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DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

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JUL 9 1969

John H. Shaffer
Administrator

69-27 7 July 1969

Acquisitions
Section Bq 810A

SHAFFER PRESENTS POSITION ON ATC SITUATION . . . "I am . . . in sympathy with the controllers as regards the mental and physical demands of their job," Administrator John H. Shaffer told a National Press Club audience in Washington last week. "I came to the FAA with a high professional regard for controllers, based on my experience as a pilot and as a frequent user of the airways. In the time I have been here, my admiration for controllers and my respect for the responsible way they perform their jobs have increased considerably. I'm better informed about controllers professionally; better acquainted with them personally," he said. Calling controllers intellectually keen, mentally nimble and deserving of respect, he said, "I can understand why many of the top people in the FAA, including (Deputy Administrator) Dave Thomas, have come from controller ranks."

The Administrator said that the agency is taking steps to make the controller's job less rigorous. "That's one of the major objectives of the legislation that's been proposed," he said referring to the proposed airways/airport bill which would raise over a half a billion dollars annually for airways and airport development by imposing various user taxes on the flying public.

He explained, "One of the budgetary provisions which anticipated user charge legislation is the hiring and training of additional controller personnel. With additional resources forming a broader revenue base for the recruitment, hiring and training of people, we will be able to add to the controller force at a more effective pace than we can at the present or were able to provide in the past. We forecast controllers additions to our work force of about 2,000 a year, to a total projected controller population of 32,000 for tower and center operations by FY-80." Shaffer pointed out that automation and modernization of the ATC system would benefit controllers directly and said that one of his first acts after being sworn in was setting up a task force to develop specific and workable recommendations with respect to the controller profession.

He concluded his remarks on controllers by saying, "Our intention is to develop a total personnel policy for the employment of air traffic control specialists geared specifically to their particular problems and needs. Some of these matters, affecting pay and retirement benefits, cannot be achieved by unilateral action, and we are therefore working with the Civil Service Commission, the Bureau of the Budget and the Congress for their favorable consideration."

In the speech, which was entitled "Aviation's 11th Hour," the Administrator urged the passage of the user tax which he said, "could be one of the most important pieces of legislation the Congress will consider this session." He said, "For one thing, it's a bill that will produce revenue, not just disburse it. Moreover, it promises, when enacted, to rescue civil aviation from an 11th hour crisis."

AF JOBS BEING STUDIED . . . Regional, area and sector representatives, together with representatives from the Systems Maintenance Service, Systems Research and Development Service and the Office of Personnel, have begun the factfinding phase of the Airway Facilities Occupational Study. This study, concentrating on all aspects of technician, repairer and sector chief positions, has these major purposes: To examine current work requirements and determine the impact of technological advances on the maintenance and installation positions; to bring the agency's classification guidelines up-to-date; and to develop a realistic career ladder for these employees. Locations to be visited by the study group within the next three weeks have been selected to provide a cross-section of all sizes and types of facilities. Upon completion of its factfinding, the group will recommend appropriate actions for the consideration of agency top management.

A LONG, HOT SUMMER ON THE ROAD . . . Be wary during the summer months when too many drivers get drowsy, hot and tired. Move around a little. Open the air vents. Look up the road, to the sides, to your rearview mirror, to your speedometer, back to the road. See what's going on, stay away from trouble and stay awake.

NEW EARs NEEDED FOR ESIS . . . Because of the Executive Selection Inventory System reprogramming necessary to incorporate the new Employee Appraisal Record (FAA Form 3430.1), all GS-14s whose regular appraisal date occurs between Oct. 1, 1969, and June 30, 1970, are being notified by personal message to submit a new EAR by Aug. 1, 1969. Supervisors, management officials and operating personnel offices have been advised of this requirement. GS-14s whose appraisal date falls between July 1, 1969, and Sept. 30, 1969, are not required to submit a special evaluation because this data will be fed into the system routinely. The Executive Personnel Board will continue to use ESIS to identify candidates for positions GS-16 and above and will acquire necessary data as needed. During the changeover period, candidates considered for positions will be notified by card and will be advised if EAR data is required.

CASH AWARD REGULATIONS CHANGED . . . Two major changes in the employee recognition and awards program became effective July 1. As a result, new cash awards schedules (available from Personnel and Training Officers) for suggestions and performance awards have been adopted. Awards for employee suggestions will be limited to those directly contributing to economy or efficiency, or directly increasing effectiveness in carrying out FAA's mission. Other employee suggestions, such as ideas relating to working conditions, housekeeping and building and grounds, will be welcomed, and when appropriate, recognized. They will not, however, be handled as part of the suggestion system as a result of revised CSC regulations. The second significant change is the adoption of a Special Achievement Award to replace several existing awards including the Sustained Superior Performance, Special Act and Special Service Awards. Existing certificates for superior performance and special act or services awards may be used until the new Special Achievement Award Certificate is distributed. The revised Recognition and Awards Handbook, now at the printers, will be distributed to each field facility.

ON THE AGENDA: AIR TRANSPORTATION CHALLENGES . . . Four FAA officials will speak at the 1969 National Meeting on Transportation Engineering sponsored by the American Society of Civil Engineers at the Statler-Hilton Hotel in Washington. Oscar Bakke, Associate Administrator for Plans, will speak on "The Challenges of Air Transportation" on July 21 and Chester G. Bowers, Director, Airports Service, will discuss "Development of a National Airport System," on July 22. Ronald Pulling, Office of Plans, will preside over a July 22 planning session. Vernon S. Meissner, Chief of the Construction and Maintenance Standards Branch, Airports Service, will chair a session on airport construction on July 24.

HUARD COMMENDED FOR NORTH ATLANTIC PROGRAM . . . In recognition of his exceptional contributions to international aviation which resulted in the increased utilization and safety of the North Atlantic air space, Robert F. Huard, Chief, North Atlantic Systems Planning Staff, was awarded the Meritorious Service Award by Administrator John H. Shaffer last week. Other agency personnel honored for their contributions were: Chester E. Dunmire, Systems Research and Development Service, with a Quality Performance Award, and Stanley Ratomsky, Air Traffic Service, and Raymond W. Wells, Flight Standards Service, receiving Letters of Commendation.

AGENCY BUYING NEW ILS SYSTEMS . . . In line with its policy to update and improve equipment when possible and necessary, the agency has purchased 99 improved solid-state instrument landing systems. The multi-year contract for more than \$6 million was awarded to Airborne Instrument Laboratory, Division of Cutler-Hammer Inc. Being purchased are 76 complete systems and 23 partial systems. The full system includes a localizer, which generates a signal defining the centerline of the runway extended, and a glide slope signal, which establishes the angle of descent. It also includes two marker beacons, which are set along the approach path to tell the pilot the distance to the runway. The partial systems have a localizer and one marker only.

JAX HAS PERPETUAL POWER . . . The first uninterruptible power system, the initial step in an FAA-wide electric power modernization program for ARTCCs, has been commissioned. The system, referred to as UPS, was installed at Jacksonville Center several months ago for test purposes, and is now operating full time, providing continuous electrical power to that Center's vital air traffic control equipment. The system is designed to eliminate the adverse effects of power failures and fluctuations which cause errors in high-speed data processing equipment and affect radar and communications.

O'NEIL ATTENDS AIR EDUCATION MEET . . . Recently back in Washington from a meeting of California Governor Reagan's Task Force for Aerospace-Aviation Education is Robert O'Neil, Special Assistant for Aviation Education, Office of General Aviation Affairs. He reports that he was sent to represent the agency nationally and to assure the governor that the FAA is giving its full support and encouragement to the pioneer program, which was organized to develop a planned and coordinated aviation-aerospace education program within the state's public school system. Representing the agency locally is Gene Kropf, Western Region Public Affairs Officer.

WAYS TO CUT JET ENGINE NOISE STUDIED . . . A study to determine the economic feasibility of fitting commercial jet transports with acoustically treated engine nacelles which would reduce noise has been initiated by the agency. Under a contract awarded to the Rohr Corp. of Chula Vista, Calif., a report will be submitted to the FAA by May 12, 1970, covering engines in the Boeing 707, 720, 727, 737 and the Douglas DC-8 and 9 aircraft.

COMING UP! . . . This week's issue of FAA HORIZONS offers some interesting reading for everyone. Another safety cartoon contest has been announced which is open to all FAA employees. . . . A new suitcase tower was put to use recently at Ogden Airport, and proved to be a success. The suitcase sized tower is much preferred to the old "portable" tower which had to be transported on the back of a truck. . . . That safety is the primary mission of the FAA is shown in the Southwest's portion of the joint safety program of the Central and Southwest Regions. . . . Have trouble paying your bills? You may find some good advice in the Office of Personnel's story giving employees a few pointers on how to avoid unnecessary expenses and bills. . . . At the Aeronautical Center, five Sabreliners are being equipped with mini-solid-state equipment for checking the accuracy of air navigational facilities operated by the agency. Once electronic gear is installed in the aircraft, they are used to train pilots and crew members. . . . All these stories plus many more can be found in the July 7 issue of HORIZONS.

AWARDS AND REWARDS . . . The Office of Appraisal has presented a Sustained Superior Performance Award to John R. Walls. NASPO has presented the following awards: Sustained Superior Performance Award - Harold Barrett; Quality Within-Grade Pay Increase - Gordon Jenkins, Charles Walker and Charlotte Owens; Outstanding Performance Rating - Ray Mulari, Rita Cosner, Marcia Thompson and Robert O'Brien; 30-Year Career Service Emblem - Ralph Lingle.

SST FILM REPORT TO BE SHOWN . . . A new film, "You and Me and the SST," reporting on the current progress and the intended direction of the SST program, will be shown in the third floor auditorium July 9 through 11, continuously from 11:30 a.m. to 2:00 p.m. Running time is approximately 20 minutes.

FAA TOASTMASTERS HAVE NEW OFFICERS . . . The agency's "Speechmasters" chapter of the Toastmasters Club has installed new officers: President, Ted Price, Air Traffic Service; Educational Vice President, Vic Rodgers, Systems Research and Development Service; Administrative Vice President, Arnold Gross, Office of Supersonic Transport Development; Secretary, Lee Quiram, Logistics Service; Treasurer, Don Alperin, Logistics Service; and Sergeant at Arms, Jim Clayton, Flight Standards Service. Club meetings are held every Tuesday from noon to 1:00 p.m. in Conference Rooms 5A and B, and guests are most cordially invited.

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AVIATION'S PROBLEMS ARE FISCAL, SHAFFER SAYS . . . While outlining and urging the acceptance of the aviation user tax plan to a meeting of the Southern California Aviation Council, Inc., in Los Angeles recently, Administrator John H. Shaffer observed, "Overall, aviation's problems today are more fiscal than technical. Perhaps the most encouraging observation of all is the realization that there is so much that can be done for aviation -- none of which is beyond the reach of common sense or current technology." Outlining the tax package, he said, "To help finance this kind of a program, we have proposed a new revenue package to the Congress. It includes: (1) a ticket tax increase from five to eight per cent; (2) a \$3 head tax on passengers traveling to points outside the contiguous 48 states; (3) a five per cent tax on freight waybills; (4) a tax of nine cents a gallon on all fuels used by business, private and utility aircraft."

NEW NASPO CHIEF REPORTS AUG. 1 . . . The new Director of the National Airspace System Program Office will be Brig. Gen. Gustav E. Lundquist, who will assume the post on Aug. 1 when he retires from the Air Force. The office is responsible for managing the automation system now being installed in the agency's domestic ARTCCs. Lundquist, a former test pilot, World War II bomber pilot and Thompson Trophy winner, is currently the Commander of the Arnold Engineering Development Center near Tullahoma, Tenn.

EN ROUTE SYSTEM AUTOMATION GOES ON . . . Contracts for equipment and services related to the continuing automation of the en route air traffic control system totaling about \$14 million have been awarded by the agency. In a joint FAA/DOD contract with Burroughs Corp., \$6.9 million is being spent for 58 common radar digitizers and associated equipment. A \$3.8 million contract for improvements in equipment already on order for the NAS En route Stage A Computer Display Channel systems and for spare parts was awarded to the Raytheon Co. of Waltham, Mass. A \$3.1 million contract with IBM will provide the agency with a 9020E Central Computer Complex to be used for training at the Academy.

GENERAL MAXWELL HONORED TWICE . . . The agency's highest honor, the Exceptional Service Award and the Air Force's Distinguished Service Medal, the highest non-combat award, were both presented to Maj. Gen. Jewell C. Maxwell during recent Washington ceremonies. In presenting the FAA award, Administrator John H. Shaffer cited the general's professional skill, great personal leadership and unusual vision in producing and maintaining a comprehensive national program for the development of the supersonic transport airplane.

NEW SPECIAL PAY RAISES ESTABLISHED . . . The Civil Service Commission has announced changes in world-wide special pay rates. For FAA employees special rates will become effective July 13, 1969.

(For Professional Engineers and Architects in the GS-800 Series)

Grade	1	2	3	4	5	6	7	8	9	10
GS-5	\$8,030	\$8,236	\$8,442	\$8,648	\$8,854	\$9,060	\$9,266	\$9,472	\$9,678	\$9,884
GS-6	8,943	9,172	9,401	9,630	9,859	10,088	10,317	10,546	10,775	11,004
GS-7	9,934	10,189	10,444	10,699	10,954	11,209	11,464	11,719	11,974	12,229
GS-8	10,423	10,705	10,987	11,269	11,551	11,833	12,115	12,397	12,679	12,961
GS-9	11,186	11,497	11,808	12,119	12,430	12,741	13,052	13,363	13,674	13,985
GS-10	11,962	12,304	12,646	12,988	13,330	13,672	14,014	14,356	14,698	15,040
GS-11	12,729	13,103	13,477	13,851	14,225	14,599	14,973	15,347	15,721	16,095
GS-12	13,835	14,281	14,727	15,173	15,619	16,065	16,511	16,957	17,403	17,849

(GS-1825 Certain Air Carrier Operations Inspectors and Specialists
1/. Geographic Coverage: Worldwide. GS-1825 Aviation Operations
Specialist, Grade 15 only 1/. Geographic Coverage: Washington, D.C.)

GS-13	\$17,393	\$17,920	\$18,447	\$18,974	\$19,501	\$20,028	\$20,555	\$21,082	\$21,609	\$22,136
GS-14	20,385	21,003	21,621	22,239	22,857	23,475	24,093	24,711	25,329	25,947
GS-15	22,309	23,029	23,749	24,469	25,189	25,909	26,629	27,349	28,069	28,789

1/. (Note: Eligibility for these special rates is limited to incumbents of positions cited whose duties require them to be type rated on one or more turbojet aircraft used by commercial airlines and to maintain their proficiency by recurrent training).

PAPERWORK MANAGEMENT AWARD NOMINEE NAMED . . . The DOT's nominee for the Fifth Annual Paperwork Management Award, given by the Association of Records Executives and Administrators, is John E. Westgate of the agency's Office of Management Systems. This annual award is given to one or more managers to recognize and stimulate outstanding leadership and professional excellence in promoting effective management of the Federal Government's paperwork. Under Westgate's leadership, FAA has been able to reduce the number of forms, control the growth of files, improve filing procedures, install a dynamic vital records protection plan, modernize correspondence preparation and reduce mailing costs.

INFORMATION SERVICES HAS NEW NAME . . . The Office of Information Services has been renamed the Office of Public Affairs. Consistent with the change, the routing symbol has been changed to PA.

CONFIDENTIAL STATEMENTS DUE THIS MONTH . . . The annual supplemental statement required from all employees who submit a Confidential Employment and Financial Interest Statement, Form DOT F 3700.1, must be submitted by July 31. Details on this requirement may be found in FAA Order 3750.3A, from your operating personnel office or from your Review Official.

TEMPORARY TOWER TO HANDLE MOONSHOT VISITORS . . . A temporary tower to help handle an expected 1,000 general aviation aircraft that will fly into Central Florida for the launch of Apollo 11 will be set up by the FAA at Titusville, TI=CO Airport. The tower, which will have direct tie-in communications to the Melbourne FSS, will operate from Tuesday, July 15, through Thursday, July 17. Hours on Tuesday and Thursday will be from 10 a.m. to 8 p.m., and on Wednesday, launch date, from 8 a.m. to 8 p.m. Titusville is located on the east coast of Florida, across the bay from the Cape.

ESIS/FARE SELECTIONS . . . Raymond R. Cybulski, Senior Planning Officer, Aviation Plans Division, Associate Administrator for Plans; Chris A. Christie, Aerospace Engineer, Safety Regulations Staff, Flight Standards Service, Washington, D. C.; Kenneth S. Cooper, Chief, Flight Standards Division, Alaskan Region; Eugene W. O'Neill, Jr., FAA Representative, Southern Region, Rio de Janeiro, Brazil; Dwayne D. Westfall, ATC Specialist, OIAA, Saigon, Vietnam; Joe Y. Calhoun, Electronic Technician, OIAA, Saigon, Vietnam; and George Nakamura, Aircraft and Avionics Maintenance Base Manager, Pacific Region, Tokyo, Japan.

AGENCY SPONSORS CARTOON CONTEST . . . FAA AVIATION NEWS is sponsoring the second agency-wide contest for the best safety cartoon suggestions. Twelve \$25 cash awards and credit in the magazine will be given for the dozen best entries received. For details, see FAA HORIZONS, July 7, 1969.

VIRGIN ISLANDS ALLOWANCE CANCELED . . . No change is authorized in the cost-of-living allowance for Alaska, Hawaii or Puerto Rico. However, based on the Civil Service Commission annual survey, the five per cent cost-of-living allowance for the Virgin Islands is canceled effective July 13, 1969.

NAFEC PROGRAMMERS PRAISED . . . For outstanding work during the past half-year while programming a newly installed IBM 9020 computer at the Washington ARTCC, nine programmers from NAFEC have been commended by the center's chief, Joseph R. Wilson. Those praised for doing a "magnificent job" were: Francis K. Casey, Norman D. Champion, John L. Fickler, Benjamin T. Golden, Norman W. Ingham, Michael J. McCrory, William Reed and Donald A. Trucano.

UCR HELPS AGENCY AND EMPLOYEE . . . By calling attention to a hazard to aircraft safety, Raymond C. Knispel of the Otis RAPCON received an unexpected cash award. Knispel pointed out that the malfunction of a particular circuit could cause false targets to appear on the radar scope and offered a solution for this problem. Your UCR may also bring tangible awards and benefits to you and the agency. If you observe an unsatisfactory condition, submit your UCR promptly and, where possible, suggest a solution.

OVERDUE AND MISSING PLANES LISTED . . . A list of aircraft that were missing as of May 15, 1969, is included in the June 26 edition of Part 3A of the Airman's Information Manual. The list will be published twice a year and will be posted continually in FSSs to alert pilots to be on the lookout for crashed aircraft, possibly in the vicinity of their proposed route of flight. The information includes the aircraft identification, type and color, proposed route of flight, last known position and other pertinent information.

HEADQUARTERS BOND REPORT . . . In the 1969 Savings Bond Campaign Washington Headquarters wound up with 85.9 per cent of all employees participating in the payroll deduction plan compared to the 73.6 per cent participation at the beginning of the campaign. In addition to the new subscribers, 343 people who were already participating in the plan increased their allotments. Nationally within the agency, Headquarters ranks sixth in participation. Four HQ offices finished the campaign with 100 per cent participation: Appraisal, Congressional Liaison, General Aviation Affairs and Training. Offices/Services raising participation more than 25 percentage points were: Appraisal, 33 points; Information Services and Training, 29 points; and NASPO, 26 points. .

D. C. JOGGERS TO MEET OK CITY RUNNERS . . . Washington Headquarters own jogging enthusiasts, the Pavement Pounders, have noted with approval the plan of Oklahoma City Aeronautical Center employees to jog in their gym the equivalent of the distance to Washington, D. C. The Pounders believe this demonstration of the merits of a continuing physical fitness program should not go unheeded, and to help publicize this dramatic event, they offer to jog in the FA club as far as the District line to meet Center runners.

PICNIC TICKETS ON SALE . . . Tickets for the FA Club picnic on Saturday, Aug. 9, are now available from your service representative or at the FA Club Office, Room 115. Festivities at Fort Hunt Park, Va., are scheduled from noon until 6 p.m.; price of the ticket assures you unlimited quantities of beverages, ice cream and other snacks. Adult members: \$1.25; child members: \$.50; adult guests: \$2.00; and child guests: \$1.00.

