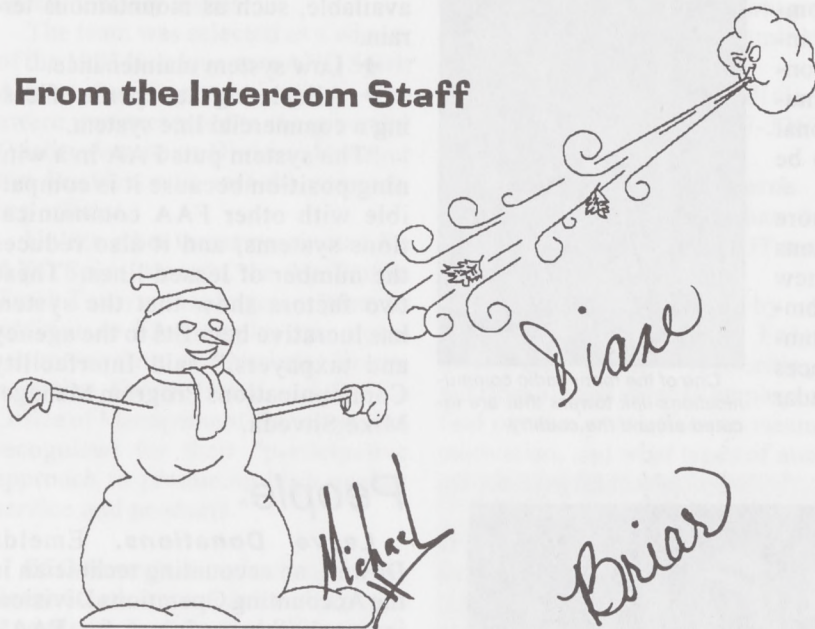
Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340

800 Independence Avenue, SW
Washington, DC 20591
(202) 267-3441

Happy Holidays

From the Intercom Staff



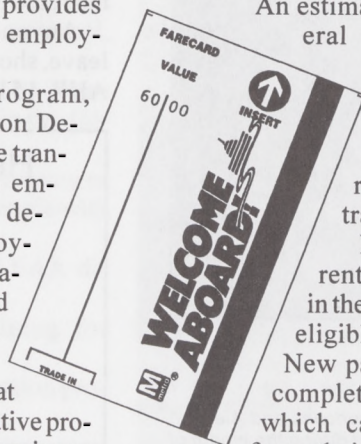
Commuting to Work

Transit Subsidy Renewal Approved

The current program that provides transit subsidies for federal employees has been approved.

The transit subsidy program, which would have expired on December 31, provides tax-free transit fare benefits to federal employees. The program is designed to encourage employees to use public transportation when commuting to and from work, in an effort to reduce traffic congestion.

The program requires that federal agencies set up alternative programs—including non-monetary incentives and improved accommodations for bicyclists—to encourage commuting by modes other than single-occupancy vehicles. The proposal that would have allowed federal agencies to charge commercial rates for parking was not adopted.



An estimated 24,000 federal employees, including about 1,700 FAAers in the Washington area currently receive transit benefits.

Employees currently participating in the program remain eligible for the benefit. New participants must complete an application which can be obtained from their transit benefit application coordinator.

Participants *cannot* be named on any federal workplace parking permit. They must also certify that they will use mass transportation for their normal daily commute to and/or from work on a regular basis.

Jewel *from page 1*

ership and vision as Mayor of Denver in launching the development of the new airport.

The new facility will replace Stapleton International, which currently ranks as the sixth busiest airport in the United States and the eighth busiest in the world in terms of passenger traffic.

Approximately 33 million passengers are expected to pass through Denver International during its first year of operation, after opening in March 1994.

According to Peña, "the new airport will dramatically increase Denver's ability to handle incoming traffic in bad weather. In snow or rainy conditions, the new airport will reduce congestion and delays, not only in Denver but across the country. This could result in four or five percent reduction in delays nationally."

In good weather, Stapleton can handle 80 arriving aircraft each hour. In bad weather and limited visibility, it can handle 25 landings an hour. The new facility can accept 99 aircraft an hour, no matter what the weather.

Flightplan

ATCA Symposium. The Air Traffic Control Association will host a day-long symposium from 9 a.m. to 3:30 p.m., on *Thursday, January 13*, at the Hyatt Regency Crystal City, Arlington, VA, to frame the debate on efforts to restructure the air traffic control system.

Top government and industry leaders will discuss models and merits of the proposed corporatization; review financial, operational, and political aspects of the shift; and examine implications for procurement.

Participants will be able to talk directly with senior FAA and congressional officials about issues involving the air traffic control system.