LET YOUR FINGERS DO THE WALKING . . . The 1969 edition of the Washington "Yellow Pages" is now available in the 'B' level garage outside the GSA Store. Each office and service may obtain the number required at this location until July 31, 1969. Please return old books for disposal when picking up new ones.

DANGER WHERE WE TREAD! . . . In the past year, two DOT employees have seriously injured themselves slipping on those harmless-looking paper clips. We're so used to seeing paper clips lying around that we tend to forget that they can be a safety hazard. Paper clips are small enough to be dropped without notice, so when you find a paper clip on the floor, or any other article that doesn't belong there, pick it up -- the fall you prevent may be your own.

AWARDS AND REWARDS . . . The Office of Supersonic Transport Development has presented a Quality Within-Grade Pay Increase to Osvaldo D. Espada and a Sustained Superior Performance Award to Robert W. Pinnes. The Office of Management Systems has presented these awards: Sustained Superior Performance Award - Bertha A. Haynes; Special Service Award - LeRoy L. Dugan and Johanna S. Patchan; Quality Within-Grade Pay Increase - Walter Zwinscher, Jeremiah Riordan and Robert Wertz; 25 year pin - John Minemier and Anthony Callanan. The Office of Headquarters Operations has presented a Certificate of Achievement to George A. Rudigier.

INTERCOM

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

69-29 22 July 1969

HQ-610

FAA *James H. Smith*
JUL 23 1969 Administrator

Acquisitions
TO MY FELLOW FAA EMPLOYEES Section Hq 610A

As you all know, the Federal Aviation Administration has a vital mission both with respect to controlling the flight of military aircraft essential to the country's defense, as well as the mission of assuring safe air travel for the millions of Americans who make use of the Nation's airways. Many thousands of FAA employees fully recognize their responsibilities and have always discharged these responsibilities in a most commendable way. I assure you that these loyal employees have the full support of this Administration.

In recent weeks the many problems of our air traffic system have been the subject of discussions in all news media. I am sure these discussions have been of great interest and concern to all of us within the FAA. There has been much speculation about what course of action FAA would pursue. As a result of the many things said on TV, radio, and the press, we desire to inform you of the events of the last several months and our actions relating to these events.

As most of you know, early in 1968, several controllers got together and started an organization which they chose to call Professional Air Traffic Controllers Organization (PATCO). In early July 1968, this organization held its first convention in Chicago. The two primary things that seem to have been accomplished at this July convention was the formation of an organization, including the adoption of a constitution, and the issuance of a document which PATCO entitled "Operation Air Safety." At the time "Operation Air Safety" was first issued, the agency was disturbed because it seemed to interfere with the agency's managerial responsibilities and also because it seemed to lead to a situation that might slow down the normal flow of air traffic. Interestingly, in mid-July 1968 the agency was confronted with a large number of air traffic delays. Except in a very few instances, they did not seem to relate directly to PATCO's "Operation Air Safety." However, the publicity surrounding the situation was such that many people expressed concern about the integrity of our air traffic controllers for the first time in our history.

Beginning at about the same time, the Department of Transportation became increasingly aware that PATCO was soliciting advertisements, corporate memberships, and money for other purposes from the aviation industry -- an industry FAA regulates. This was an obvious conflict of interest which we could not tolerate. PATCO was immediately told that these practices would have to cease and, after assurances that they would, PATCO was granted a dues withholding agreement. Even though assurances were received from PATCO, we know there is a continuing problem in this area.

It must also be noted that to qualify for this dues withholding agreement, PATCO was required by Government regulations to certify that they would not in any way participate in any type of strike, work stoppage, or slowdown. Management officials both within the Office of the Secretary of Transportation as well as within FAA had numerous conversations with PATCO officials both on the subject of conflict of interest as well as the subject of PATCO's no strike, work stoppage, or slowdown pledge. More specifically, Mr. Rock, Chairman of the Board of PATCO, wrote the following letter, dated September 4, 1968, to the Administrator:

"This is to reassure you that the Professional Air Traffic Controllers Organization, as a matter of policy and purpose, intends to adhere strictly to the code of Fair Labor Practices as set forth in the Employee-Management Cooperation Program as published by the Federal Aviation Administration and designated Order No. 3710.8.

"More specifically, we do not advocate the use of unwarranted sick leave or unnecessary air traffic spacing as methods for the demonstration of controller points of view; but these practices are specifically condemned.

"I am empowered by the Board of Directors of this Organization to submit the above letter for your attention."

Beginning on 18 June 1969 and continuing through 20 June 1969, a number of controllers in several locations throughout the system phoned their supervisors to report that they were ill. There were 477 controllers out of 16,059 center and terminal control personnel who took this action. Obviously, some were ill, but because of the numbers involved at specific facilities, this seemed more than coincidental and a concerted action on the part of these certain controllers. Immediately, telegrams were dispatched to all of these absent controllers advising them that their action seemed to be a concerted action and, for this reason, they would be required to furnish a medical report about their absence. At the same time, these controllers were advised that a full investigation would be made of the circumstances and that appropriate action would be taken. The following telegram was sent to the employees involved:

"The abnormal number of employees reporting ill gives the appearance of a strike. All persons reporting ill will be expected to provide a medical report from a physician concerning the illness upon return to duty or be considered absent without official leave with appropriate disciplinary action. FAA will investigate circumstances fully."

FAA started this promised investigation with respect to the abnormal sick leave requests received beginning 18 June 1969. In large part, this investigation has now been completed. The investigation clearly establishes that many employees reported out sick in a concerted action, ostensibly to show their displeasure at alleged statements made by the Secretary and the Administrator at a Senate hearing. With clear evidence before it, FAA has no alternative but to take certain actions.

First of all, because PATCO has clearly supported the work stoppage despite its agreement with respect to not participating in any form of strike, work stoppage, or slowdown, the agency has served notice that it has terminated its dues withholding agreement with PATCO. Dues withholding agreements are based on "mutual interests" on the part of the employee organization and the Government, and it is

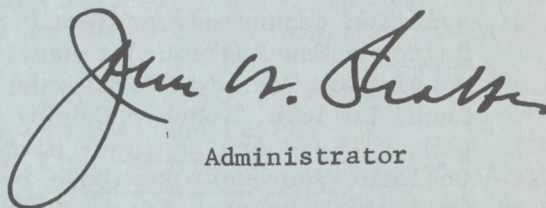
Clearly no longer in the public interest to assist an organization which is involved in a work stoppage. Second, the agency has no alternative but to take appropriate action against individual employees who have violated their oath of office and brought discredit on themselves and the entire agency.

Our investigation discloses that some employees have been involved at least in an unauthorized use of sick leave. Others are more seriously involved. We have no alternative but to take necessary disciplinary action. We will be sending letters of proposed disciplinary action to the involved employees with penalties based on the findings of the investigation. Actions may range from reprimand through suspension to removal of those few employees who directed others to refrain from doing their duty. All employees involved will be given the opportunity to present their views and show why such action should not be taken.

We deeply regret that these actions are necessary. However, we cannot tolerate a situation where a relatively few employees have placed in jeopardy the movement of both military and civilian aircraft. This action is not only a threat to our air commerce but also a threat to the military security of this Nation.

To conclude, I want to assure every employee of this agency that I am dedicated to obtaining the best possible working conditions and rates of pay for employees of this agency. In addition, I am also dedicated to obtaining the best possible equipment that we can afford. I have already indicated that I am familiar with the special problems identifiable with the air traffic control occupation and for this reason will work to obtain special legislation to provide special relief from the stress and strain with which controllers are confronted. I will work toward obtaining special provisions for early retirement, special provisions for salary retention, special provisions for retraining, and special provisions for placing those controllers who may be medically disqualified. As many of you know, the agency has supported some of these things for several years. Please rest assured my efforts will not be confined only to the special problems of air traffic controllers, but will also encompass indicated actions that may relate to any other occupations within FAA.

I want to personally thank the many loyal employees of FAA for their special efforts. You all have my full support.


Administrator

NEW MERIT PROMOTION PROGRAM DATA COMING . . . Agency Notice N 3330.26 explaining the new Merit Promotion Program which became effective July 1, 1969, will be distributed to all employees soon. The Administrator specifically asked that all employees be kept fully informed on major changes in the program.

SST ADVISOR HONORED FOR EXCELLENCE . . . The agency's technical advisor to Boeing in the development of the SST, Air Force Col. Robert L. Stephens, recently received the Golden Plate Award from the American Academy of Achievement in Dallas. Stephens was chosen as one of "50 national giants of accomplishment." He is a past president of the Society of Experimental Test Pilots.

NEW SPECIAL PAY RAISES SET . . . Civil Service Commission changes in world-wide special pay rates became effective July 13 for certain FAA scientists and medical officers as well as the engineers and certain GS-1825 positions listed last week. The special rates for these categories follow:

For Physicists, Meteorologists, Chemists and Certain other Scientific Positions

GS-5	\$7,824	\$8,030	\$8,236	\$8,442	\$8,648	\$8,854	\$9,060	\$9,266	\$9,472	\$9,678
GS-6	8,714	8,943	9,172	9,401	9,630	9,859	10,088	10,317	10,546	10,775
GS-7	9,679	9,934	10,189	10,444	10,699	10,954	11,209	11,464	11,719	11,974
GS-8	10,141	10,423	10,705	10,987	11,269	11,551	11,833	12,115	12,397	12,679
GS-9	10,875	11,186	11,497	11,808	12,119	12,430	12,741	13,052	13,363	13,674
GS-10	11,620	11,962	12,304	12,646	12,988	13,330	13,672	14,014	14,356	14,698
GS-11	12,355	12,729	13,103	13,477	13,851	14,225	14,599	14,973	15,347	15,721

GS-602 Medical Officer Series

GS-11	\$14,599	\$14,973	\$15,347	\$15,721	\$16,095	\$16,469	\$16,843	\$17,217	\$17,591	\$17,965
GS-12	17,403	17,849	18,295	18,741	19,187	19,633	20,079	20,525	20,971	21,417
GS-13	20,028	20,555	21,082	21,609	22,136	22,663	23,190	23,717	24,244	24,771
GS-14	21,621	22,239	22,857	23,475	24,093	24,711	25,329	25,947	26,565	27,183
GS-15	23,029	23,749	24,469	25,189	25,909	26,629	27,349	28,069	28,789	29,509

THINK BEFORE YOU LIFT . . . Proper lifting is simply a case of mind, muscle and matter. Size up the job first. Then get a firm footing and lift with your legs, keeping your back straight. For those extra heavy jobs, be smart and get help.

WOMEN'S ADVISORY COMMITTEE CHIEF NAMED . . . A veteran flight instructor from Southern California, Lauretta Foy, was recently named the chairman of the FAA Women's Advisory Committee on Aviation. Mrs. Foy succeeds Mrs. Charles J. (Betty) Miller of Kaneohe, Hawaii. Ann Wood, a former ferry pilot and now an airline public relations official in Boston, was named vice chairman.

AVIATION CURRICULA UNDERWAY . . . Administrator Shaffer has approved the regional nominations of colleges to participate in the agency's experimental aviation technology project. The recommended colleges are: Eastern Region - New England Aeronautical Institute, Cuyahoga Junior College and Washington Technical Institute; Central Region - Chicago City College, Iowa Tech. College, Johnson County Community Jr. College and Anoka Tech. Ed. Center; Southern Region - Miami Dade Junior College and Broward Community College; Southwest Region - San Jacinto Jr. College and Tarrant County Jr. College; Western Region - Green River Jr. College, Spokane Community College, Blue Mountain Jr. College, Mt. Hood Community College, Ohlone Jr. College, San Mateo Jr. College, Peralto Community College, Mt. San Antonio Jr. College, Cypress Jr. College, Long Beach City College, San Diego City College, Utah Technical College and Cochise College. Each of the colleges will have a curriculum of aviation technology subjects integrated with a broad liberal arts program. A forthcoming issue of FAA HORIZONS will contain more information on this project.

MONITORS ORDERED FOR ALL 20 ARTC CENTERS . . . Solid-state system maintenance monitors for computerized ATC systems have been ordered for the 20 en route air traffic control centers in the continental U. S. An additional unit, the first scheduled to be delivered, will be installed at the FAA Academy for training purposes. The \$2.5 million contract was awarded to Electronic Laboratories, Inc. of Houston. The monitors will provide information on system performance and configuration on the automated systems now being implemented in the ARTCCs.

AGENCY AUTHORS CONTRIBUTE TO BOOK . . . Contributing authors to a new technical book entitled "Avionics Navigation Systems" are Paul T. Astholz of Systems Research and Development Service and Alton B. Moody, who recently retired from SRDS. Moody prepared the chapter on introduction to aircraft navigation and Astholz authored the chapter on air traffic control. The authoritative work treats the most advanced aerospace navigation and guidance techniques.

BARCLAY TO CHAIR SMITHSONIAN ADVISORY BOARD . . . Recently elected chairman of the Science Information Exchange Advisory Board was W. Buriel Barclay, Chief Coordination Branch, SRDS, and science information officer for the agency. The primary mission of SIE, which is funded and managed by the National Science Foundation, is to facilitate more effective planning, management and coordination between government and non-government agencies performing research and development.

COMING UP! . . . Another interesting issue of FAA HORIZONS is off the press. You'll enjoy reading about Administrator Shaffer's recent visit to our 49th state to inspect a number of Alaska's facilities. . . . George Perry, a crew chief at Washington National Tower, contributes an excellent article on familiarization -- FAM -- trips. Perry, who rode as an observer with one of the carriers, stresses coordination and cooperation between controllers and pilots. . . . The Federal Highway Administration's story is highlighted in this week's center spread. . . . Another in a series of Personnel articles, which should be helpful to all employees, deals with the agency's Performance Improvement Program. . . . And don't miss Guy L. Brown's exciting story about flying during the Korean War, another in a series of true adventure stories by and about present day FAAers.

NEW ATC EQUIPMENT ORDERED . . . During the last two weeks the agency has awarded three major contracts for updated terminal and en route ATC equipment. A \$1.2 million contract for 44 radar beacon interrogators has been awarded to Tasker Industries of Los Angeles. The interrogator is part of the beacon system which provides aircraft identity and altitude information on controllers' radarscopes. Eight video mapping systems and 16 video mapper module units have been ordered from Texas Instruments, Inc. of Dallas for \$294,400. These devices electronically display maps and other air traffic control data on radarscopes. A letter contract for \$1.45 million was awarded to IT&T Corp. of Fort Wayne, Ind., for 144 Bright Radar Indicator-Tower Equipment (BRITE) units, which have sufficient brightness, contrast and resolution for use in airport tower cabs operated by the FAA, Air Force and Navy. On this order, the agency will be reimbursed for units used by the armed forces.

NEW BUS TERMINAL PLANNED . . . A new bus terminal, to be landscaped with grass, trees and shrubs, will be built off "D" St. between Ninth and Tenth Sts., S. W., DOT Secretary John A. Volpe announced recently. Noting that by the end of the year an additional 22,000 employees will join the 43,000 persons already working in the area, Volpe said, "The parking and traffic problem for persons working in this area is crucial." The proposed terminal, designed to blend with the architecture of the area, consists of three bus bays served by raised passenger load and unload areas. Capacity is expected to be from 135 to 165 buses an hour.

VISITORS FROM AROUND THE WORLD . . . Seldom does a week pass that a foreign visitor does not come to study some aspect of the agency's operations. The current schedule includes such visitors as Japanese architect, Prof. Toru Tamazaki, who is working on an air terminal planning project and will study buildings at Dulles on July 25. Two professors and 31 aeronautical engineering students from the Netherlands will visit the Washington Center and Dulles on July 30. A visitor from Indonesia's FAA, Hasan Djasri, Director of the Region of Surabaya, will make a familiarization visit to Headquarters on Aug. 4.

NEW LOBBY DISPLAY EXPLAINS FHWA PROGRAM . . . The new, attractive display in the lobby of FOB 10A helps to explain the FHWA, Bureau of Public Roads program called TOPICS == Traffic Operations Program to Increase Capacity and Safety. The display consists primarily of a model which depicts improvements which can be funded under this program, such as a pedestrian overpass, a street underpass, left and right turn channels and reversible lanes. The audio portion of the display, which can be heard through handy phones, outlines the program that makes Federal funds available for a wide range of traffic engineering improvements to city streets and urban highway systems.

FEYEN GETS \$1,310 CASH AWARD . . . For a study which was started on his own initiative and which resulted in savings to the agency of over \$260,000, Cornelius Feyen of the Command Control Branch of ATS recently received a Special Service Award which included a \$1,310 cash award. Feyen, who spent many years as a controller, realized that there was a diminishing demand for certain UHF and VHF frequencies. As a result of his study, a number of transceivers that were not being used regularly were shipped to locations where they were needed, thus saving the agency the cost of additional units.

FS ENGINEERS GET INTERNATIONAL RECOGNITION . . . The works of two agency Flight Standards engineers, James E. Dougherty and Katharine Stinson, were included in the recently published proceedings of two international technical meetings. Dougherty's paper, "FAA Fatigue Strength Criteria and Practices," was presented at the Fourth Symposium of the International Committee on Aeronautical Fatigue, held in Munich, Germany. "The Role of Aircraft in Food Production" was the title of Miss Stinson's paper which appeared in the proceedings of the Second International Conference of Women Engineers and Scientists, held in Manchester, England.

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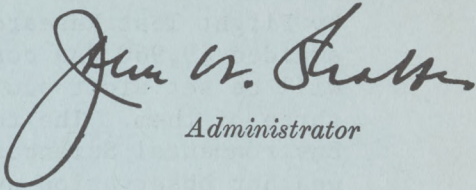
DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

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Administrator

CONSULTANTS TO STUDY ATC PROBLEMS . . . Secretary of Transportation John A. Volpe has named John J. Corson, a noted consultant, executive and educator, to head a panel to review air traffic controller personnel problems. Corson's group, which will be composed entirely of experts from outside the Department of Transportation, will attempt to identify air traffic controller problems and make recommendations to correct those problems. The group will report directly to Secretary Volpe. "Since taking office in January," Secretary Volpe said, "I have become increasingly aware of the problems which are posed to our air traffic control system by the accelerating number of aircraft operations in the United States. We have recently proposed legislation to provide funds for needed airports and facilities. We are adding significant numbers of air traffic controllers to our staff. Now we feel that the time has come to look specifically at the career needs of the controllers and our employment policies and procedures which govern them. That is the purpose of this review." Dr. Corson's panel will look into the problems of air traffic controllers and those solutions proposed by various other groups interested in the air traffic control system of the Nation before reporting to Secretary Volpe. Dr. Corson presently is serving as a consultant to the board chairman of the Urban Coalition, the president of the Carnegie Foundation and two private companies. From 1962 until 1966 he was Professor of Public and International Affairs at Princeton University and for many years served as a consultant with McKinsey and Company. Dr. Corson was one of the first executives of Social Security, served as director of the U. S. Employment Service during World War II and later was deputy director general of the United Nations Relief and Rehabilitation Administration. "Dr. Corson's broad background of experience in government, industry and in the field of education fits him exceptionally well for this review," Secretary Volpe said.

CENTERS TO BE ENLARGED . . . A letter contract has been awarded to the Los Angeles Firm of Ralph M. Parsons Co. involving the initial expenditure of \$950,000 for preparation of plans to expand and modernize 19 air route traffic control centers. The firm will develop engineering and architectural drawings, specifications and standards adaptable to each of the 19 center locations. Preparation of plans constitutes the first step toward enlarging the buildings to accommodate the additional equipment and personnel needed to keep pace with growth in air traffic forecast in the decade ahead. The expansion and improvement designs are to be completed by November 1970.

BALLOON-JET COLLISION STUDY AUTHORIZED . . . High over the Mojave Desert in early September, a T-33 jet's wing tip will travel at speeds up to 300 knots into a brightly-colored six-and-a-half-foot helium-filled balloon to test the effects of a midair collision involving a jet aircraft and an experimental weather information balloon. The study will be conducted by Flight Test Research, Inc. of Long Beach, Calif., under a recently-awarded \$9,960 FAA contract. During the week-long test period, six balloons will be set aloft and the jet will attempt to collide with no less than three of them. The tests are scheduled in connection with plans of the Environmental Sciences Service Administration to develop a worldwide weather observation system. The project envisions a network of some 15,000 balloons floating at various predetermined altitudes throughout the world to provide precise data on temperatures, humidities, wind directions and velocities. Tests are also being conducted at NAFEC on the effects of balloon ingestion into aircraft engines.

SPECIAL PAY RATES EXPLAINED . . . Employees in special pay categories such as engineers, architects, scientists and air carrier operations specialists, should not assume that they will always get the same percentage increases as those given to other GS employees when a pay increase is approved. Special pay rates are governed by conditions in the labor market and staffing situations in Federal departments and agencies. Special rates may continue at the same level, go up or down, or even be cancelled at any time if the recruitment-retention situation and salaries in private industry so warrant. All FAA employees in special pay categories received a pay increase in some amount as a result of the last pay adjustment.

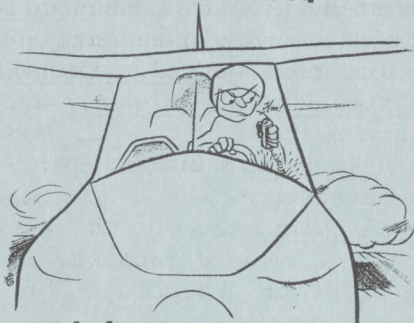
VIERLING NAMED ACTING SST DIRECTOR . . . Recently appointed Acting Director of the Office of SST Development was Bernard J. Vierling, formerly Deputy Director of that office. In his new position, Vierling will be responsible for development of this country's 1,800-mile-per-hour commercial SST. His responsibilities will include procurement and production of two prototypes should a decision be made to proceed with this phase of the program. He replaces Maj. Gen. J. C. Maxwell, who has been reassigned by the Air Force.

ANNUITY INCREASE EXPECTED . . . Since the last increase (effective March 1, 1969) of 3.9 per cent in retirement annuities, the cost of living index rose an additional 3.2 per cent as of June 30, 1969. Under the law, Federal annuities are increased automatically when two conditions are met: the cost of living index rises at least 3 per cent from its level at the time of the last annuity increase, and the higher level is maintained for at least three months. If the present 3.2 per cent level is maintained or increased through July and August, then by law the Federal annuity rate would become effective November 1 and would be reflected in checks received in December.

HULEN HONORED AS OUTSTANDING CAREERIST . . . Recently presented the Administrator's Career Achievement Award at his retirement was Allen D. Hulen, Deputy Assistant Administrator, Europe, Africa and Middle East Region. A veteran of more than 44 years of Government service, Hulen received a personal letter from the Administrator and an engraved silver Paul Revere bowl in addition to the regular retirement certificate. Other distinguished posts held by Hulen during his career included a tour of duty as Alaskan Regional Administrator.

HELP SAVE LIVES WITH YOUR SAFETY IDEAS . . . The FAA AVIATION NEWS cartoon contest is in its final weeks. Safety cartoon couplets for the agency-wide competition (twelve \$25 cash prizes) will be accepted through

monitor the "freq"



before you speak

Aug. 15. To enter, describe an aviation safety problem; write a two-line rhyme about it; submit this with a rough sketch showing what a professional cartoon on the problem might look like. Some entrants have sent in four-line poems instead of the required two-liner (see example). Only two-liners can win. Submit as many entries as you wish to the Contest Editor, PA-20, FAA, Washington, D.C. 20590. Be sure to include your address and Social Security number. See HORIZONS, July 7, for additional details.

NEAR-MIDAIR COLLISION STUDY GROUP REPORTS . . . To cope with the problem of near-midair collisions, a 20-point program of remedial actions, some of which are already underway, has been recommended to the Administrator by a special FAA study task force. The recommendations are based on an analysis of 2,230 Near-Midair Collision Reports voluntarily submitted to the agency during 1968, mostly by pilots. Of the total number of near midair accidents reported, 1,128 -- approximately 50 per cent -- were classified as "hazardous" by the study team. It is estimated that only one "hazardous" incident was reported for every 50,000 operations. Remedial programs recommended by the report are already being implemented by the agency. They include such steps as increased pilot education, establishing area navigation routes, development of a sophisticated Collision Avoidance System and automation of the en route portion of the ATC system.

SEPARATE AIRPORTS SEEN BY SHAFFER . . . Development of equal and separate facilities for airline and non-airline aircraft was suggested recently by the Administrator as one means of helping communities meet the growing demand for air transportation services. Speaking before the International Air Transportation Symposium at Stanford University, he said, "The growing mix of aircraft speeds and sizes suggests that multiple airports or at least equal but separate facilities for airline and non-airline aircraft may have to be considered seriously by more communities."

THOSE BIG BIRDS ARE HEAVY . . . A study to determine the effect of heavy aircraft wheel loads on airport pavements is being undertaken by the FAA, Air Force and Army. Large new aircraft with multi-wheel landing gear, such as the C-5 and the Boeing 747 may have unique unforeseen effects on pavements. Although the multiple wheels of such planes carry less weight than the wheels of some lighter aircraft, the total load imposed on runway surfaces is very great. For test purposes, a full-scale load cart with wheels and tires spaced to simulate one side of a C-5's main gear will be used. FAA's initial share in the cost of the study, which is expected to be completed by the summer of 1970, is \$150,000.

SEAT BELTS: THE BIG PUT ON . . . Always BUCKLE UP before you START UP. Seat belts will not prevent a single one of the 11 million auto accidents that happen each year, but they can prevent or reduce injury if the worst happens.

AWARDS AND REWARDS . . . Systems Research and Development Service presented Quality Within-Grade Pay Increases to John R. Talley, Kenneth Wise, Charles E. Dowling, James Sturgill and Chester Dunmire. Airports Service presented Quality Within-Grade Pay Increases to Horace P. Luckett and Patricia F. Benedict; Sustained Superior Performance Awards to Aughtie L. Hawkins and Philip J. Steece. Flight Standards Service presented the following awards: Quality Within-Grade Pay Increase - Paul L. Clark, Melvin F. Derry, Barbara K. McCombie, Helen Monkusky, E. M. Mundy and James M. Vines; Sustained Superior Performance Award - Sandra L. Marsh; Outstanding Rating - Marie Jordan and Anthony R. Silva; 30-year pin - Robert E. Forbes, Benny D. Osecky and Louis Petersen; 25-year pin - Joseph Ferrarese, William McNair and Arline Williams.

NEW PARKING ARRANGEMENT ANNOUNCED . . . So that parking privileges may be afforded to as many DOT employees as possible DOT has combined the parking facilities of the new Nassif Building and the present building at 800 Independence Ave. In order to provide a reasonable overall cost the Secretary approved equalization of parking fees. About 2500 spaces will be available as a result of these actions at a cost of approximately \$24 per month. It is expected that the single rate concept will take effect in January 1970. Nassif Building garage parking is expected to be available in August 1969 at a rate of \$35 per month. Anyone desiring to park there may contact the PMI office direct. This private parking will be available on a temporary basis until approximately January 1970 when the new central system goes into effect.

NEW HEALTH INSURANCE FEE SCHEDULE ISSUED . . . A new fee schedule for the Government-wide Service Benefit Plan (Blue Cross-Blue Shield) has been issued for the Washington area effective Aug. 1. Under the new High Option schedule, participating physicians agree to charge no more than the published fee to families with an income of \$10,000 or less and to single employees with an income of \$6,500 or less. Previously, families with incomes of not more than \$7,500 and single persons with incomes of \$5,000 or less were exempt from charges in excess of the published fees. Employees enrolled in this plan who would like to have a copy of the revised schedule may obtain it in Room 512, HQ-140.

NEW DOT HOME OPENS SOON . . . The plan to concentrate all DOT Headquarters employees in the Southwest Washington area will soon be realized. Occupancy of the new Nassif Building, located just two blocks south of FOB-10A at 400 Seventh St., is scheduled to begin next month. The modern office building, complete with a massive inner court, will accommodate 6,500 employees. In addition to the office space, the building will provide space for commercial enterprises on the street level, including a restaurant, drug store and bank. A large cafeteria and a GSA retail store are planned for the lower levels. The building's second floor will be the first to be occupied. DOT computer facilities, the main DOT library and various elements of DOT common support offices will move there late in August or early in September. Thereafter, an additional floor will be occupied during each succeeding two-week period. After the Office of the Secretary and the Urban Mass Transportation Administration move from FOB-10A, FAA employees will have new neighbors. The National Transportation Safety Board and staff offices of the Office of the Secretary will occupy the vacated space.

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ANNUAL LEAVE LEGISLATION PROPOSED . . . ^{Acquisitions Section Hq 610A} The Civil Service Commission has asked the Congress to enact legislation which would improve administration of the Federal leave system by allowing Federal employees to receive lump-sum payment for all annual leave accrued during the year in which they leave Federal service -- even though the total amounts to more than the 30-day limitation; and by repealing the ban on the use of annual leave during an employee's first 90 days of employment, except in the case of employees whose appointments are limited to less than 90 days. The CSC pointed out that the proposed legislation would in no way modify the ceiling on annual leave which can be carried over from one year to the next.

RETIREMENT BILL PASSED BY HOUSE . . . The Civil Service retirement bill, H.R. 9825, passed the House of Representatives by a vote of 358 to 48. Major provisions of the new bill include an increase in the employee's contribution from 6½ to 7 per cent, effective the first pay period after Dec. 31, 1969, and an annuity based on an employee's high three-year rather than high five-year salary. The bill also provides for crediting unused sick leave to an employee's total service. The bill must pass the Senate and be signed by the President before it becomes law.

AVIATION OPERATIONS TO TRIPLE BY 1980 . . . A report which forecasts that operations at medium hub airports will increase from 10.6 million in 1965 to 33.1 million in 1980 has been published by the agency. Each of the 34 areas classified as medium air transportation hubs generates from 0.25 to 0.99 per cent of the total U. S. airline passenger traffic. Developed as a planning guide for airport and local planning officials, the publication also lists selected airport facilities -- such as terminal space, parking areas and passenger and cargo gates -- which will be needed to handle the projected increase in air activity.

USAF PROMOTES COMSTOCK . . . William P. Comstock, Deputy Director, Alaskan Region, has been promoted to the rank of Brigadier General effective Aug. 1.

MORE AND MORE FAAers . . . FAA recruiters hired 3,740 job applicants during the fourth quarter of Fiscal 1969. Of these, 1,026 were hired under the summer employment program. As of June 30, total agency strength was 49,106.

INSPECTOR TAKES 747 TRAINING . . . Scheduled to attend the Pan American 747 ground school for surveillance purposes is Airman Certification Specialist Milton Gunther of the New York International Field Office. Gunther has already completed the ground school given by Boeing in Seattle. The initial airline course, which will be held at Kennedy International Airport, is expected to start on Aug. 15.

COMMENT TIME ON MEDICAL CERTIFICATE EXTENDED . . . The agency has granted a two-month extension of the time period for commenting on the proposed rule directed toward improving the method for the early detection of significant cardiovascular disease in air transport pilots. Several medical groups and an aviation organization had requested an extension of the comment period in order to assess more fully the impact of the proposed rule on the air transportation industry.

CARIBBEAN FLIGHT PLANNING PACKAGE AVAILABLE . . . A package containing new IFR charts and flight information covering the entire Caribbean area was made available last week through the Coast and Geodetic Survey sales system. The material will facilitate operations for the increasing numbers of private and business flights into the area. Three sheets with five en route charts and a selection of area charts as well as information on airports, radio nav aids, communications, special operations and emergency procedures are included in the package.

NOISE LEVELS OF STOL AIRCRAFT STUDIED . . . -A 26-member government-industry task force has been established to assist the agency in defining noise certification standards for short takeoff and landing transport aircraft. Composed of 13 representatives from aviation industry and 13 from the Federal government, the task force held its first meeting in Washington last week. Dr. John L. Powers, Chief of FAA's Technical Support Staff, Office of Noise Abatement, is chairman. Other agency representatives include: Isaac H. Hoover, Director of the Office of Noise Abatement; Stanley K. Oleson and William C. Sperry, Office of Noise Abatement; Myles H. Reynolds, Air Traffic Service; Alder P. Betti, Paul D. Wilburn and Paul Baker, Flight Standards Service; George L. Buley, Airports Service; and Richard W. Danforth, Office of the General Counsel.

SUPERVISORY TRAINING EXPANDS . . . Enrollment by agency personnel in Directed Study Course, DMF-21, Fundamentals of Supervision, has increased more than three-fold since last January when restrictions were lifted on the number of enrollees. Expanded enrollments were made possible through automation of grading and examination handling procedures at the Aeronautical Center. Enrollments on June 30 stood at 2,405. Approximately one-third of these were personnel with non-supervisory responsibilities.

BIDS A MUST FOR FOREIGN ASSIGNMENT . . . Employees in the FARE System will no longer be considered automatically for foreign assignment but are required to bid when vacancies occur. Since the automated search portion of the FARE System has been dropped, all foreign assignment vacancies are now being advertised agencywide.

AIR IN COMMERCIAL PLANES TO BE TESTED . . . The cabin air in commercial turbojet aircraft will be analyzed in a joint FAA-U. S. Public Health Service project to determine the degree of contamination caused by passengers smoking, aircraft fumes and other foreign matter. The tests, which will begin Aug. 1, will be conducted initially on Military Airlift Command flights operating in the Pacific. The project should be completed in less than a year and should provide information on which to base future action on this problem.

NEW BOOK OUTLINES R&D PROGRAMS . . . More than 50 selected System Research and Development Service programs are summarized in a recently released 133-page report, "SRDS Program: Goals, Achievements, Trends," AD 688 827. The report, complete with diagrams and illustrations, uses a new format which makes it easier to read than previous reports. Programs discussed are those now in progress in each of the SRDS technical divisions: ATC, communications, navigation, environmental, frequency management and systems analysis.

AIRCRAFT CABIN FURNISHINGS RULE PROPOSED . . . In line with its continuing efforts to improve the crashworthiness of transport aircraft, the agency has issued an advance notice of proposed rule-making soliciting comments on the establishment of smoke emission standards for compartment interior materials of aircraft. Current rules require seat upholstery, wall linings, ceilings, carpeting and other interior materials to pass certain flammability tests. However, the rules do not provide specifically for practical maximum smoke emission levels for such materials.

MAINTENANCE SYMPOSIUM PLANNING CONTINUES . . . Preliminary plans for the FAA's Fifth Annual Aviation Maintenance Symposium in Oklahoma City on Dec. 9-11 have been announced, and persons who wish to present technical papers or serve on technical panels have been invited to notify the agency of their intentions before Aug. 15. The theme of the 1969 meeting, to be held at the Skirvin Hotel, is "Advances in Aviation Maintenance Technology."

COMING UP! . . . Who isn't talking about the moon? FAA HORIZONS is no exception. Be sure you read the story on FAA's part in the moonshot and splashdown. You'll realize just how many FAAers were behind the scenes of this historic event. . . . Next to "moon talk," jogging is a big topic. Read about Wake's jogging family affair. . . . As you scan through the current issue, you'll find articles on a wide variety of subjects -- thunderstorms, smuggling, jet noise, education and many more. . . . A special picture story appears on the last page, telling how FAA technicians save much time and money for the agency in constructing circuit boards for use in vital electronic equipment. All of these articles are featured in the August 4 issue of FAA HORIZONS.

PSYCHIATRIST NAMED . . . Recently named Psychiatric Assistant to the Federal Air Surgeon was Herbert C. Haynes, M. D. Before his appointment, Dr. Haynes served as a consultant to FAA and earlier as Chief, Psychiatry Staff, Office of Aviation Medicine.

DULLES FIREFIGHTER AT INTERNATIONAL MEET . . . Attending the International Fire Service Training Association Conference at Oklahoma State University recently was Linwood Robertson of the Bureau of National Capital Airports, Dulles International Airport. Robertson, who attended as a member of the Aircraft Rescue and Firefighting Committee, was instrumental in preparing a firefighting manual. The manual was completed at the conference and will be distributed internationally.

STOLPORT IN LOBBY . . . The model of a STOLport that may someday be built in New York has been set up in the lobby of FOB-10A. Called the "New York City Skyport," the proposed facility would have four elevators to take planes from the roof level flight deck to a lower level for loading and unloading. According to the designer, up to 120 operations per hour could be handled on the dual, parallel runways.

AWARDS AND REWARDS . . . Systems Maintenance Service has presented the following awards: Quality Within-Grade Pay Increase - Wanda Kirkpatrick, Philip Palmer, Elizabeth Donald and Rosemary Pizarchik; Sustained Superior Performance Award - Thomas P. Messier. The Office of Management Systems has presented a Quality Within-Grade Pay Increase to Agnes E. James. Airports Service has presented a Quality Within-Grade Pay Increase to Robert J. Endres and a Special Achievement Award to Louis N. Million. The Office of International Aviation Affairs recently presented the following awards: Sustained Superior Performance Award - Charles Biberstine, Jack L. Hardy, James T. Stokes and Ralph J. Vroman; Quality Within-Grade Pay Increase - Robert Behal, Bion R. Estabrook, Russell J. Frick, Dorothy D. Rhatican, E. Lee Jett, Ruth E. Meadows and Winston F. Hatch. Office of Personnel presented a Special Achievement Award to Betsy L. Brothers.

PICNIC TIME . . . AUGUST 9 . . . An all-day "mini-carnival," games for young and old, prizes, pony rides, kiddie movies, dancing, free ice cream, soda pop, beer, peanuts and potato chips -- all these await FAAers at the FA Club's annual picnic, Saturday, Aug. 9, from noon til 6 p.m., at Fort Hunt National Park, off Mt. Vernon Memorial Parkway, just south of Washington, D. C. Tickets can be purchased until Aug. 7 at the FA Club or from your service representative. None will be available at the picnic grounds. Volunteers are still needed to assist with events. Those wishing to help should call Bill Lawlor at 25608.

AREA TRAFFIC ACCIDENTS UP . . . In the first three months of 1969 the number of traffic accidents in the Washington metropolitan area increased eight per cent over the same period last year. The number of accidents reached 20,111 compared to 18,570 in the same period of 1968. The eight per cent increase is unfortunately significant. It means that accidents are increasing at twice the rate of traffic volume which averages a four per cent jump a year.

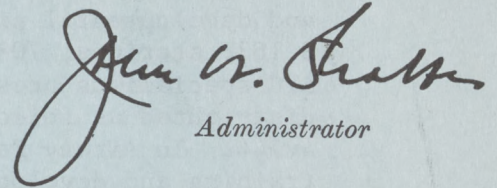
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DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

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Administrator

SECRETARY GIVES VIEWS ON CONTROLLER PROBLEMS . . . At a Washington press conference on Thursday, Secretary of Transportation John A. Volpe stated that progress is being made on controller problems. "Controllers are more understanding of our problems and we are more understanding of their problems," the Secretary said. He praised Administrator Shaffer as "a dedicated public servant doing an extremely able job in the face of very difficult odds." He added: "We can't solve problems in five months that have taken more than five years to develop. We will cure this situation, I am sure, but it will take time and patience and I would hope that air traffic controllers -- particularly those in the 'pressure cooker' jobs -- will realize that . . . we will work very hard -- and that Jack Shaffer is working very hard -- at this and we will solve the problem."

SIX MEMBERS NAMED TO PANEL ON CONTROLLER PERSONNEL PROBLEMS . . . Secretary of Transportation John A. Volpe has named six members to the panel established to review career needs and other personnel problems of the air traffic controller occupation. The six named to join the group headed by Dr. John Jay Corson of Arlington, Va., a noted consultant, executive and educator are: Peter W. Bernhard, North Babylon, N. Y., an air traffic controller for 13 years and presently co-owner of an electronics manufacturing and installation company; James M. Mitchell, Washington, Director of the Advanced Study Group at the Brookings Institution and former U. S. Civil Service Commissioner; Stanley Rутtenberg, Bethesda, Md., Editor of the Manpower Information Service for the Bureau of National Affairs, Inc. and former Assistant Secretary of Labor; Dr. Alan D. Catterson, Seabrook, Tex., Deputy Director of Medical Research and Operations at NASA's Manned Space Center in Houston; Arthur D. Lewis, New Canaan, Conn., former president of Eastern Airlines and presently senior partner and chairman of the executive committee of F. S. Smithers & Co., New York investment bankers; and Robben W. Fleming, Ann Arbor, Mich., president of the University of Michigan. The panel will report directly to Secretary Volpe who said, "I am keenly aware of the problems of the air traffic controller and of the pressures of his job and I am genuinely sympathetic with his efforts to achieve improvements in his working conditions. That is one of the reasons the Department of Transportation recently proposed legislation to provide funds for needed airports and facilities. If this legislation is passed, it will provide us with the resources to recruit, hire and train people at an accelerated rate for this demanding job." As part of its study, the new panel will consider the report of the air traffic task force named by the FAA Administrator in May. Included in the task force report is a provision for early retirement for controllers, first proposed by the FAA in 1958. The task force also recommended that special actions be taken to retrain controllers for other positions when necessary and to move high-density controllers to less-demanding assignments with salary retention.