Vice President Gore has been invited to make the luncheon address.

For more information, contact the Air Traffic Control Association, (703) 522-5717.



U.S. Department of Transportation
Federal Aviation Administration

Happy New Year

Headquarters Intercom



Surface Surveillance

New Ground Radar System Commissioned at Seattle-Tacoma

Seattle-Tacoma International Airport is the first to commission a technologically advanced ground mapping radar, called Airport Surface Detection Equipment, or, ASDE-3 for short.

The new digital radar penetrates bad weather, providing tower controllers with clear pictures of aircraft and vehicles on the ground. The display system superimposes an enhanced radar picture over a map of the airport, allowing controllers to match the target image with a geographical position on the airport surface. Each of the multiple map under-



ASDE-3 on top of Greater Pittsburgh Tower.

lays can be modified to suit individual controller needs. The screen is updated instantaneously, coinciding with ground traffic movement.

turn to Radar on page 2

Assessing Options

FAA Examines Forming Air Traffic Corporation

A Corporation Study Group, designed to examine agency options for corporatizing air traffic control services, has been established by DOT Secretary Federico Peña.

The group has a two-tiered structure—an Executive Oversight Committee and an ad hoc task force. Options being considered range from forming an air traffic control services corporate structure to incorporating all of the FAA as it is today into a new body.

The Executive Oversight Committee is made up of senior officials from the Office of the Secretary, the FAA, the Office of Management and Bud-

get, the Defense, Treasury, and Labor departments, the Office of Personnel Management, government corporations, the Council of Economic Advisors, and the National Performance Review. Its function is to guide and direct the analysis of the organizational reform options and to recommend the best FAA organizational model to the DOT Secretary.

The task force, chaired by Deputy Associate Administrator for Airway Facilities Ed Kelly, is composed of senior FAA, departmental, and other government agency managers. It is designed to provide support to the

turn to Air Traffic on page 3

Highlights

A Note of Thanks. In a letter to all regional Flight Standards and Civil Aviation Security division managers, FAA Administrator David Hinson expressed his thanks and appreciation to them and their staffs for “putting forward extra effort during the recent American Airlines strike.”

Saying that their “dedicated service ensured that the system ran safely,” Hinson lauded the group for their willingness to work extra hours and weekends monitoring training classes, overseeing line operations, conducting en route inspections, and maintaining security standards.

“Your professional response during these trying times reflected positively on you and the agency,” said Hinson. “You represent the best of FAA.”

Increased Pay. President Clinton recently approved locality pay for 28 areas across the nation, including the Baltimore-Washington area, which will receive a 4.23 percent pay hike.

The January raises will range from 3.09 percent to 6.52 percent in 28 localities—27 metropolitan areas plus a catchall “rest of the U.S.” locality.

The largest number of employees will get a 3.09 percent raise applying to the “rest of the U.S.” locality, as well as the Memphis, St. Louis, Salt Lake City, and San Antonio areas.

The Houston area will receive the highest raise at 6.52 percent. Employees in the San Francisco, New York, and Los Angeles areas who have been receiving special eight percent “interim” locality raises will continue to receive that amount—but nothing ad-

turn to Highlights on page 2

Highlights *from page 1*

ditional—because the eight percent is greater than the new raises.

Employees will not be receiving the nationwide 2.2 percent raise originally slated for January.

Locality pay is designed to close the salary gap between federal workers and private-sector employees.

Deer Crossing. Travelers are frequently warned about “deer crossings” when motoring down the highway. Recently, however, travelers at Dulles Airport experienced a “crossing” that they weren’t quite prepared for.



Without warning, stunned passengers watched as a deer crashed through a window in the main terminal at Dulles Airport. The frightened animal then proceeded to run through the concourse and down an escalator into the baggage claim area.

Radars *from page 1*

The ASDE-3 brings together three state-of-the-art technologies—radar, mechanical engineering, and computer engineering—in one complex, safety-driven device. It is the first of a two-step process, designed to improve the safe and efficient control of airport surface traffic. For larger airports with hidden areas, two of the new radar systems can be coupled into a single display.

The FAA is beginning to accept delivery of this advanced ground surveillance radar—built by Nordon Systems, Inc.—at 35

An airport worker in the International Arrivals section opened a door to let the animal out, but the buck later had to be killed due to injuries resulting from the broken glass.

International Airspace. The first major aviation conference conducted by the FAA outside of the United States was held recently in Fiji.

The Eighth Annual International Oceanic Airspace Users Conference highlighted the latest advancements in aviation technology and provided an opportunity to exchange views and work toward global harmonization in aviation.