MORE HELP ON THE WAY . . . A review of personnel figures for the fourth quarter of FY 1969 shows 5,404 employees in the training and developmental pipeline preparing to join the 20,670 personnel at the full performance level in Air Traffic Control, Airway Facilities and Flight Standards. In the Air Traffic Control category, 4,897 specialists are in the training and developmental pipeline, and will be assigned as follows: centers, 3,163; stations, 708; and terminals, 1,026. They will join the 11,116 ATC specialists presently on duty at the full performance level and distributed as follows: centers, 3,680; stations, 2,692; and terminals, 4,744. In Airway Facilities, 260 electronic technicians are in the training and developmental pipeline preparing to join the 7,371 technicians at the full performance level. In Flight Standards, 247 employees are preparing to join the ranks of the 1,183 inspectors now on duty. For FY 1970, the agency has requested appropriations for an additional 2,800 Air Traffic Control positions, 995 Facility Maintenance positions and 140 Flight Standards positions.

ESIS-FARE SELECTIONS . . . Carlton A. Keys, Chief, International and Allocation Branch, Systems Research and Development Service, Washington, D. C., and Fred Eide, Aviation Safety Officer, Pacific Region, Tokyo, Japan.

NEW TOWER AT SAN CARLOS . . . A new control tower is scheduled to be commissioned at the San Carlos, Calif., Airport on Sept. 18. Francis E. Davis, currently Operations Officer at the Oakland Tower-Bay TRACON, has been named chief of the new facility. The seven ATC specialists who will work with him will be selected later this month.

NEW SST DEPUTY NAMED . . . Robert E. Parsons has been named Acting Deputy Director, Office of Supersonic Transport Development. Parsons is currently Chief of the SST Analysis and Control Division.

FAA TO EXHIBIT AT CANADIAN EXPOSITION . . . FAAers in the Toronto area between Aug. 14 and Sept. 1 will be able to visit the agency's exhibit which will be representing the U. S. in the International Building at the 90th Annual Canadian National Exposition. The exposition, one of the largest of its kind in the world, is expected to draw more than three million visitors from all over the world. The FAA exhibit, "International Skyways -- Corridors of Cooperation," first appeared this spring at the Paris Air Show. After the Canadian show, the exhibit will be put on display in Washington. (Watch for details in INTERCOM).

SAFETY TIP: KEEP YOUR CHARCOAL DRY . . . Charcoal that has been mixed with water can be dangerous. It may ignite spontaneously. If you douse hot coals with water after a summer cookout, be sure to dry them thoroughly before storing. Also, always store the dried coals in a metal container, preferably away from the house.

DIVISION CHIEF NAMED . . . Recently selected as Chief, System Division, National Airspace Systems Program Office was Richard F. Frakes. Formerly he was Chief, Engineering Branch, NASPO.

ADVISORY TO HELP LONG-RANGE AIRPORT PLANNERS . . . The agency has issued a new advisory circular to assist airport managers and operators in preparing long-range plans for expansion of airports and construction of new facilities to meet the forecasted demand in their areas. Entitled "Airport Capacity Criteria Used in Long-Range Planning" (AC 150/5060-3), the circular presents the method used by the agency to determine practical annual and hourly IFR and VFR capacities of various runway configurations. Included in the publication is a table displaying 22 runway configurations with four different aircraft groupings or "mixes" for each. The table is adaptable to almost any individual airport situation.

CRASH INVESTIGATION HEARING SET . . . A public hearing to assist in determining the probable cause of the fatal crash of a United Air Lines Boeing 727 in Santa Monica Bay will be held by the National Transportation Safety Board in the Miramar Hotel in Santa Monica on Aug. 13. The accident, which took the lives of all 38 persons aboard, occurred shortly after take-off from Los Angeles International Airport last Jan. 18.

CREW CHIEF'S SON STUDIES GOVERNMENT . . . Selected to participate in a ten-day study of the Federal government recently was Peter Lafen, son of Philadelphia International Tower Crew Chief Peter Lafen. New Jersey Senator Harrison Williams selected young Lafen for the honor. As a student of the Federal system, he attended several Senate hearings on airport congestion and expansion and interviewed officials representing both sides of the Safeguard ABM controversy. With Senator Williams he discussed the needs of the national air traffic control system and the proposed major jet port to serve the New York-New Jersey area. His visit to Washington included a visit to the towers at National Airport and Dulles, as well as his first flight on a jet plane.

SENATE AMENDS RETIREMENT BILL . . . The Senate's Civil Service Committee has added increased benefits to the Civil Service retirement bill, H. R. 9825. Major amendments include survivorship protection to employees with more than 18 months but less than five years of Federal service, and tax exemption annually for the first \$3,000 of Federal annuities. If the Senate passes the amended bill, it still must go to a House-Senate Conference Committee before being sent to the House of Representatives and Senate for final approval. After this, the bill would still require the President's signature.

R&D REPORTS LISTED IN NEW PUBLICATION . . . Now available to the public is a complete free list of scientific and technical reports published in 1968 by the Systems Research and Development Service. The list includes reports on various scientific and technical projects in support of the agency's SRDS mission to analyze, formulate and design improvements and modernizations in the National Airspace System and to conduct other studies of interest to general aviation. Limited copies are available from FAA, Management Analysis Branch, RD-51, 800 Independence Ave., S. W., Washington, D. C. 20590.

WANT TO STOP SMOKING? . . . To help those who want to stop smoking, the staff of the Washington Sanitarium and Hospital has agreed to hold a "Five Day Plan to Stop Smoking" course at NASA Headquarters, Sept, 15-19. Agency employees interested in attending should register with the NASA Division of Occupational Medicine. Early registration is important since enrollment will be limited to approximately the first 100 persons signing up. Classes at FOB-6, 400 Maryland Ave., S. W., Room 6104, will be held from 5:00 to 6:45 p.m. For additional information call Betty Wood or G. R. Leonard, extension 27438.

AWARDS AND REWARDS . . . The Office of Management Systems presented a Quality Within-Grade Pay Increase to John B. Moore and Sarah J. McLaughlin. The Office of Supersonic Transport Development has presented a Quality Within-Grade Pay Increase to Seth J. Converse and Mary E. Glotzback. BNCA presented the following awards: Quality Within-Grade Pay Increase - Judy Reeves, Dexter Davis, Eldridge Foster, Sloan Knecht, Leonard Mudd, James P. O'Brien, Sally Hilleary; Sustained Superior Performance - Joseph Griffin, Robert Caniford, Joseph E. Johnson, Roscoe H. Call; Beneficial Suggestion - B. W. Hoxie. Aircraft Development Service presented an Outstanding Performance Rating to Robert Meyersburg and Gertrude Russett. The Office of Personnel presented a Quality Within-Grade Pay Increase to Marjorie T. Parrott, Jean H. Stebbins and Jacquelyn R. Wilcox. Flight Standards Service presented the following awards: Quality Within-Grade Pay Increase - Linda D. Charles, Aubrey C. Ellis, David S. Oakes, Robert B. Phillips; 30-year pin - Issac N. Ebbs and James M. Vines; 25-year pin - Roger T. Boggs.

SUMMER EMPLOYEES ELIGIBLE FOR AWARDS . . . With the last days of summer vacation approaching, many supervisors may not realize that the special achievements and outstanding contributions of summer employees who will soon leave our ranks can be recognized under the agency's Recognition and Awards Program. Supervisors desiring further information and details on the justification required should contact HQ-140.

AIR SHOW COMING TO DULLES . . . The second biennial National Air Exposition, sponsored by the National Aviation Club and marking National Aviation Day, Aug. 19, will be held at Dulles International Airport this weekend, Aug. 16 and 17. Among the attractions at the admission-free show are the Navy's Blue Angels, precision flight team, and the Army's para-team, the Golden Knights. On display will be more than 60 military and civil aircraft including the giant C-5A and, probably, the 747. The display area will be opened from 10 a.m. to 6 p.m., and the airshow will begin at 2 each afternoon.

INTERCOM

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

FAA Library

AUG 19 1969

John W. Shaffer
Administrator

69-33 18 August 1969

Acquisition
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NEED FOR AVIATION BILL RE-EMPHASIZED . . . Speaking during the dedication of a new seaplane runway last week at Harry P. Williams Airport in Patterson, La., the Administrator re-emphasized the importance of the Airport/Airways bill now before the Congress. "Not all of aviation's services are focused at major cities or along the routes connecting them," he said. "By and large, the hubs are where the problems are, but aviation's growth is horizontal as well as vertical. The problems of congestion and under-capacity that afflict the big cities and major airways today could spread throughout the system if aviation's needs are not met in the broadest possible way." New expenditures required for aviation needs and sources of revenue to support these expenditures, as outlined in the bill, "will make airport development and airways facility improvements a 'pay-as-we-grow' proposition," the Administrator stated.

TOP POSITIONS APPROVED . . . Selection of Norman Potosky for the position of Deputy Director, Office of Budget, and Gregory T. Haugan as Chief, Program Analysis Branch, Office of Supersonic Transport, has been approved by the Civil Service Commission.

PLANNING REVIEW SUMMARY ISSUED . . . A summary of the 1969 FAA National Aviation System (NAS) Planning Review Conference and aviation industry comments on the conference has been issued and copies can be obtained from PL-20, the Office of Associate Administrator for Plans. The comments were those received by the agency following the conclusion of the First Annual NAS Planning Review Conference held in Washington in April. The Second Annual NAS Planning Review Conference will convene in Washington next March on dates to be announced later. A tentative agenda is scheduled to be announced in mid-October.

SECRETARY VOLPE OPENS NATIONAL AIR SHOW . . . Secretary of Transportation John A. Volpe, accompanied by Administrator John H. Shaffer, officially opened the Second National Air Show at Dulles International Airport during ceremonies last Friday. The Secretary and the Administrator inspected the FAA exhibit and aircraft displayed by 45 private corporations after flying to Dulles by helicopter from the helipad atop the Headquarters building. The FAA exhibit depicted the National Airspace System.

017-DH

STOL STABILITY STUDY STARTED . . . An agency contract to study low-speed flight characteristics of STOL (Short Takeoff and Landing) airplanes has been awarded to the McDonnell Douglas Aircraft Corp. The study will provide technical data for use by designers of STOL transport category aircraft as well as by the agency in establishing airworthiness standards for certification and operation of these aircraft. The contractor's specific task will be to investigate stability and control problems encountered in the takeoff and landing approach phases of flight by short haul STOL transports. Under the terms of the \$136,683 contract, the company will furnish a final report of its findings and recommendations in June 1970.

CONGRESS IN RECESS . . . Further action on employee legislation such as the civil service retirement bill will be held up for at least three weeks. Congressmen began their summer vacation last week and will not reconvene until early September.

MORE NAS AUTOMATION EQUIPMENT ORDERED . . . To further modernize the nation's en route air traffic control system, five more Computer Update Equipment (CUE) systems have been ordered from the Raytheon Co. of Wayland, Mass. The five additional systems ordered under the \$2.7 million contract brings the total number of CUE systems on order or delivered to 22. Of these, one will be installed in each of the agency's 20 ARTCCs and two, already delivered, are being used from training and experimental purposes at the Aeronautical Center and NAFEC. As the communication link between the air traffic controller and the computer, the CUE system automatically provides controllers with flight plan information and permits them to make changes in this information as flights progress through their areas of responsibility.

NEW FAA FILM RELEASED . . . A new FAA film, "The Inspectors," will be available from the Film Library at the Aeronautical Center next month. The film, introduced by Gen. James Doolittle, tells the story of the FAA flight crews who log 17 million miles a year in their flying laboratories, checking the accuracy of navigation facilities along the 250,000 miles of American skyways.

AGENCY TO TEST LOW COST DMEs . . . Two different low-cost, low-powered, solid-state distance measuring equipment (DME) systems including ground station and antennas have been ordered by the agency. The two engineering designs, to be delivered in January 1970, will be evaluated at NAFEC. In both cases, the equipment is designed to be used in terminal areas as part of a collocated system with ILS (instrument landing system) and Terminal VOR facilities. The combination of DME and ILS would furnish distance information and guidance for landing aircraft at airports where approach facilities such as marker beacons are impractical. The use of DME at selected TVOR facilities would also improve non-precision approaches to runways not equipped with ILS. Contracts for the two systems were awarded to Butler National Corp., Mission, Kan., \$23,082; and to AEROCOM of Miami, \$21,135.

HO-910

A THOUGHT FOR LABOR DAY DRIVERS . . . Something to keep in mind over the long holiday weekend: the National Safety Council reports that highway deaths are about 26 per cent higher during holidays than during comparable non-holiday periods, while vehicle travel is up only about six per cent. Highway fatalities are already averaging about 52,000 a year. Make this Labor Day a safe one for you and your family. Don't join the statistics.

AUXILIARY LAUNCH SYSTEMS STUDIED . . . A study to determine whether auxiliary launch systems could be used effectively during takeoffs to lessen aircraft noise in the vicinity of airports has been undertaken by the agency. In addition to identifying potential noise benefits, the \$49,583 contract awarded to All American Engineering Co., Wilmington, Del., specifies that the company will seek to determine whether the use of such devices would compromise the safety of commercial operations in any way. The company will also attempt to determine whether such devices can be manufactured and operated at a reasonable cost.

PRESS TURNS OUT FOR CHICAGO'S NEW COMPUTER . . . Newspaper, radio and television media covered the one-day test of the new IBM 9020 computer at the Chicago Center on Aug. 8. The event drew reporters from NBC and CBS, ABC National Radio News, Associated Press and United Press International and the Chicago Sun-Times. Press coverage of the computer operation was arranged by Chicago Area Manager Paul E. Cannon and Neal Callahan, Community Relations Officer for the Area. The phase of automation covered by the press involved receipt and relay of flight data between the Chicago Center and two adjacent centers -- Cleveland and Indianapolis -- and represented another step toward full implementation of the agency's radar terminal automation program.

COMING UP! . . . Highlighted in the August 18 issue of FAA HORIZONS are full details on the agency's recent award of a contract to purchase additional automation equipment to modernize the nation's en route air traffic control system. . . . Another FAAer has made his debut on the screen, this time as part of a TV commercial with Tony Randall. . . . See any UFOs lately? Residents in Oklahoma City thought they did recently. It turned out to be part of an anti-collision project being conducted at FAA's Civil Aeromedical Institute. . . . The final article on the DOT operating administrations takes up the center spread this week. You'll find much information material about the Federal Railroad Administration in this article. . . . An interesting story appears on page 8 regarding the new tests to determine the "Role of STOL."

STRICTER EMERGENCY EVACUATION RULES PROPOSED . . . The third in a series of rule-making actions to improve the airworthiness and emergency evacuation and operating procedures of transport airplanes has been proposed by the agency. The proposal, which would increase the probability of survival in the event of a crash, draws on the results of two years of intensive work with industry under FAA leadership. "The proposed requirements," Administrator John H. Shaffer said, "represent advances achieved through mutual effort to develop new techniques, designs and equipment that would enhance both the air and crashworthiness qualities of our passenger airplanes."

AWARDS AND REWARDS . . . The Air Traffic Service presented the following awards: Quality Within-Grade Pay Increase - Esperanza Ferra, Donald McCombs, Joseph Dunich; Special Achievement Award - Donald Gaddy, Robert Binder, Robert Taylor, James Lee, Robert Moore, David Erling, Michael Ollis and Bernard Isralow.

WELCOME TO FAA! . . . Linda S. Dick, Executive Staff, AT; Anthony Fusco, ATC Development Division, RD; Gwendolyn Law, Development Programs Division, AS; Sylvia Woodcock, Executive Staff, RD; Mary Power, Executive Staff, AT; Charles Harrison, Aircraft Programs Division, FS; Gustav E. Lundquist, Director of NASPO.

SECRETARIAL DEVELOPMENT SEMINAR HELD . . . One of a series of secretarial development courses, headed by Phyllis Burbank, of the Training and Career Development Branch, Office of Headquarters Operations, was held last week in Washington. Each course averages approximately 16 hours and runs for one week. These courses are aimed at giving the secretary a clearer understanding of her place in the management chain by relating the role of the secretary to management. The course encourages the secretary to review her duties and responsibilities and to operate on an administrative level, relieving her chief of detail so that he can devote more time to management. Guest speakers at the current seminar gave presentations on what management expects of the secretary, communications, training others, human relations and public relations.

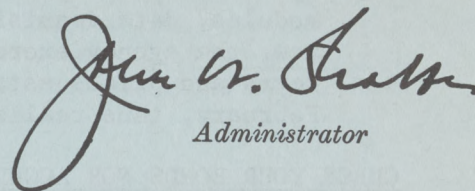
FAA LIBRARY CHANGES ITS HAT . . . The FAA headquarters library was recently combined with the other Washington Headquarters libraries of the Department to form the new Department of Transportation Library (to be known organizationally as the Library Services Division, Office of Administrative Operations, OST). This consolidation will make available over a half million books, reports, and other publications covering all areas of transportation. The DOT Library will ultimately have two locations. The former FAA library, for the most part, will remain in FOB 10A and continue "business as usual," serving FAA headquarters personnel and all FAA regional libraries. The other libraries affected by the consolidation will be combined and moved to the Nassif Building.

NEW SERVICE AT DULLES . . . Daily nonstop service between Dulles International Airport and San Diego was inaugurated on Aug. 3 by American Airlines. A brief ceremony was held in the terminal lobby to mark the new service.

AGENCY TOPS BLOOD DONOR GOALS . . . Recently compiled figures show that for three years running the agency has gone over the top and has provided more than its share of blood in the American Red Cross, D. C. Chapter blood donor program. In the last three years the FAA exceeded its quota of 500 donors by supplying 534 donors in 1966-67; 621 in 1967-68 and 504 in 1968-69. The ten offices with the greatest number of accepted donations were: Air Traffic Service, 68; System Research and Development Service, 61; Systems Maintenance, 55; Flight Standards, 45; Logistics, 44; Office of Budget, 40; Office of Management Systems, 34; Office of Headquarters Operations, 28; General Counsel, 21; and International Aviation Affairs, 15. Within the DOT, the Urban Mass Transportation Administration also exceeded its quota.

INTERCOM

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION


Administrator

69-35 2 September 1969

SECRETARY, ADMINISTRATOR AT GOVERNOR'S MEET . . . Secretary of Transportation John A. Volpe and Administrator John H. Shaffer are among top Federal officials scheduled to attend the Sept. 2 National Governors Conference in Colorado Springs. The Secretary will be addressing the transportation segment of the conference on Sept. 2. Both the Secretary and Administrator will take part in a panel session at the conference on the same day. The annual conference opened Aug. 31 and will continue through Sept. 3.

ADMINISTRATORS GET TOGETHER . . . Two former FAA Administrators, Gen. William F. McKee and Lt. Gen. Elwood R. Quesada, met with Administrator John H. Shaffer for day long briefings last Tuesday on various FAA programs and pending legislation. Najeeb E. Halaby, who also was invited to the briefing, was unable to be present because of an overseas trip. At a press conference following the luncheon, Administrator Shaffer reemphasized the need for the aviation "pay as you go" legislation before Congress.

AREA NAVIGATION PLANS TAKE SHAPE . . . Details for planned implementation of area navigation techniques are contained in a recently-announced Advisory Circular, "Approval of Area Navigation Systems for Use in the National Airspace," (AC 90-45). Introduction of these techniques is expected to enhance air traffic control flexibility, help solve air congestion problems and ease controller workload. The new AC, to be released for general distribution Oct. 15, sets standards for approval of area navigation equipment installations in aircraft and establishes procedures for approval of area navigation routes and instrument approach procedures at airports. More details on the proposed implementation of area navigation and a background story on this concept will appear in a forthcoming issue of HORIZONS.

ADMINISTRATOR VISITS SOUTHERN REGION . . . The Administrator visited FAA facilities in Miami, San Juan and the Virgin Islands and taped an interview for a Miami TV station last week. His visit to Puerto Rico coincided with celebration of the 50th anniversary of aviation in the territory. Facilities visited by the Administrator included the Miami and San Juan ARTC Centers and towers at the Harry Truman Airport in St. Thomas and the Alexander Hamilton Airport in St. Croix.

ANNUITY INCREASE POSSIBLE . . . If the cost of living index continues at the present rate or at a higher rate through August, an automatic adjustment in Federal retirement annuities will become effective Nov. 1 and will be reflected in checks received in December. During July, the index rose another 0.5 per cent. It has risen 3.7 per cent since the last annuity adjustment was made in March 1969. Only those Federal employees retiring before Nov. 1 would be eligible for the increase.

TERMINAL RADAR EQUIPMENT ORDERED . . . Modular add-on components to provide increased capacity and greater reliability for automatic radar terminal systems (ARTS III) have been ordered by the agency. Purchased from UNIVAC for \$14.9 million, the equipment will be used with the 64 ARTS III radar systems currently on order. The purchase includes data processing modules, data acquisition subsystems and displays. In taking the action now, the agency exercised an option to buy the additional components under terms and prices established under the original contract awarded last February, thus realizing substantial savings.

CHECK YOUR BONDS FOR ACCURACY . . . Before putting those bonds and notes away for safekeeping, check them to make certain that information printed on them is correct. For example, if you are a co-owner does the important word "OR" appear to indicate this? Is your name spelled correctly? Are social security numbers correct? Is the beneficiary's last name printed? If you find an error in Federal securities, return them to the Payroll Branch and request reissuance.

AIRPORT CAPACITY HANDBOOK PUBLISHED . . . The second edition of "Airport Capacity Handbook" (AD 690 470) has been issued. It replaces the edition published in 1963. The new DOT/FAA-publication is designed to help planners determine the adequacy of existing and future airport designs in light of the steady increase in air traffic. Techniques presented in the handbook are based on many traffic surveys conducted at various-sized airports across the nation.

ULTRA-STOL CERTIFICATED . . . A production model of the ultrashort-takeoff and landing Helio Stallion, termed the fastest U. S. plane in its category by the manufacturer, has received an FAA Airworthiness Certificate. The plane cruises at 217 miles an hour and carries from eight to 11 persons. It was built by Helio Aircraft Co. of Bedford, Mass. According to the manufacturer, it can maneuver at speeds as low as 42 miles an hour. Designed for operating from unprepared terrain, the plane has a crash-resistant cabin structure.

PLANTATION PARTY-GOERS TO VISIT NAFEC . . . NAFEC will play host to hundreds of AOPA members and their families next Saturday by providing tours of the center and including glimpses of the variety of experiments conducted there. The visitors will converge on Atlantic City next weekend to take part in the Aircraft Owners and Pilots Association's annual "Plantation Party" which convenes Sept. 4. The more than 4,000 aviation enthusiasts gathered for the four-day event will also have an opportunity to see the agency's newest film, "Today for Tomorrow," which covers agency activity at NAFEC.

FILE SUPERVISORS SAVE MONEY . . . Despite a heavy increase in aviation activity, the volume of FAA records at the end of FY 1969 was up a slight .4 per cent over the previous year. By transferring and selectively destroying some material, records managers were able to prevent a 5,000 cubic foot increase in volume. This made unnecessary the use of file cabinets worth \$60,000. The cabinets would have required floor space costing \$15,000 annually.

B-747 TRAINING STEPPED UP . . . Because deliveries of the big B-747 passenger plane have been accelerated, Flight Standards Service plans to train more inspectors this fiscal year than originally anticipated. Present planning calls for training six inspectors with Pan American and four with TWA.

ESIS SELECTIONS . . . John M. Hughes, Supervisory Air Carrier Inspector, Flight Standards Branch, Kansas City Area, Central Region, and Alphonse T. Golla, Supervisory Electronic Engineer, Engineer Radar Branch, Systems Maintenance Service, Washington, D. C.

CHANGING STATIONS? WATCH THAT INVENTORY LIST . . . It is sometimes necessary for the agency to deny payment of employee claims for household articles lost or damaged while moving between duty stations. This usually happens when the employee or his agent fails to check the mover's inventory list. The list should be carefully checked at point of pickup. All property and the condition of this property is listed. Claims cannot be paid for lost items not included on this list. Claims will be paid only on property noted as lost or damaged on the inventory list at the destination. The carrier will not assume liability for damages they note at time of pickup or losses and/or damages which the employee or his agent fail to note at time of delivery. If you are contemplating a move, refer to the provisions of agency Handbook 2250.2.

COMING UP! . . . There are many interesting articles in the Sept. 2 issue of HORIZONS. . . . Neither hail nor high waters can keep FAA personnel from doing their jobs. This held true during the recent hurricane in the Southern Region when much damage was done to the facilities and towers. You'll find a very interesting story about Hurricane Camille and its effect on FAA people on the front page of the current issue. . . . A Pilot Upgrade Program (PUP) began recently in Oregon. More than 700 Oregon pilots have participated in the new program, all in the interest of aviation safety. . . . You'll enjoy reading the center-spread feature about the trans-border goodwill and understanding which exists between U. S. and Mexican controllers and other facilities personnel. . . . All of these articles and more are highlighted in this week's issue of FAA HORIZONS.

RULE-MAKING SUMMARIZED . . . The FAA issued Amendment 93-18, effective Sept. 18, 1969, to redesignate, without changing, the Eastern boundary of the Valparaiso, Florida Terminal Area to conform to concurrent adjustments to a restricted area; issued Amdt. 151-35, effective Sept. 26, 1969, to make exit taxiway lighting eligible for 50 per cent Federal participation rather than the 75 per cent now provided for in the regulations; issued Amdt. 141-8, effective Oct. 25, 1969, to provide for more effective evaluation of the quality of instruction given by approved pilot schools at any stage, as well as after graduation; and issued Amdt. 121-49, effective Sept. 22, 1969, to clarify the requirement that proving tests be performed under the observation of the Administrator.

FAA STORY TOLD . . . A DOT/FAA exhibit, telling the FAA story in pictures, was on display at the annual meeting of the National Technical Association, Inc. at the Gramercy Inn in Washington last week. The display served to explain the agency's work to members of this large organization, comprised primarily of Negro scientists and engineers and dedicated to the improvement of equal employment opportunities in technical fields.

DUVAL APPOINTED SPECIAL ASSISTANT . . . Michael R. Duval, formerly Special Assistant to the General Counsel, was recently appointed Special Assistant to the Associate Administrator for Plans.

AFTER-HOURS EDUCATION PROGRAM EXPANDS . . . Six new courses and approximately 80 other college level courses will be offered after working hours in 15 downtown Federal buildings in the District this fall through the Federal After-Hours Education Program. Non-degree students as well as those seeking Bachelor of Science and Master of Science Degrees may enroll. Registration will be held in conference rooms A and B, Department of Commerce Building, from 10 a.m. to 3 p.m., on Sept. 15 and 16. Tuition is \$47 per semester hour and all courses are three semester hours. Classes begin the week of Sept. 22.

ARMY RESERVE SCHOOL PROGRAM ANNOUNCED . . . Interested FAA employees have been invited to attend evening classes to be conducted at Fort Myer and other locations in the metropolitan Washington area beginning on Sept. 9. Courses will cover national security management, leadership training, the basic Army officers course, the Army Command and General Staff Officer Course and courses for selected enlisted military occupational specialists. Further information can be obtained by calling Col. Edwin P. Kanady at 695-9405.

HARRY G. BARNES . . . Assistant Operations Officer Harry G. Barnes of the Washington ARTC Center died Monday in Northern Virginia Doctors Hospital following a heart attack. He had been with the agency for 28 years and before that was an operations agent for American Airlines. Before becoming an operations officer, he was director of training at the Center. Mr. Barnes was a resident of Leesburg, Va.

AVIATION FILM TO BE SHOWN . . . A CBS 30-minute color film, "The Air Jam," will be shown daily to Headquarters personnel, Sept. 3-5, from 11:30 a.m. to 1:00 p.m., in the third floor auditorium. Originally telecast in April on the Walter Cronkite "Twenty-first Century" program, the film describes the growth of aviation and the related problems.

AWARDS AND REWARDS . . . The Office of Civil Rights presented Quality Within-Grade Pay Increases to Diane E. Malatesta and Ella L. Graham. The Office of Supersonic Transport Development presented a Quality Within-Grade Pay Increase to Linda K. Bullers. Airports Service presented a Quality Within-Grade Pay Increase to George L. Buley. Flight Standards Service presented the following awards: Special Achievement Award - Mary E. Babincsak, Mary Ann Guntow, Robert Allen; Quality Within-Grade Pay Increase - Harry C. Summerton; 40-year Service Award - Merrill A. Lott; 30-year Service Award - Peter J. Contos and Robert E. Rathburn; 25-year Service Award - Virginia T. Cameron, Eli S. Newberger and Arthur E. Pearsall. The Office of Personnel presented a Quality Within-Grade Pay Increase to James M. Dermody.

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SEP 23 1969

John W. Smith
Administrator

69-36 8 September 1969

ADMINISTRATOR ON AOPA PANEL . . . The Administrator is scheduled to take part in a panel discussion centered on the FAA at today's session of the Aircraft Owners and Pilots Association "Plantation Party" in Atlantic City. More than 4,000 members of AOPA and their families converged on Atlantic City last weekend for the annual get-together. On Saturday, they were given an opportunity to tour NAFEC and to view the agency's newest film, "Today for Tomorrow," dealing with activities at the center.

MECHANIC AWARDS PROGRAM LAUNCHED . . . The 1969 National Aviation Mechanic Safety Awards Program, a government-industry-labor program designed to honor outstanding aviation mechanics, was launched last week with the publication of Advisory Circular 60-25 containing all contest rules and entry blanks. The program offers mechanics in both general aviation and air carrier categories awards at the state, regional and national levels. Thousands of dollars worth of prizes will be presented to regional and state winners. Winning mechanics at the national level will be given all-expense-paid trips to Washington for themselves and their families.

AIRPORTS BUSIER AND BUSIER . . . The nation's airport activity was up again during 1968 in all major categories according to the forthcoming edition of "Airport Activity Statistics of the Certificated Route Air Carriers" (12 months ending Dec. 31, 1968). Passenger enplanements increased 14 per cent, from 123.6 million in 1967, to 140.9 million in 1968. Departures totaled 4.6 million, seven per cent above the previous year's 4.3 million. Mail and cargo carried gained eight per cent and 11 per cent respectively. During 1968, air carriers hauled 718,530 tons of mail and 1,588,325 tons of cargo. Copies of the statistical yearbook will be available in November.

AREA NAVIGATION AIRWAYS PLANNED . . . Establishment of the first area navigation airways, a part of the continuing program of the agency to increase the number of flight paths and thereby reduce congestion, has been announced. The 16 proposed routes are being established on an interim basis pending formal rule making. When they become effective Oct. 1, two of these routes will link the following cities: Chicago and New York, Los Angeles and Chicago, Kansas City, Mo., and Minneapolis, San Francisco and Chicago, Atlanta and Pinehurst, N. C., and Knoxville and Atlanta. Four routes will link Houston and Dallas.

ANNUAL AIRCRAFT REPORTING PROPOSED . . . To assure that up-to-date information on aircraft activity is available, the agency has proposed new annual aircraft reporting requirements. Under present rules, aircraft registrations remain in effect indefinitely and no renewal is necessary. Certificates become invalid, however, when the aircraft is registered under the laws of a foreign country, when aircraft ownership is transferred, when the aircraft is destroyed or scrapped or when the certificate holder loses his U. S. citizenship or dies.

CONGRESS BACK IN SESSION . . . Further action on employee legislation such as the civil service retirement bill should be taken up shortly. Congress reconvened last week after its summer recess.

AWARDS FOR OUTSTANDING PERFORMANCE RATINGS EXPLAINED . . . According to the recently issued Handbook 3430.3 when a quality increase or a special achievement award is based on an outstanding performance rating, only the Outstanding Performance Certificate, FAA Form 3450-13, will be issued. A Quality Increase Certificate or a Special Achievement Award Certificate will be issued when these awards are granted for other than an outstanding performance rating.

INTERNATIONAL FLIGHT RULES AVAILABLE . . . As a service to pilots planning flights beyond the continental limits of the U. S., the agency is providing copies of the International Rules of the Air to some 350 of its field facilities. Copies of the rules will be available at all FSSs, International Flight Service Stations and combined station-towers. Joseph R. Regan, Chief of the Flight Service Division, Air Traffic Service, said the action was part of a continuing program to increase the availability of this information in the face of the mushrooming growth of international travel by U. S. civil aircraft.

ESIS/FARE SELECTIONS . . . George M. Bromfield, Program Manager, Sonic Boom Program Staff, Office of Noise Abatement and Andrew K. Whitaker, Supervisory Electronics Technician, Manila, P. R., Pacific Region.

CURRENT FORMS A MUST FOR DOT-WIDE BIDS . . . An agency employee bidding on jobs in DOT elements outside the FAA must submit a current application form, SF 171, as well as an Employee Appraisal Record, FAA Form 3430.1. These should be submitted through the local personnel office.

HELP FOR THE HANDICAPPED . . . With publication of design standards by GSA, Public Law 90-480 has become fully effective. This law makes it mandatory that most future Government owned and leased buildings and facilities be made readily accessible to the physically handicapped. Application of standards published by GSA to the design of new buildings will assure their accessibility to the physically handicapped. The Office of Management Systems, in conjunction with RD, PN, AT and GC, is working on an agency order which requires the use of these standards in the design of all agency construction except for those few buildings or parts of buildings where the physically handicapped cannot be employed.

KITS TO MODIFY ATC BEACONS ORDERED . . . A \$310,402 contract for 94 kits which would be used to modify existing ATC radar beacon systems (ATCRBS) has been awarded to Tasker Industries of Los Angeles. The modification kits will help eliminate false targets on the controllers' radar beacon displays. False targets are created when beacon signals are reflected from hangars or other large buildings near the ATCRBS ground station sites. This contract, and another awarded earlier this year, complete present requirements to equip all ATCRBS ground stations with this improvement.

ICAO SEEKING APPLICANTS . . . The following three-year assignments are now available with the International Civil Aviation Organization (ICAO): MONTREAL - Language Officer, English Section, \$12,380; Tech. Officer, ATS and SAR, \$15,260; Legal Officer, \$12,380; Chief, Field Personnel Section, Tech. Assistance Bureau, \$15,260; Statistical Officer, Air Transport Bureau, \$15,260; Tech. Officers, Airworthiness, \$15,260; Chief, Audio-Visual Aids Unit, \$15,260; Language Officers, French Section, \$15,260 and \$12,380; Chief Finance Branch, Office of Sec'y. General, \$19,120/21,960. CAIRO - Tech. Officer, RAC/SAR, \$12,380. BANGKOK - Tech. Officer, Air Navigation Bureau, \$9,940. Bids close Oct. 31, 1969. Additional information as well as application blanks are available at your Personnel Office. FAA employees accepting ICAO assignments are entitled to re-employment rights.

CENTER STAFF MEMBERS BRIEFED ON NEW COMPUTER . . . Staff representatives of six ARTC Centers due to receive NAS En Route Stage A, Model 2 computers were recently briefed on the new equipment at NAFEC. Attending the sessions conducted to establish close coordination between NAFEC and field sites were: Walter Williams, Chicago; Robert A. Vaughn and Robert Kelm, Los Angeles; Leonard Klopfenstein and Samuel Lettie, Fort Worth; Ross Howe, Oakland; Delnor W. Stangohr, Kansas City; and William Schilling and Grant J. Sorensen, Denver.

POLICE PILOTS TO HELP ACCIDENT PREVENTION PROGRAM . . . Two helicopter pilots from the Kansas City Police Department have been designated Accident Prevention Counselors by Lester J. Cooling, Supervising Inspector of the Kansas City GADO. The men, Capt. Jack Lee Brady and Sgt. James R. Lohmeyer, will support the agency's accident prevention program now being conducted on a test basis in the Central and Southwest Regions. They will make recommendations aimed at reducing aircraft accidents, participate in local aviation educational meetings, clinics and seminars and conduct courtesy proficiency flight checks. Agency personnel attending the ceremony at which the men were made counselors were L. J. Cox, Accident Prevention Specialist, Kansas City GADO; C. A. Davidson, Regional Accident Prevention Coordinator; Browning Adams, Flight Standards Division Chief; and Joe E. Brant, Area Flight Standards Branch Chief.

UP-TO-DATE EARS SPEED PROMOTIONS . . . Any candidate for promotion who has not had an appraisal since July 1, 1969, can speed the promotion process by requesting his supervisor to complete Part IV of FAA Form 3430.1. Under the new merit promotion program, a completed Part IV is necessary to evaluate candidates. This completed part of the EAR should be attached to the Application for Vacancy, FAA Form 3320-2.

PASSENGER BUSINESS STAYS UP AT DULLES . . . For the first time since Dulles International Airport opened in 1962, there was only a slight decrease in the number of passengers in July as compared with June. In the past, the decline for this period has been dramatic. This year, however, July passengers exceeded 200,000 for the second consecutive month and were up nearly 25 per cent over last July.

WELCOME TO FAA! . . . G. Van Sandifer, Data Systems Division, MS; Rafael A. Pagan, Data Systems Division, MS; Shirley A. Robinson, Data Processing Division, HQ; Mary K. Fitzsimmons, Maintenance Division, FS; Clement M. Richardson, Management Analysis Division, MS; Louis A. Shuck, Accounting Program Division, MS.

APOLLO 11 FILM TO BE SHOWN . . . The National Aeronautics and Space Administration film on the Apollo 11 flight will be shown in the auditorium Sept. 8, 9 and 10 at 11:30 a.m., 12 noon and 12:30 p.m. The film is composed of footage taken by the Apollo 11 crew during the historic moon voyage of the Columbia and the Eagle.

BEWARE OF PICKPOCKETS . . . Recently, billfolds have been disappearing from men's coats hanging in offices on the 6th and 9th floors. One raincoat was stolen when left overnight on the ninth floor. All employees are cautioned to remove billfolds from coats when unattended and store them in a more secure place. They are also advised not to leave possessions overnight.

DOCUMENT INSPECTION MOVES . . . The Public Document Inspection Facility, formerly located in the Headquarters library, has moved to Room 514. The facility is now part of the Publishing and Graphics Division and has been assigned the routing symbol HQ-405. The telephone number is 25701. The facility provides record inspection and copying service to the public under the provisions of the Public Availability of Information Act.

SMITHSONIAN REMEMBERS AMERICAN EAGLE SQUADRON . . . To commemorate the famed Battle of Britain and the participation of the American Eagle Squadron, a British Hurricane fighter will be put on display in the Arts and Industry Building starting Sept. 15. The American Eagles were U. S. citizens, dubbed "Yanks in the RAF" who served in the Royal Air Force before America's entry into World War II.

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John W. Shaffer
Administrator

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"WE WOULD LIKE TO REACH OUT AND THANK YOU" . . . An appreciative letter expressing an airline passenger's praise for the work controllers do was forwarded recently to Deputy Administrator D. D. Thomas by George A. Spater, president of American Airlines. The letter, from Mrs. Frances Graves of Phoenix, states: "I've been wanting for a long time to express my appreciation to the men who guide the planes in and out of the big airports. They are performing a real service, helping to make it possible for families to be together, helping vacationers see more of this good world, helping businessmen earn a living and helping young people learn to fly. One of the first sights a passenger sees as he nears an airport is the tower. I'm sure I speak for Americans everywhere when I say: we would like to reach out and say 'thank you' to the controller who makes it possible for us to travel in the sky." In forwarding the letter to the agency, the airline president expressed the hope that "this spontaneous and sincere expression of appreciation from one who recognizes the important role of the air traffic controller" be conveyed to controllers in both centers and towers.