The four-day event, co-hosted by the FAA and the Civil Aviation Authority of Fiji, was attended by ten Pacific Rim countries, 14 airlines, and 58 different corporations, manufacturers, and communications companies.

The conference theme, “The Pacific Partnership: Pioneers on the Aviation Frontier of the 21st Century Technology,” was echoed by Associate Administrator for Air Traffic Bill Pollard. “The FAA has made the commitment to provide early satellite data link for oceanic air traffic control which will provide major user benefits for participating airlines,” said Pollard.

airports across the country. Greater Pittsburgh International Airport was the initial developmental site, with Atlanta-Hartsfield providing the testbed for many system improvements.

Future surface detection equipment will be coupled with an advanced software-intensive tracking and warning system, designed to alert controllers of potential collisions and runway incursions. This new system—called the Airport Movement Area Safety System—is now in the developmental and testing stages at San Francisco International Airport.

Pointing out that U.S. oceanic air traffic has been growing at a much higher rate—particularly in the Pacific—than domestic traffic in the past decade, Pollard said, “the introduction of oceanic data link will provide economic benefit to airlines that can amount to tens of millions of dollars for each airline annually.” He told that group that FAA Administrator David Hinson has directed the FAA to introduce data link air traffic control operations over existing networks in the Pacific in early 1995 and complete the implementation of data link for all domestic operations by the end of 1996.

The Fiji Civil Aviation Authority was honored at the conference for providing a world-wide test bed for the U.S. Global Positioning System.

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.

Popular Program. The FAA’s Automated En Route Air Traffic Control (AERA) 2 program was recently named as one of the 100 “Best of What’s New for 1993” by *Popular Science* magazine

The selection was announced at a recent awards luncheon in New York City, where Stan Pszczolkowski, AERA 2 program manager at the FAA Technical Center, provided a controller console-based demonstration.

The award is designed to recognize the year’s 100 most significant new products and achievements. The FAA program was featured in the publication’s January 1993 issue, after providing a *Popular Science* representative with a demonstration of the new technology at the Technical Center, Atlantic City, NJ.

AERA 2 is a computer control system designed to assist in the FAA’s plan to automate air traffic control. The product of a decade of intensive development, it has the ability to iden-

tify and resolve conflicts as much as 20 minutes before they occur.

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

To schedule an appointment call Kim Brams, Headquarters EAP Manager, x73945, or Personal Performance Consultants—the agency's national contractor—on 1-800-234-1EAP.

When unsure if a problem is appropriate for EAP consultation, employees can ask to speak to a counselor on the telephone. It can then be determined whether an appointment is advisable. Most times, however, if a problem is significant enough to cause concern, it is worth a call to an EAP counselor.

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

Competency Study. The Office of Human Resource Development is examining the on-the-job competencies that will be required to be effective in the FAA of the future.

The results will be used to identify the characteristics on which the agency will be selecting, training, and developing the future work force.

The study will also help identify the skills needed as the FAA is streamlined to become smaller and more efficient—a mandate of Vice President Gore's National Performance Review.

The results of the study will provide employees with an understanding of

the skills and abilities that will be required for effective performance at all levels of an organization.

For more information, contact Susan Boorse, AHD-400, (202) 366-6628.

Grants Awarded. The DOT's Office of Small and Disadvantaged Business Utilization recently announced plans to competitively award grants to eight Hispanic serving institutions for the purpose of administering the student training and education program.

The program will utilize the resources of the institutions to develop educational programs designed to enhance the knowledge of the transportation field by disadvantaged business enterprises. This increase in knowledge and skills will assist disadvantaged businesses in competing successfully for transportation-related contracts.

The office will award these 18-month grants of \$100,000 each to eight winning institutions to develop programs in three specific areas: student internship; lecture series-transportation curriculum development; and faculty fellowship.

Schools have until March 1, 1994, to apply for the grants.

The DOT announcement contains additional information, as well as instructions for application preparation, application evaluation criteria, and the required forms. Written requests should be sent to Beverly Sligh, OSDBU HSI Coordinator, 400 Seventh Street, SW, Room 9414, Washington, DC 20590, or faxed to (202) 366-7538.

Air Traffic from page 1

Executive Oversight Committee and conduct an analysis of available options for corporatizing the FAA.

Members of the task force and sub-groups are committed full-time to the effort and have scheduled numerous "outreach" informational briefings from other government agencies and corporations.



Ed Kelly

The Corporation Study Group was formed in response to recommendations made by the National Commission to Ensure a Strong Competitive Airline Industry and the National Performance Review.