RED CROSS MAKES APPEAL . . . Because of the scope of the recent Hurricane Camille disaster on the Southern Coast and the large number of persons who must be cared for, the Red Cross has launched a nationwide campaign to raise an additional \$6 million for hurricane relief. The funds needed are over and above those normally received by the Red Cross in the Combined Federal Campaigns and United Fund drives which will begin soon. In a memo to the heads of executive departments and agencies, Robert E. Hampton, Chairman of the Civil Service Commission, called on Federal employees to assist in every way possible those stricken by the hurricane. Alan L. Dean, Assistant Secretary for Administration, urged all DOT personnel to contribute to the Red Cross appeal. Administrator Shaffer urged all FAA personnel to support this worthy endeavor to the fullest extent possible.

ESIS REMINDER . . . The Executive Selection Inventory System (ESIS) is being operated under temporary procedures while Employee Appraisal Record (EAR) data are being programmed into the system. During this period, each employee who receives an ESIS notification of promotion consideration must take two actions to assure his consideration: he must notify the personnel office handling the vacancy (identified on the back of the notification card) as to his availability for the position; and he must be rated on the new EAR and submit a copy of that rating to the same personnel office. Failure to take either action will remove the individual from further consideration for that particular vacancy.

THE WINNERS! . . . Winning entries have been selected from the more than 400 submitted in the FAA AVIATION NEWS Safety Cartoon Contest. Cash awards of \$25 for each winning idea and a credit line in the issue of FAA AVIATION NEWS in which the suggested cartoon appears go to: Andrew Rupnick, Pittsburgh FSS; James G. Kelley, Roanoke, Va. Tower; Garrett C. Hayes, Miami Center; Frank Parr, Flight Standards Service; Frank McHugh, NAFEC; Z. W. Kowalewski, Anchorage FIDO; Donald E. Miller, St. Louis Tower; Larry Larkin, Tulsa FSS; Louis J. Rauch, Anchorage IFSS (winner of two awards); and John W. Forsythe, San Antonio GADO (winner of two awards). A detailed story on the winners and winning entries will appear in the next issue of FAA HORIZONS.

TESTIMONY GIVEN ON AIRPORT/AIRWAYS BILL . . . Secretary John A. Volpe, Administrator John H. Shaffer and DOT Assistant Secretary for Policy and International Affairs Dr. Paul Cherington testified before the House Ways and Means Committee last week to support the user tax aspects of the pending Airport/Airways legislation. Testimony on the proposed legislation has already been heard by the House and Senate Commerce Committees. The House Commerce Committee was to have gone into executive session last week to "mark up" the bill -- revise it in the light of testimony -- and its action is expected to be fairly prompt.

VOLPE TO DIRECT GOVERNMENT FUND RAISING . . . DOT Secretary John A. Volpe will serve as chairman of this year's Combined Federal Campaign in the National Capital area. The combined campaign, to be held this fall, covers the campaigns of the United Givers Fund, the National Health Agencies and the International Service Agencies.

STUDIES TO PROBE ATC CAPACITY, DEMAND . . . Two independent studies on the air traffic control system's capacity and demand will be carried out under contracts awarded by the agency to the Stanford Research Institute of Menlo Park, Calif., and Arthur D. Little, Inc. of Cambridge, Mass. Stanford was awarded \$103,915 and Little, Inc., \$97,842 for the first year's effort. A basic, first-year goal is establishment of comprehensive, well-defined terms and measures to describe and evaluate the air traffic control process. Each of the contractors will provide an initial design of a large scale simulation model to translate aviation forecasts into demands on the ATC system. Results of the studies will be used to provide analytical data on which to project system improvements, to furnish guidance for future system design and to unify subsequent system studies.

FIRST DEPARTMENT-WIDE SELECTION ANNOUNCED . . . John F. Beard, Assistant Chief, Personnel and Training Division, Aeronautical Center, has been selected for the GS-15 position of Special Assistant to the Chief, Personnel and Training Division, Federal Highway Administration, Washington. This was the first Department-wide selection under the new merit promotion program. Under the new plan, effective July 1, 1969, the area of consideration for certain types of positions at the GS-14 and GS-15 levels and all supergrades is throughout the entire Department of Transportation.

HONOLULU ARTCC IS ATCA'S 'FACILITY OF YEAR' . . . The Honolulu Center has been selected as this year's winner of the "Facility of the Year" Award, presented annually by the Air Traffic Control Association. Center Chief Jack R. Richards will receive the award on behalf of his staff at ATCA's 14th annual meeting to be held in Las Vegas Sept. 29 through Oct. 1. The Administrator will be the featured speaker at the awards banquet on Sept. 30. Complete details on the award will be presented in the next issue of FAA HORIZONS.

TWO TALKS SCHEDULED BY ADMINISTRATOR . . . The Administrator is scheduled to address two groups in the Western Region this week. On Saturday, he will speak to a symposium of the Society of Experimental Test Pilots in Los Angeles. On Wednesday, he is scheduled to speak at a convention of the National Association of Air Traffic Specialists in Las Vegas. Other agency officials scheduled to address that convention include W. M. Jackson, Executive Assistant to the Associate Administrator for Personnel and Training, Thomas J. Creswell, Director of Training, and William M. Flener, Director, Air Traffic Service.

BIAS SEMINAR IN ALASKA . . . A highly successful Organizational Bias Seminar was recently concluded in Fairbanks, Alas. The two-day seminar was designed to broaden employees' understanding of discrimination and the civil rights issue, help achieve a change in attitude where needed, and make positive contributions to solution to equal employment problems. An additional aim of the seminar was to seek ideas from the participants for improving FAA's program of non-discrimination. The seminar was opened by Director Lyle K. Brown. Quentin Taylor, FAA Director of Civil Rights, outlined FAA's Civil Rights responsibilities and called for increased commitment of participants for improving our EEO program. Don Higgins, Office of Personnel, also attended. The 35 participants, mostly FAAers from Fairbanks, included employees of the Federal Highway Administration, Alaska Railroad, U. S. Air Force, and U. S. Army.

PLANTATION PARTY'S LEGAL ASPECTS . . . Two General Counsel officials participated as panelists on the Aviation Law Seminar held in connection with the Aircraft Owners and Pilots Association's recent "Plantation Party" in Atlantic City. Charles J. Peters, Acting Deputy General Counsel, discussed aircraft accident litigation. John E. Marsh, Chief, Special Projects and Appellate Branch, discussed medical-legal aspects of airman certification.

AVIATION EDUCATION PROJECT SUCCESSFUL . . . The Seattle Area Office reports great satisfaction with the 25 students placed in air traffic facilities under the agency's Experimental Aviation Education Project where students alternate semesters of study with semesters of work at nearby facilities. Of the eight students assigned to Seattle Center, three checked out on the Flight Data position in a few weeks. Most students are expected to check out as assistant controllers by the end of summer. The remaining 17 students are obtaining summer experience at various terminals and FSSs.

A PIECE OF THE MOON IS ACROSS THE STREET . . . A dull, dusty, gray-colored moon rock about the size of a man's fist is currently on display under a sealed, plexiglass dome in the Arts and Industry Building of the Smithsonian. The rock, which scientists estimate to be approximately three billion years old, weighs a little less than two pounds. It can be seen between 10 a.m. and 5:30 p.m. and will be on view for at least 30 days. While on display it is preserved in an atmosphere of nitrogen so that it may be used for further scientific studies if necessary.

SIGN UP FOR BLOODMOBILE NOW . . . You can sign up now to give blood for the FAA Blood Bank when the Red Cross Bloodmobile comes to FOB-10A, room 115, the FA Club, on Friday, Oct. 3. The reservation chart is on the second floor and you can schedule a time convenient to you between 10 a.m. and 3:30 p.m. Slots for 133 donors are available and Bloodmobile workers are hoping to have a full slate. For further information, contact Robert Klose, ext. 21581.

MODEL OF 80 PASSENGER HELICOPTER COMING TO LOBBY . . . A cut-away model of the big Sikorsky S-65-200 helicopter is scheduled to go on display in the first floor exhibit area of FOB-10A this week. The 80-passenger aircraft has been developed for the rapidly growing short-haul market. A multi-engined craft, the three turbine engines drive the single rotor.

WELCOME TO FAA! . . . Courtney R. Sargent, ATC System Requirements Division, AT; Rosemarie Orlandi, ATC Development Division, RD; Sidney S. Robinson, Technical Assistance Division, IA; Franklin L. Cunningham, Airspace and Air Traffic Rules Division, AT; Nicholas M. Craddock, ATC System Requirements Division, AT; James R. Bellamy, ATC System Requirements Division, AT; Harry Flanagan, ATC Operations and Procedures Division, AT; Edward H. Brown, Management Analysis Division, MS; Raymond T. Uhl, Aviation Policy Division, AV; Robert A. Brown, Operations and Safety Division, BNCA.

AWARDS AND REWARDS . . . The Office of Supersonic Transport Development presented a Quality Within-Grade Pay Increase to Ralph H. Draut and Wilbur Coote. Systems Research and Development presented the following awards: Quality Within-Grade Pay Increase - Phillip La Rochelle, Ed Van Duynes, Marie Weller and Elizabeth Bugay; Sustained Superior Performance Award - Jean Casciano, Frank Munroe, Charlene Smith and James Dziuk; Outstanding Performance Award - Edward M. Kelly. In the Office of the Associate Administrator for Personnel and Training, the following awards were presented: Quality Within-Grade Pay Increase - John T. Harsch and J. Doris Fleig; Special Achievement Award - George B. Reid, Jr.

STOCK-UP . . . The GSA self-service store will be closed on Sept. 25 and 26 for its annual inventory. It is suggested that employees check supplies, and replenish where necessary before these dates.

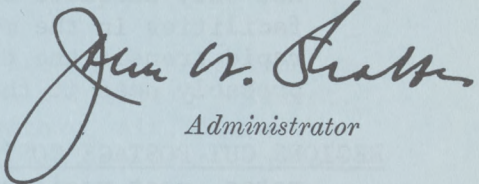
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CONGESTION CAUSES AND CURES . . . The primary causes of congestion at 18 of the nation's busiest airports and recommendations for alleviating the problem are covered in a recently-issued FAA/DOT report. The report, prepared by a special FAA task force, suggests a number of procedural and physical changes that would improve the traffic flow. Improvements recommended include high-speed or angled runway exits so aircraft can clear main runways faster, improved taxiways and installation of new and/or additional lighting and landing aids. Procedural changes recommended include such measures as greater use of intersection takeoffs, part-time use of taxiways as VFR runways and designation of short takeoff and landing (STOL) runways. The 18 airports listed in the study are: Atlanta; Logan International at Boston; O'Hare International at Chicago; Cleveland Hopkins International; Stapleton International at Denver; McCarran International at Las Vegas; Los Angeles International; Memphis Metropolitan; Miami International; John F. Kennedy International, LaGuardia and Newark, all serving the New York City area; Oakland International; Philadelphia International; Lambert-St. Louis Municipal; San Francisco International; Puerto Rico International and Seattle-Tacoma International.

AIR TRAFFIC CHIEFS CONVENE . . . Regional Air Traffic division chiefs, area branch chiefs, ARTCC chiefs and chiefs of major terminal ATC facilities are meeting at Headquarters this week. Employee-management relationships and communications and the status of major air traffic programs are among the major items on the agenda for the five-day meeting. Among top agency officials scheduled to meet with the group are Administrator John H. Shaffer, Deputy Administrator David D. Thomas, Associate Administrator for Operations George S. Moore, Acting Associate Administrator for Personnel and Training E. J. Anderson and ATS Director William M. Flener. Also meeting with the group will be members of the Corson committee.

CAREER SYSTEM HANDBOOK BEING READIED . . . The new FAA Career System Handbook, 3410.4A, has been sent to the printers and should be distributed in about four weeks. The purpose of the new handbook is to re-establish the concept of one FAA career system and to show the inter-relationship of all occupational career systems. Using the new handbook, employees and managers will be able to evaluate the career progression avenues of one occupation as compared with another and to follow a uniform procedure in establishing career plans. The handbook will eventually reflect the career opportunities picture agencywide.

VOLPE LAUDS AIRPORT PLANNING . . . Speaking of the new Dallas-Fort Worth Regional Airport, before the Greater Dallas Planning Council last week, DOT Secretary John A. Volpe stressed the importance of a coordinated transportation system. He praised the planners' foresight in providing not only adequate access highways but also provisions for rapid transit facilities in the median strip between the highways. "You may not need rapid transit the day your airport opens, but believe me == you'll probably need it the day after it opens," the Secretary said.

REGIONS CUT POSTAGE COSTS . . . Despite growing activity and higher postage rates, most regions have been able to cut their postage costs through the reduction of the use of non-essential air mail, use of smaller envelopes and other measures, according to the Office of Management Systems. The office urged that use of air mail be limited by folding mail to letter size where possible. Government mail automatically goes via air mail when the destination is 200 miles or more from the point of origin. Such mail should not be designated Air Mail, otherwise it will be needlessly charged at the 70 per cent higher air mail rate. Figures below show the percentage changes in postage and cost per piece for each region based on a projection of 1969 volume and costs arrived at during a study of these factors in April 1969, as compared with last year's figures.

	<u>POSTAGE</u>	<u>VOLUME</u>	<u>PIECE COST</u>		<u>POSTAGE</u>	<u>VOLUME</u>	<u>PIECE COST</u>
AL	-36.4%	-25.2%	-2.9%	SO	-20.3%	-12.3%	-9.1%
CE	+9.5	+39.5	-21.9	SW	+30.6	-8.2	+20.0
EA	-9.7	-2.3	-7.9	WE	-14.1	-16.3	+3.0
PC	+11.9	-9.5	+23.2				

WITHIN-GRADE HIKES MUST BE EARNED . . . A within-grade increase is not granted automatically, but is given on the basis of performance. For this increase an employee's work must clearly meet the performance standards and be of sufficiently high quality to merit a pay increase, not just adequate to retain the job. Before the increase is granted, the supervisor must certify that an employee's work is of an acceptable level of competence -- that is, worthy of the pay increase. Acceptable levels of competence are based on the employee's performance in relation to performance standards developed jointly by the supervisor and the employee. Denial of a within-grade increase cannot be based on the physical fitness of an individual, nor is it to be used as a substitute for disciplinary action. This subject is outlined in Chapter 6 of Handbook 3430.3.

WEDNESDAY IS 'CITIZENSHIP DAY' . . . The President has designated Wednesday, Sept. 17, as Citizenship Day and has requested that there be observations on that day "to inspire all our citizens to rededicate themselves to the service of their country and to the support and defense of the Constitution." The day commemorates the signing of the Constitution on Sept. 17, 1787. The period beginning on Sept. 17 and ending Sept. 23 has been designated Constitution Week.

EXECUTIVE SELECTIONS ANNOUNCED . . . Mary E. Healy, Manager, Office of Headquarters Operations; William E. Murphy, Deputy Manager, Office of Headquarters Operations.

SHAFFER ADDRESSES ATC CHIEFS . . . The Administrator addressed a meeting of Southwest Region air traffic facility chiefs last Thursday at Fort Worth. At the meeting, facility chiefs discussed such subjects as the region's accident prevention program, personnel safety, civil rights, management and the National Airspace System.

GARY G. WILSON . . . The only agency fatality associated with Hurricane Camille was the death of Gary G. Wilson on Aug. 29 in an automobile accident. Mr. Wilson, an electronic technician with the Dothan, Ala. Airway Facilities Sector, lost his life while returning to his home station from emergency duty at Gulfport, Miss., which was hardest hit by the hurricane. The government car Mr. Wilson was driving was struck head-on by an oncoming vehicle which crossed the highway median into the path of Mr. Wilson's car after its driver lost control three miles west of Pascagoula, Miss. Besides his widow, Mr. Wilson is survived by three small children.

CAREER COMMITTEE VISITS FACILITIES . . . Members of the Controller Career Committee headed by Dr. John Jay Corson recently visited the Flight Service Station and Tower at Washington National Airport and the Washington Center at Leesburg, Va., to become more familiar with the air traffic system. Future facility visits by the committee will concentrate primarily on talking with controllers both individually and in groups. The committee intends to visit a cross-section of ATC facilities to obtain the data on which to base a review of controller career needs and personnel problems associated with this occupation. Dr. Corson has invited controllers to submit written comments regarding the occupation directly to him at the following address: AT Controller Career Committee, Room 622-B, 800 Independence Ave., S. W., Washington, D. C. 20590. All such communications will be held in complete confidence by the committee.

APPLICANTS SHOULD PAY POSTAGE . . . Some Federal employees are illegally using agency postage-paid envelopes for mailing applications, the Civil Service Commission has informed all agencies. Submitting an application for a competitive examination is a personal matter -- not official Government business -- and such mail should be paid for by the applicant. Use of postage-paid official envelopes for personal matters is a violation of postal regulations and may result in disciplinary action in accordance with agency Handbook 3750.4, Conduct and Discipline.

NIGHT DRIVING TIPS . . . More employees will be spending longer hours on the road at night as summer comes to an end. During hours of darkness, reduced visibility and light glare can play tricks with vision. Accident rates go up sharply at dusk and continue throughout the night. If you must drive at night, reduce your speed and keep it down. Don't drive at such a speed that you cannot stop within the area illuminated by your headlights.

COMING UP! . . . How is your insurance situation? Do you need to change your coverage? You will soon have your chance. An open season has been scheduled in November for the Federal Employees' Health Benefits Program. . . . Area navigation seems to be a good subject to read and write about as you will see from the article which gives you the background of area navigational development within the FAA. Also, a new Advisory Circular has been published which sets standards for approval and also establishes procedures for approval of area navigation routes and instrument approach procedures at airports. . . . Don't miss the interesting story involving flight inspection of navigational aids. You'll learn much about the job of agency personnel concerned with the safety of airways. . . . If you feel like having a little chuckle, be sure to read the article including some samples of typical "kids" letters that the agency receives quite often. . . . All of these stories can be found in the Sept. 15 issue of FAA HORIZONS.

AWARDS AND REWARDS . . . The Office of Management Systems has presented the following awards: Quality Within-Grade Pay Increase - Helen H. Chew and Sylvia Goring; Special Service Award - Mona Moon, C. Theresa Moore, Jackie Fletcher and Hilda Campbell; Letter of Commendation - Patricia Edelin. Richard L. Failor, a Senior Planning Specialist in the Aviation Plans Division, AV-200, has been named a Fellow in the National Institute of Public Affairs as a result of completing a year's study at Stanford University under the Career Education Award Program.

WELCOME TO FAA! . . . Jonathan B. Hill, Office of the General Counsel; Joann B. Russell, ATC System Requirements Division, AT; Carlys M. Carroll, Maintenance Division, FS; Leo F. Daily, Office of the General Counsel; Richard E. Mundy, Office of the General Counsel; Pearl C. Cooper, Operations and Safety Division, BNCA.

COMPLETION OF UNDERPASS IN SIGHT . . . The approximately one-mile-long 9th Street underpass, which is being built at a cost of about \$12 million, is tentatively scheduled to be completed in a little over a year. Construction of the final section, south of the railroad bridge to route 95, will begin next month. This section runs under the L'Enfant East building, also currently under construction. Progress on other sections of the underpass continues north of Independence Ave. Except for some filling, it is virtually finished; south of Independence, where the expressway runs in a cut rather than a tunnel, the roadway is being poured; girders for the "CW" Street bridge are in place. Construction on the new Independence Ave. bridge should start at the end of next month. The temporary bridge currently in use will be replaced two lanes at a time. This should take four to five weeks.

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SETTING THE RECORD STRAIGHT . . . In the past, the FAA has tended to ignore misstatements issued to the press or contained in employee organization publications on the basis that the agency would not be distracted from its principal mission of air safety by entering into a public airing of agency motives, actions and management. However, failure to respond to these misstatements has, in many cases, left a question in the minds of some of the employees -- even those who are the most knowledgeable and dedicated -- concerning the truth of the allegations. Therefore, in response to a series of misstatements issued to the press recently by representatives of employee organizations, the agency is setting the record straight and bringing the facts to the public. The latest instance involved a press release issued by the Professional Air Traffic Controllers Organization on Sept. 22 which charged that following a mid-air collision at Indianapolis, the agency "covered up deficiencies in the radar system by replacing two key tubes" and "peaking up" (tuning up) the system before flight checks were made after the accident. In a wire to PATCO President James E. Hays, Deputy Administrator D. D. Thomas termed the press release "irresponsible, false, malicious and slanderous." Thomas stated: "This effort by PATCO to capitalize on a national tragedy to further its own ends is, in my opinion, beneath contempt. You are well aware that there is no truth whatever to PATCO charges that FAA replaced 'key tubes' and 'peaked up' the radar system in the Indianapolis tower before checking its coverage from the air on the night of Sept. 9. There was no replacement of parts or 'peaking' up of the radar prior to the flight check." Earlier, Kenneth T. Lyons, President of the National Association of Government Employees, was quoted by the press as saying that the agency summarily disciplined" an air traffic controller at Indianapolis tower, and that the controller was held incommunicado, subjected to intense grilling and denied counsel. The agency likewise publicly branded these statements as false and asked NAGE for a public retraction. In a third recent incident, Lyons was quoted by a press service to the effect that a navaid at Washington National was "shut off for 28 hours because the FAA forgot to pay its electric bill." This statement was a complete fabrication. What actually happened was that the meter for this equipment was erroneously disconnected by the power company resulting in temporary interruption of service. No overdue electric bill was involved. In future incidents of this kind, the agency intends to continue to set the record straight and to bring the facts in the case to the attention of both the public and all FAA employees.

CONTINUANCE OF SST DEVELOPMENT URGED . . . The President stated last week that development of the supersonic transport must be continued if the U.S. is to maintain its world leadership in air transport. Secretary Volpe announced that the President will ask Congress to appropriate \$662 million over a five-year period to assist in SST development. Total cost for developing the SST is estimated at \$1.5 billion with Federal participation amounting to \$1.3 billion. The Government's investment would be repaid from the proceeds of the SST sales, with complete repayment anticipated by the time 300 of the aircraft are sold. The Secretary stated that because of the sonic boom, the SST now under development would be restricted to subsonic flights overland. The new aircraft being developed by Boeing would be capable of carrying 300 passengers at speeds up to 1,800 mph.

ADMINISTRATOR ADDRESSES TEST PILOTS . . . Massive financial efforts must be undertaken to alleviate aviation's problems, the Administrator told the Society of Experimental Test Pilots Sept. 27 at their Los Angeles meeting. The Administrator reviewed the aviation program envisioned under the Aviation Facilities Expansion Act now before Congress, pointing out that user charges stipulated in the legislation would bring more than nine billion dollars into a national airspace designated account over the next ten years.

ESIS/FARE SELECTIONS . . . Richard L. Collie, Supervising Inspector, FSDO, St. Louis, Central Region, and Richard J. Corbitt and Leonard H. Pithan, Airspace System Inspection Pilot, Tokyo, (Tachikawa Yokota), Pacific Region.

NTSB INDIANAPOLIS HEARING DATE SET . . . A public hearing on the fatal mid-air collision Sept. 9 between an Allegheny Airlines DC-9 and a light aircraft will be held at the Airport Holiday Inn at Indianapolis beginning at 9 a.m. Oct. 8. Safety Board Chairman John H. Reed who will be the chairman of the Board of Inquiry said the hearing will be in two parts. The Indianapolis portion of the hearing will be concerned with developing information that will help the Board determine the cause of the accident. The second part will be reconvened in Washington at a time and place to be announced later. At the latter hearing, the accident's cause will be further probed and the overall problem of midair collisions will be considered.

EXPANSION OF INTERNATIONAL ARRIVAL AREA AT DIA APPROVED . . . The National Capital Planning Commission has approved FAA's plans to expand the international arrival area at Dulles International Airport. The plans also have the approval of the international carriers serving the airport and the Federal inspection agencies which operate the facility. The proposed expansion will cost approximately \$650,000 and will nearly double the size of the facility from the present 14,000 to 27,000 square feet. Target date for a construction contract award is early January 1970 and completion is anticipated by late next summer.

ATC CAREER IMPROVEMENTS PROPOSED . . . The FAA has been vitally concerned with the career program for air traffic controllers and the limited options available in certain aspects of the ATCS employment program. To provide more effective management tools and at the same time enhance ATCS career benefits, Administrator Shaffer has asked Secretary Volpe to consider the following recommendations for possible legislative action: (1) Limiting entry into ATC at a maximum age of 30 years, or 35 for those with experience. (2) Establishing a maximum age for retention in ATC of 55 years, with a possible exception for up to 60 years. (3) Obtaining authority for reassigning an ATCS to a less complex facility or other line of work with salary retention for up to 10 years, or until eligible for optional annuity. These proposed benefits would be used, provided the employee had 10 years of ATC experience, 5 years of which were at the journeyman level, or the employee becomes medically disqualified after gaining career status (3 years). (4) Obtaining authority which provides the option to either retire an ATCS with a minimum annuity of 50 per cent of his high 5 years average, when he attains 20 years service/50 years age or 25 years service at any age; or retraining an ATCS for another FAA job or for a job outside FAA which allows training up to two years, and continuing in job with same salary during training, after which the ATCS is reassigned or separated. If retraining is elected, the employee would only be eligible for an annuity at the regular CSC rate. It should be emphasized that these recommendations have not been submitted to Congress as a formal legislative proposal. They must first have an in-depth review by OST and BOB. Preliminary staff work is underway to issue a formal legislative proposal at an early date. The package has also been submitted to the Controller Career Committee headed by John J. Corson as part of their study for improvement of the ATCS career field.

WHO'S OUTSTANDING HANDICAPPED EMPLOYEE? . . . Nominations for FAA's "Outstanding Handicapped Employee for 1969" will continue to be received by PN-200 until the Oct. 31 deadline. Regional directors and center directors have received details on the program which is part of the agency's continuing efforts to promote employment of the handicapped and give recognition to work being done by handicapped employees. Nationally, attention is being focussed on the contributions made by the handicapped through designation of "National Employ the Physically Handicapped Week," beginning Oct. 5. In designating the week, President Nixon urged citizens to help the physically handicapped "not only because it enables them to build better lives but also because an American who is employed despite his handicap can help build a better nation for all of us."

FIRE PREVENTION: EVERYBODY'S JOB . . . Each year, more than 12,000 lives are lost and more than \$2 billion in property is destroyed by fire. To once again focus the nation's attention on this tragic toll, President Nixon designated the week beginning Oct. 5 as Fire Prevention Week. There are many ways in which YOU can help prevent fires. For example, when working with flammable or combustible materials, you should work in a well-ventilated area, preferably outside, being careful that all stoves, pilot lights and other flame-producing devices in the area are shut off. Another way that every citizen can help is to strictly obey "No Smoking" signs.

APPEAL FOR AID TO RED CROSS REITERATED . . . Because of the enormity of rehabilitation needs confronting the Red Cross following Hurricane Camille, the Administrator is reiterating his appeal published in the last issue of INTERCOM and again asking FAA personnel to contribute directly to local Red Cross emergency campaigns. A recent Red Cross on-the-scene survey indicates that hurricane destruction was more devastating than had been estimated. More than 69,000 families suffered losses. About 18,000 dwellings were destroyed or badly damaged and about 25,000 damaged to a lesser extent. Small businessmen, farmers, fishermen and others were crushed financially. The Red Cross now estimates that at least \$15 million instead of the \$6 million estimated previously will be required to help get hurricane victims back on their feet. Therefore, your help is desperately needed by the Red Cross.

BLOOD DONOR APPOINTMENTS STILL OPEN . . . There are still a few spaces open on the blood donor appointment chart on the second floor. The Bloodmobile will be in room 115 of FOB 10A on Friday, Oct. 3. Remember, blood donated goes toward the FAA Blood Bank. Those who have already made appointments are urged not to forget and to be on time.

EMPLOYEES AT WHITE HOUSE CEREMONY . . . More than 60 Headquarters employees were among those invited to attend a White House ceremony last week in honor of her Excellency Golda Meir, Prime Minister of Israel. Similar ceremonies at which the President welcomes heads of state and other dignitaries are held from time to time and arrangements for attendance of FAA employees are made through the Office of International Aviation Affairs.

ANYONE FOR HOCKEY? . . . Last year, approximately 200 hockey players, most of them Government employees -- and some of them FAA employees -- played hockey at the Washington Coliseum and Baltimore Civic Center. There are now openings in the Chesapeake Hockey League, according to L. E. Stanfield, league secretary. Interested FAA employees should contact Joe Magurn at 671-8430 in the evenings or OX 7-8464 during the day.

WELCOME TO FAA! . . . Theodore W. Frazier, Executive Staff, MS; Simmons B. Savage, Jr., Accounting Programs Division, MS; Edgar L. Bolden, Environmental Development Division, RD; Thomas D. Lynch, Personnel Operations Division, HQ; Phillip Decara, Executive Staff, RD; Leroy Cyrus, Office Services Division, HQ; Franklin A. Dill, Procurement Legal Division, GC; Leonard A. Bosin, Communications Development Division, RD; Elaine N. Ketchock, Office of General Counsel.

HEADQUARTERS DEFENSE READINESS PLAN ISSUED . . . To assure maximum responsiveness of FAA Headquarters employees to national defense requirements in the event of a national emergency, a new edition of the FAA Headquarters Defense Readiness Plan was distributed last week. The Handbook contains general information on defense readiness as well as sections on organization, policy, operational concepts, functions of various groups and staffs under emergency conditions, administration and communications. The Handbook designation is 1910.1A.

INTERCOM

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

OCT 8 1969

John W. Sullivan
Administrator

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Acquisitions
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"TERMINAL CONTROL AREAS" PROPOSED . . . A rule that would put all aircraft operating in designated airspace surrounding certain busy airports under active ground control, thus reducing the potential for midair and near midair collisions, has been proposed by the agency. According to the proposal, all aircraft operating in designated "terminal control areas" around major airports would have to meet certain equipment requirements -- a radar beacon transponder and very high frequency NavCom radio -- and follow prescribed flight procedures. The proposal will eliminate "unknown" traffic from terminal airspace by requiring all aircraft to have a clearance from the appropriate air traffic control facility before entering the airspace. This would apply to both VFR and IFR traffic. Explaining that the agency proposes to implement the terminal control area concept at 22 locations, the Administrator stated, "This is not a stopgap measure hurried through as a result of any single air disaster, but rather a carefully-considered element in an orderly progression of change." The proposed rule would be put into effect at the following locations: Washington, Chicago (O'Hare), Atlanta, Los Angeles, San Francisco, New York (LaGuardia, Kennedy, Newark), Dallas, Boston, Miami, Detroit, Denver, Philadelphia, Pittsburgh, St. Louis, Cleveland, Minneapolis, Houston, Kansas City, Seattle, New Orleans, Cincinnati and Las Vegas. Full details on the proposal will be published in the Oct. 13 issue of FAA HORIZONS.

LEAVE RULES LIBERALIZED . . . Federal employees have been granted two additional kinds of leave -- funeral leave and a liberalized military leave -- as a result of the new Public Law 90-588. Under the law, an employee is entitled to a maximum of three days leave to arrange and/or attend the funeral or memorial service for an immediate relative who died as a result of wounds, disease or injury incurred while serving as a member of the Armed Forces in a combat zone. The new military leave is granted for those providing military aid to enforce the law.

FOUR-POINT PROGRAM FOR CONTROLLERS . . . Addressing the Air Traffic Control Association Convention in Las Vegas last week, the Administrator stated he has "never felt that longer pay or shorter hours are, in themselves, satisfactory solutions to employee grievances." He noted that the agency is working on a four-point program to: help medically disqualified controllers, provide for transfer from high to low-activity facilities without loss of pay, provide for early retirement and develop an occupational retraining program to permit employees to transfer to other skills or administrative positions. In other portions of his talk, he described the agency's proposed "terminal control area" rule and emphasized that there would be no compromise with the agency's objective: providing a safer terminal airspace environment wherever congestion is reaching a critical level.

TECHNICAL REPORTS AVAILABLE . . . A report on an acoustic underwater beacon detector that could be used to locate submerged aircraft flight data recorders is among eight Systems Research and Development Service and Aircraft Development Service technical studies published recently. The reports include: Underwater Locator Beacon Detection Ranges for Fuselage Encapsulated Recorders, AD 672-545; Transmissometer Calibration Techniques, AD 682-891; Evaluation of Multi-Transmissometer Systems, AD 681-877; ILS Flight Inspection Positioning System, AD 681-101; Solid-State VHF Omni-range Transmitter, AD 686-049; Test and Evaluation of Over-Ocean Separation Assurance Systems, AD 675-779; Development of Airborne Time/Frequency Range/Altitude Monitor, AD 680-254; and Test and Evaluate Take-Off and Go-Around System, AD 682-542.

ENTRANCE EXAM PROCEDURES STREAMLINED . . . Two changes designed to reduce the time required for the Federal Service Entrance Examination (FSEE) process and to improve the hiring of eligible candidates have been approved by the Civil Service Commission. Effective Oct. 18, those who have demonstrated that they are eligible for employment will be allowed to extend their eligibility beyond one year by notifying the Commission. Also, central scheduling of the written test will be eliminated. In many areas the test will be given on a walk-in basis on college campuses. The Federal Service Entrance Examination is the primary avenue for filling positions in over 200 occupations in some 50 Federal agencies.

PROGRAMMABLE ARTS II FIELD CHECK SET . . . The agency has awarded two contracts in connection with support required for testing and evaluating the programmable ARTS II automated radar terminal system designed for use at low activity airports. A \$92,500 contract awarded to the UNIVAC Federal Systems Division of Sperry Rand Corp. covers programming and services, including the furnishing of a prototype programmable ARTS II system on a loan basis. A \$117,200 contract went to the Aerospace-Optical Division of International Telephone and Telegraph to modify two ASR-4 type airport surveillance radar displays and provide data entry equipment permitting the display of alphanumeric data on radarscopes in the ARTS II system. Following equipment installation and checkout scheduled next month at McGhee-Tyson Airport, Knoxville, the agency will conduct six months of field tests on the programmable ARTS II system.

FAA POSTCARDS CAN SAVE TIME . . . Have you ever considered the possibility of simplifying correspondence by using postage-paid FAA postcards for communications not requiring file copies or covering envelopes? The postcards are now available from normal supply sources. Ask for Postal Card, FAA Form 1360-20, stock number FSN: 0052-695-3000.

NATIONAL AUDIT CONFERENCE HELD . . . The tasks which remain the responsibility of the FAA after internal audit is centralized in OST, and the problems of providing the necessary resources to accomplish these tasks, were the major topics discussed at the recent meeting of audit personnel at Headquarters. The meeting was attended by each regional/center Audit Division chief and key personnel of the Office of Audit.

HOW DO YOU RATE? . . . The following questions cover important points in safe driving. As you go through the list, check yourself on how you operate your vehicle: Do you use safety belts every time you drive? Do you check your rear view mirrors every few seconds? Do you signal when you're changing lanes? Do you stay a car's length behind for every 10 miles per hour of speed? Do you always stay within the posted speed limits? Do you always reduce speed when pavement is wet? Do you stop for a rest when you feel yourself getting tired? Do you always drive defensively, always assuming the other man might do something wrong or unexpected? Do you always lower your headlights for oncoming cars? Do you always check your tires before setting out on a long trip? If your answer is no to any of the above questions, then take another look at your driving habits. It could save your life!

WIDE AWAKE ON WAKE . . . In the interests of cost-saving, FAAers on Wake Island recently bought pickup trucks and separate, detachable body compartments instead of purchasing trucks equipped with a utility body. This not only provided flexibility but saved the agency approximately \$250 per truck. This example illustrates the agency's cost reduction program in action. When you have a cost-saving idea, let your cost reduction representative know so it can be communicated to others.

ANNUITY INCREASES DUE . . . Federal workers who retire before Nov. 1 will receive an annuity increase of four per cent. Present retirees will also receive the increase but Federal employees who retire after Oct. 31 would not be eligible for the increase. The automatic four per cent cost of living adjustment will be reflected in annuity checks received in December. The four per cent annuity increase will be raised to five per cent if the civil service retirement bill becomes law before Nov. 1. This legislation provides for an added one per cent annuity rise whenever annuities are automatically adjusted on the basis of price index figures.

ERRONEOUS PAYMENT GUIDELINES OUT . . . Guidelines on waiver of claims for erroneous payment of pay -- Order 2770.2 -- have been issued. The new order covers waiver of claims arising out of erroneous payments made on or after July 1, 1960. It stipulates that waiver action on erroneous payments discovered between July 1, 1960, and Oct. 21, 1968, cannot be taken after Oct. 21, 1971. Erroneous payments discovered after Oct. 21, 1968 are subject to waiver action within three years of the date of discovery. Claims may be waived in cases where collection action "would be against equity and good conscience and not in the best interests of the United States." Considered for waiver would be cases in which erroneous payment occurred through administrative error and there is no indication of fraud, misrepresentation, fault or lack of good faith on the part of the employee. Any significant unexplained increase in an employee's pay which would lead a reasonable person to make inquiry concerning the correctness of his pay ordinarily would preclude a waiver when the employee failed to bring the matter to the attention of appropriate officials. Waiver can be made by the agency only for claims of \$500 or less. Claims in excess of that amount can be waived only by the Comptroller General.

FAA WAS THERE . . . When the Air Transport Association of America staged its first public demonstration of three new collision avoidance systems (CAS) for the press recently, the FAA was well represented. Observing the demonstrations were: Robert M. Buck, Systems Research and Development Service; Everett Morris, Flight Standards; and Alex F. Garvis, Public Affairs, all of Washington; and Floyd F. Jones of NAFEC. Aerial demonstrations were conducted for the press to illustrate how the CAS system warns the pilot of an approaching aircraft and then gives the pilot in aircraft equipped with CAS equipment maneuver directions to avoid a collision.

NEW CREDIT UNION HOURS . . . The Department of Transportation Credit Union office hours have been slightly changed. New hours are: paying and receiving, 9 a.m. to 2 p.m., Monday through Friday; counseling and interviewing, 9 a.m. to 5 p.m., Monday through Friday.

LOBBY DISPLAY EXPLAINS ANTI-COLLISION SYSTEM . . . A four panel display explaining the McDonald-Douglas midair collision avoidance system is currently on exhibit in the lobby of FOB 10A. Depicted in three dimensions by models of the company's Phantom II fighter, the Eliminate Range Zero System -- EROS -- gives the pilot an audible warning of an impending collision situation. Simultaneously, a visual cockpit instrument tells the pilot what to do. On this instrument, displayed on one of the exhibit panels, arrows pointing up or down or a horizontal bar light up in red when there is a danger of a collision. An arrow pointing up tells the pilot to climb; pointing down means, descend; and the horizontal bar means level out in order to avoid a potential collision.

AWARDS AND REWARDS . . . The Office of Management Systems presented a Special Achievement Award to Everett J. Veregge. The Office of Supersonic Transport Development presented a Quality Within-Grade Pay Increase to Marie McAllister. The Office of International Aviation Affairs presented the following awards: Quality Performance Award to Lynn I. Jones and Robert R. Laird; 3 year service emblem to Marilyn Krisko and Gladys Ravnall.

WELCOME TO FAA! . . . Dorothy J. Jackson, Aeromedical Services Division, AM; Lillian M. Cerza, Personnel Operations Division, HQ; Anne W. Battle, Systems Analysis Division, RD; Florine C. Coppage, Engineering and Maintenance Division, BNCA; Dorothy F. Treadwell, Systems Analysis Division, RD.

ROAD KILLER: BOOZE . . . Alcohol continued in its all-too-familiar role as a killer in D. C. traffic accidents during the first six months of 1969. A Department of Motor Vehicles study of traffic fatalities during that period showed that drinking was involved in more than half -- 51 per cent -- of the 72 deaths recorded. Both drinking drivers and drinking pedestrians contributed to the toll. Of the 33 pedestrians killed, ten contributed to their own demise by being under the influence of alcohol. Drivers had been drinking in at least 27 of the fatal accidents.