"Both groups agreed that fundamental organizational reform of the agency was needed for the FAA to operate more efficiently," said Kelly. "They shared the same general perception that the FAA might work better if freed from cumbersome federal personnel, procurement, and budgetary processes."

Headquarters Intercom

December 28, 1993
No. 93-47

Diane Spitaliere
Editor

Briar Haggett
Editorial Assistant

Michael A. Malden
Art Director

Published weekly by
The Federal Aviation Administration
Office of Public Affairs
Employee Communications Branch
APA-340
800 Independence Avenue, SW
Washington, DC 20591
(202) 267-3441

Healthbeat

Blood Screenings. The clinic will be conducting blood screenings on *Wednesday and Thursday, January 19 and 20*, in room 327.

Interested employees must make appointments and can do so starting, *Friday, January 7*, in room 327.



Weight Management. The Headquarters Health Awareness Program is sponsoring weight management classes for four consecutive *Tuesdays* beginning *January 18*, from 9 to 10 a.m.

Interested Headquarters FAAers can sign up in the clinic, room 327, on *Wednesday, January 5*. There are only 25 slots allotted.

Flightplan

ATCA Symposium. The Air Traffic Control Association is hosting a day-long symposium from 9 a.m. to 3:30 p.m., on *Thursday, January 13*, at the Hyatt Regency Crystal City, Arlington, VA, to frame the debate on efforts to restructure the air traffic control system.

Top government and industry leaders will discuss models and merits of the proposed corporatization; review financial, operational, and political aspects of the shift; and examine implications for procurement.

Participants will be able to talk directly to senior FAA and congressional officials about issues involving the air traffic control system.

Vice President Gore has been invited to make the luncheon address.

For more information, contact the Air Traffic Control Association, (703) 522-5717.

Grants Administration. The FAA Technical Center's Office of Research and Technology Applications is sponsoring a one-day course, "Ethics in the Grants Environment," on *Tuesday, February 22*, in Washington, DC.

The course is being taught by Management Concepts, Inc., and is intended for employees who support FAA aviation research grants, particularly those who evaluate research proposals and monitor grant awards.

Topics include conflict of interest, misconduct in science, evolving grant regulations, and recent legal cases.

Employees interested in attending or obtaining further information, can contact Barbara Fuller, (609) 485-4919 or Patricia Watts, (609) 485-5043.

Ground School. The FAA Flying Club will conduct private pilot ground school on *Tuesdays and Thursdays from January 18 through March 17*.

Classes are held from 6 to 9 p.m. in the FAA Headquarters building, conference rooms 8AB. Parking is available in the garage after 4 p.m.

Topics include flight theory, engines, instruments, air traffic control procedures, communications, weather, federal aviation regulations, and other pertinent subjects.

An FAA examiner will administer the private pilot written examination on the last night, satisfying the license requirement.

The cost of the textbook and materials is \$175.

For more information, contact Rachel Tretchick, 366-428. She can also be contacted on cc: Mail.

Software Engineering. The Software Engineering Specialty Group, ASE-600, is sponsoring the first quarterly Software Engineering Forum on *Wednesday, January 12*, from 9 a.m. until 12 noon, in the FAA auditorium.

The forum's theme is "Software

Maintenance," and includes presentations on the importance of software maintenance, planning upgrades for commercial off-the-shelf software, calculating software maintenance costs, and the need for software maintenance visibility early and throughout operational concept definition and contracting activities.

Keynote speaker is Dennis Turner, deputy director of the Life Cycle Software Engineering Center, U.S. Army Electronics and Communications Command, Fort Monmouth, NJ.

The forum is co-sponsored by the IT Architecture and Data Management Division, AIT-300, and the National Systems Requirements Analysis Division, AOS-100.

For more information, contact Shirley Ginwright, ASE-600, 287-2643.

None for the Road December is National 3D Month

To keep holiday happiness from turning into tragedy, National Drunk and Drugged Driving Prevention Month—known as 3D Month—began more than 10 years ago in an effort to prevent accidents on the roads and highways.

A primary goal for this year's campaign is the continued public education about impairment—including when it occurs and how to prevent it.

Even in small amounts, alcohol increases the risk of having an automobile accident.

Most people's driving ability is impaired after drinking just two beers in an hour, health officials say.

An average person—150 to 169



lbs.—is five times more likely to have an accident after two drinks. The same person is 25 times more likely to have an accident after four drinks in an hour.

One out of every two people—that's half of all Americans—will be in an alcohol-related accident in their lifetime.

Last year, impaired driving claimed the lives of more than 17,000 Americans, with close to one-third of them under 25 years of age.

Safety experts emphasize that all this tragedy could be prevented if everyone followed one simple rule: *If you drink, don't drive.*