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John W. Shaffer
Administrator

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Propositions
Section Hg 810A
PRESIDENT GETS RETIREMENT BILL . . . After passing the House and the Senate, the bill liberalizing civil service retirement benefits has gone to the President for signature. If the legislation is passed as expected, the total annuity increase for those retiring before Nov. 1 will be about 15 per cent -- the 5 per cent cost-of-living bonus plus approximately 10 per cent resulting from computation of annuities on the basis of the average salary earned during the "high-three" rather than the previous "high-five" years of service. Other major provisions of the new bill include: addition of one per cent to the amount of automatic cost-of-living annuity adjustments each time such adjustments are made, crediting of unused sick leave at the time of retirement for additional length of service, and liberalization of survivor benefits and annuities accruing to widows, widowers, children and other beneficiaries of Federal employees. The bill places the retirement fund on a sound financial basis by increasing the contributions made by both the employee and the agency from 6-1/2 to 7 per cent, effective Jan. 1, 1970. The Treasury will make direct payments to the retirement fund each year to eliminate any deficit.

SST'S SUCCESS FORECAST . . . The SST will meet the anticipated need for trans-oceanic air travel, produce a favorable balance of payments abroad and gain the government a return -- even a profit -- on its investment, the Administrator told the Society of Airline Analysts in a New York address. Production of the SST will create 50,000 new jobs directly and perhaps 150,000 more jobs indirectly, Mr. Shaffer told the SAA. He also stressed that enactment of the Aviation Facilities Expansion Act of 1969, now before the Congress, would enable the nation to meet its air transportation needs. The proposed legislation, he said, "promises new benefits for all who fly or profit from the civil aviation resources of this country." The Administrator estimated that the sale of SST aircraft and spare parts abroad will produce \$11.5 billion in export revenues over a 13-year period.

MECHANIC SAFETY AWARD PROGRAM LAUNCHED . . . With cash prizes at an all-time high -- more than \$10,000 -- the seventh annual National Aviation Mechanics Safety Awards Program has been launched by the agency. Entries will be judged in three categories. The first includes improvement to airframes, engines or components which lead to increased reliability. The second category covers maintenance or inspection procedures which increase air safety. The third category of honors will go to aviation mechanics who have consistently demonstrated an unusually high level of professionalism. The two national grand prize winners, selected from among 16 regional finalists, will be flown to Washington for awards ceremonies next spring.

THREE CONTROLLERS LOSE LIVES IN CRASH . . . Three off-duty Memphis Tower controllers lost their lives Oct. 8 when their plane plunged into the White River 75 miles north of Little Rock, Ark., near the small town of Sylamore, Ark. A fourth off-duty Memphis Tower controller survived the crash and is in good condition after being hospitalized. The three who lost their lives were identified as Joseph W. Dowlen, 33; Joseph R. Evans, 39; and Dennis L. Huett, 41. The survivor was James A. Northcutt. The plane struck a utility wire while flying low over the river. The Cessna 172 Skyhawk accident is being investigated by personnel of the Little Rock GADO and by officials of the NTSB.

HEALTH BENEFITS, PREMIUMS GOING UP . . . Government employees' health insurance premiums will be raised effective Jan. 1, 1970, according to the Civil Service Commission. Along with higher premium rates, increased benefits will be offered by most insurance carriers. All employees will receive information on the new rates and benefits prior to the next open season scheduled for Nov. 10-28, 1969. During open season, employees and retirees may change plans or options if they desire. New bi-weekly rates for Blue Cross-Blue Shield are: high option self and family, from \$12.16 to \$13.59; high option self only, from \$4.98 to \$5.57; low option self and family, from \$4.24 to \$5.30; low option self only, from \$1.76 to \$2.16. New bi-weekly rates for Aetna are: high option self and family, from \$13.31 to \$16.64; high option self only from \$5.34 to \$6.68; low option self and family, from \$4.99 to \$6.84; low option self only from \$2.11 to \$2.89.

ADMINISTRATORS CELEBRATE EXEC SCHOOL ANNIVERSARY . . . Both Administrator John H. Shaffer and Deputy Administrator David D. Thomas were on hand to celebrate the tenth anniversary of the FAA's Executive School in Charlottesville, Va., recently. The Administrator officiated at ceremonies to welcome the 31st class to the school. The Deputy Administrator addressed the executive students and agency officials gathered for the class.

GET READY FOR WINTER . . . Don't wait until the last minute to winterize your car and think about winter driving techniques. Remember that normal speeds are often too fast for winter conditions. Whenever weather is bad, SLOW DOWN.

REPORTS OF NEW TECHNICAL STUDIES AVAILABLE . . . An evaluation of solid-state, low-cost distance measuring equipment for terminal areas is one of eight new technical reports currently available. The reports, available from the distribution section, include: DMEs for Terminal Areas, RD 69-21; Attitude Director Indicator, RD 68-60; Runway Sealants, RD 68-33; Parasitic Loops for VOR Antenna, RD 68-50; ILS Glide Paths, RD 68-60; Firefighting Techniques, RD 68-55; Antennas for Satellite Tests, RD 68-32; and Capture Effects on ILS Receivers, RD 69-12, AD 685-638.

SENATE APPROVES PER DIEM BILL . . . The Senate last week approved a bill raising the present \$16 a day maximum travel allowance within the 48 states to \$25. Earlier, the House had approved a per diem raise to \$22. The Senate also upped the maximum to be paid travelers on actual expenses from the \$35 recommended by the House to \$40. The current top figure is \$30. Now the bill goes back to the House, where Senate amendments will either be accepted or the House will ask for a conference in order to draft a compromise measure.

NAS AUTOMATION PROGRAM PROGRESSING . . . The National Airspace System Enroute Stage A automation program moved another step toward completion recently as the agency awarded three contracts totaling \$48 million to the Federal Systems Division of IBM, Gaithersburg, Md. The largest award -- \$38 million -- is for improving computer and display channel processor systems scheduled for installation in ARTC centers serving New York, Cleveland, Chicago and Washington. The second contract, for \$2.7 million, will provide the agency with operational and testing programs for the new computer display channel processor. With the third \$7.8 million award, the agency purchased two lower-capacity IBM 9020A computer systems to be installed at the Minneapolis and Miami centers. According to the National Airspace System Program Office, which is responsible for the enroute center automation program, 12 of the nation's 20 centers are already equipped with IBM 9020 central computer complexes.

CAB REPORTS ON AIRPORT CONGESTION . . . Saturated runways, noise restrictions, insufficient runway turnoffs, lack of aprons and holding areas, and poor highway approaches are the general causes of airport congestion according to a recent Civil Aeronautics Board staff study. The study, "Problems of Airport Congestion by 1975," attempts to gather into one comprehensive document all pertinent data on the subject. The material is presented in charts and tables containing statistical data as well as narrative. It is available from the Publications Services Section, Civil Aeronautics Board, Room 517, 1825 Connecticut Ave., N. W., Washington, D. C. 20428.

FOUR VOLUMES OF FARs PUBLISHED . . . To date, 23 FAR Parts have been consolidated into four volumes as the conversion of regulations from parts to volumes progresses on schedule. These volumes -- I, II, V and VI -- have been distributed to those who responded to a canvass conducted last May. If you require FARs in your work and are not receiving them, you should advise your distribution representative or officer. Sale and distribution of volumes to the public is being handled by the Superintendent of Documents, U. S. Government Printing Office.

"MONDAY HOLIDAY LAW" SCHEDULE ANNOUNCED . . . When the so-called Monday Holiday Law -- PL 90-363 -- becomes effective on Jan. 1, 1971, Federal holidays will be observed as follows: New Year's Day, Jan. 1; Washington's Birthday, third Monday in February; Memorial Day, last Monday in May; Independence Day, July 4; Labor Day, first Monday in September; Columbus Day, second Monday in October; Veterans Day, fourth Monday in October; Thanksgiving Day, fourth Thursday in November; and Christmas, Dec. 25. Inauguration Day will be celebrated in the Washington area only on Jan. 20, every fourth year.

SUMMER EMPLOYMENT SCHEDULE ANNOUNCED . . . The following schedule for the 1970 Summer Employment Program has been approved by the Civil Service Commission: Oct. 14, 1969, issue examination announcement; Dec. 5, 1969, cutoff date for filing for Jan. 10 test; Jan. 9, 1970, cutoff date for filing for Feb. 14 test; Jan. 10, first test date; Feb. 4, cutoff date for filing for March 14 test, and cutoff date for updating 1969 eligibility; Feb. 14, second test date; March 14, third test date and cutoff date for receipt of applications from outstanding students.

NAS EN ROUTE STAGE A CHECKED . . . The prototype installation of NAS En Route Stage A in Jacksonville ARTC Center has been serving as both an operational flight data processing facility and a test-bed for development of the national automated air traffic control system which will ultimately provide radar data processing and tracking capabilities. The test activities and operational use of the Jacksonville prototype system have revealed problems that were not foreseen during system design. The majority of these problems are attributable to computer updating features used by controllers for effecting dynamic changes to flight plan information. The controller intervention required to compensate for these problems has become excessive. We have had enough controller testing and reaction to this specific software program to determine that it is operationally unacceptable in its present status. Jacksonville Center controllers have, through their patience and cooperation, provided the information necessary to correct the system deficiencies and improve its operational utility. Therefore, the Jacksonville system is now being altered, on an interim basis, to reduce the use of these updating features but retaining flight progress strip preparation capabilities. Delivery of a new version of the computer program is expected from the contractors next January. This new version will contain corrections to problems that have been identified, but a thorough evaluation of this new version will be conducted prior to implementing it in the operational air traffic control environment.

COMBINED FEDERAL CAMPAIGN - FAA KICKOFF . . . Administrator John H. Shaffer spoke briefly as the FAA's 1970 CFC got underway at a kickoff meeting held on Friday in the Headquarters building. Keymen representing offices and services attended the meeting at which top level agency officials dropped their pledges into the "hopper." According to the agency's campaign vice-chairman, Nathaniel H. Goodrich, General Counsel, the FAA's goal for this year's campaign is \$161,472.93.

AWARDS AND REWARDS . . . Flight Standards Service presented these awards: Special Achievement Award - Hugh H. Cobb and Margaret G. Whistler; Quality Within-Grade Pay Increase - Robert A. Burbick, Chester A. Bush, Albert L. Butler, William McNair, Ralph H. Noltemeir, Austin Pacher and Joseph J. Werbke. The Office of Compliance and Security presented an Outstanding Performance Rating to Barbara E. Littlejohn and Quality Within-Grade Pay Increased to Robert M. Felmley, Joseph K. Blank and Anna H. Mates (Outstanding). BNCA presented the following awards: Quality Within-Grade Pay Increase - Peter Serini, Charles Chewning, Hosea E. Greene and William L. Walker; Sustained Superior Performance Award - Edwin Harrison, Robert Church; Special Achievement Award - Henry Buchanan, Robert Burns, Glenwood Moore, Ralph R. Reid, George Park, Maxwell Carroll, Joel R. Crenshaw and Patricia Paradise.

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Acquisitions
Section Hq 6104

John H. Shaffer
Administrator

PLANNING DISABILITY RETIREMENT? . . . The Civil Service Commission will be unable to process employees' applications for disability retirement prior to Oct. 31, 1969 -- the cut-off date to receive the 4 per cent cost-of-living increase for annuitants. To avoid loss of the increase, applicants should request leave without pay (LWOP) starting Nov. 1, 1969. If the disability claim is disallowed, sick or annual leave may be substituted retroactively for the leave without pay. If the disability claim is allowed, the annuity begins Nov. 1, 1969, and accumulated annual leave is still payable in a lump sum. Applicants for disability retirement who are being carried in pay status on sick or annual leave after Oct. 31, 1969, will not be eligible for the cost-of-living increase.

ANTI-HIJACKING SYSTEM IN USE . . . After months of testing, an anti-hijacking system developed by the agency went into operational airline use at key locations in the U. S. last week. Potential hijackers now face the real possibility of being stopped and searched before they can board an aircraft, Secretary of Transportation John A. Volpe pointed out. In a speech delivered last Wednesday before the Operations Conference of the Air Transport Association in Seattle, Administrator John H. Shaffer said the implementation is a joint effort of the FAA, ATA and Eastern Airlines, the first carrier to employ the system. "The immediate goal of this program is to apprehend persons who possess the characteristics of potential hijackers and who attempt to board an aircraft while carrying a concealed weapon," he said.

TURN BACK YOUR CLOCK . . . At 2 a.m. on Sunday, Oct. 26, clocks will be turned back one hour as the country returns to Standard Time. Employees working at the time of the changeover will receive night differential and overtime pay for working the extra hour. The pay of those on leave or using compensatory time off will not be affected. (If you're late for work Monday morning, don't tell your boss you forgot to change your clock. If you had forgotten, you'd be an hour early!)

BUDGET NOTES . . . The fiscal year 1970 Facilities and Equipment budget now before Congress contains \$134 million to continue the automation of the en route air traffic control system. Additional items such as new towers, radars, ILSs, etc., are associated with the proposed airways/airports user charge legislation (Aviation Facilities Expansion Act of 1969). In the event this legislation receives favorable consideration by the Congress, the agency will move rapidly to provide the additional facilities at the earliest possible date including the establishment of new tower service.

GS-14s: ATTENTION . . . Only those GS-14 employees who have submitted new Employee Appraisal Record (EAR) data will be considered for promotion under the Executive Selection Inventory System (ESIS), effective Oct. 31. By that time, ESIS will have been reprogrammed with new EAR data and normal operation will have resumed. In accordance with Merit Promotion Program procedures, any employee desiring consideration for a promotion must provide a current EAR. To assure consideration, a GS-14 who has not been rated should acquire a special EAR and forward it through his servicing personnel office to ESIS Central, PN-200, as soon as possible. This does not apply to GS-15s and above because their promotions are under the jurisdiction of the Executive Personnel Board and EARs will be requested from them as needed on an individual case basis.

TIME TO EXAMINE HEALTH BENEFITS . . . Open Season is scheduled for Nov. 10 through 28. All employees enrolled in plans under the Federal Employees Health Benefits Program will have an opportunity to change their enrollment during this period. Eligible employees not enrolled will be able to enroll. Before Nov. 10, 1969, eligible employees will receive an instruction pamphlet (BRI 41-117) along with appropriate health benefit brochures. An employee who wants to change from one plan to another, from one option to another, or from self only to self and family must fill out a new Health Benefits Registration Form (SF-2809) and send it to his local personnel office by Nov. 28, 1969. If you have not received your health benefits brochure or SF-2809 by Nov. 10, 1969, see your supervisor or local personnel office.

CHAVKIN RETURNS TO AGENCY . . . Jerold M. Chavkin, who recently earned a Master's Degree in Transportation from the University of California at Berkeley under FAA's Air Transportation Systems Specialist Program, has returned to Washington as Special Assistant to Joseph Blatt, Associate Administrator for Development. He had previously served as Chief of the Plans and Programs Staff in the SST office. Chavkin is a commercial pilot, with a single-engine land, multi-engine land, and instrument ratings.

MORE KUDOS FOR "SAFETY BY THE NUMBERS" . . . The agency's film, "Safety by the Numbers," will receive a "Cindy Award" at the annual meeting of the Information Film Producers of America, Inc., on Saturday in San Francisco. This award is one of two highest made by this organization. Receiving the award for the agency will be James Rudolph, Director, Flight Standards Service. This is the third award given to this agency film.

WOMEN'S ADVISORY COMMITTEE TO MEET . . . The FAA Women's Advisory Committee on Aviation will hold its 12th meeting at the Washington headquarters next week. The 32-member committee convenes twice a year to provide recommendations to the Administrator for improving U. S. aviation facilities and services. Attention at the Oct. 27-29 meeting will be focused on V/STOL development, intermodal transportation and on the problem of midair and near-midair collisions. The committee, which was organized in 1964, has recommended a number of specific programs including the agency's Gold Seal program, a change in the format of aeronautical charts, revisions to ATC procedures and the airport beautification awards program.

CRASH COULD HAVE BEEN PREVENTED . . . The light plane accident in which boxer Rocky Marciano died last August could have been prevented, the National Transportation Safety Board pointed out in its report on the accident. The NTSB determined the cause to be that the pilot attempted operation exceeding his experience-ability level and continued VFR flight into adverse weather conditions, experiencing spatial disorientation in the last moments of the flight. Voicing a hope that all pilots would heed the safety message, the board report stated: "The pilot followed the first cardinal rule of safe flight planning by obtaining a weather briefing, but did not follow the second -- carefully weighing forecast conditions against his piloting skill and the capability of his aircraft, then making a conservative decision, which in this and similar cases, should have been not to make the flight."

GUIDELINES ON LETTERS OF COMMENDATION . . . A letter of commendation is appropriate for performance that is above standard but does not meet the criteria for a higher type award. Such a letter should clearly identify the performance being commended. These letters are filed in an employee's official personnel folder and may be used as a ranking factor for promotion. On the other hand, a letter of appreciation may accompany a suggestion award certificate to thank an employee for contributing his ideas, or it may be used to endorse a complimentary letter to an employee received from someone outside of his organization. While letters of appreciation are important communication tools and helpful for morale purposes, they are not filed in an employee's official personnel folder. Additional information on this matter may be found in paragraphs 35 and 36 of the new Recognition and Awards Handbook, 3450.7A.

ESIS SELECTIONS . . . Ralph Read, Aerospace Engineer (Flight Systems), Technical Operations Division, Office of Supersonic Transport, Washington, D. C.; John Schettino, Aerospace Engineer, Engineering Division, Office of Supersonic Transport, Washington, D. C.; Joseph T. Brennan, Attorney-Advisor (General), Legal Counsel, Aeronautical Center; and Ted C. Rodarm, Chief, Supply Management Branch, FAA Depot, Aeronautical Center.

CSC STUDIES "COLA" . . . The annual review of cost-of-living allowances (COLA) paid to employees in Alaska, Hawaii and Puerto Rico is underway. The regular review of living costs by the Civil Service Commission will be conducted in Honolulu; San Juan, Puerto Rico; and in St. Thomas and St. Croix, Virgin Islands. Living cost data will be collected in the Virgin Islands to determine whether there is a basis for re-establishment of a cost-of-living allowance which was terminated in July 1969.

TEN CITIES TO GET FEBs . . . Authorization to establish new Federal Executive Boards in ten cities has been given to the Bureau of the Budget by the President. The FEBs, composed of top Federal officials and designed to promote cooperation among Federal agencies in the field, will be opened in Albuquerque, Baltimore, Buffalo, Cincinnati, Detroit, Miami, Newark, New Orleans, Pittsburgh and Portland, Ore. The FEBs also serve as a link to transmit Presidential concerns directly to Federal officials located in major cities throughout the country.

FAA FILMS SCHEDULED . . . In order to give Headquarters employees a chance to see some of the many films released each year by the agency, the Office of Public Affairs has scheduled a special "Mid-Day Matinee" series. On Oct. 22, 23 and 24, "From the Ground Up" will be shown. This film depicts the role of FAA Airways Facilities technicians at several locations. On Nov. 24 and 26, "The Inspectors" will be presented. This film, narrated by Maj. Gen. Jimmy Doolittle, shows the around-the-world job done by FAA flight check personnel aboard their "flying laboratories." The third film in this series, "Airports in Perspective," will be shown on Dec. 16, 17 and 18. This film shows how some cities have solved some of their problems associated with aviation's dynamic growth. All films will be shown at 11:30 a.m., 12 noon, 12:30 and 1 p.m.

UNACCUSTOMED TO PUBLIC SPEAKING? . . . To give DOT-FAA employees a glimpse of the manner in which they can improve their ability to think, speak and act more effectively before audiences, Toastmasters and Toastmistresses members are holding open club meetings in the Headquarters auditorium beginning at noon on Oct. 29 and Nov. 3. All employees are invited. Additional information may be obtained from Ted Price, x27795, or Lois Heinrich, x21393.

FIRST 100 PERCENTERS REPORT IN CFC DRIVE . . . With both substantially exceeding their dollar quotas, the Office of Civil Rights and the European Region's Budget and Fiscal Staff (located in Washington) have already reported 100 per cent participation in the Combined Federal Campaign. After only one week, the response to the across-the-board appeal is gratifying. A number of offices have already exceeded cash quotas while not yet attaining 100 per cent participation. Although contributions will be accepted until Nov. 20, campaign vice-chairman Nathaniel H. Goodrich, General Counsel, hopes to have the campaign wrapped up by the end of this month.

AWARDS AND REWARDS . . . Airports Service presented Quality Within-Grade Pay Increases to William L. Fallon and Louise M. Haney, both based on an Outstanding Rating; and an Outstanding Performance Rating to William F. Roessler, Jr. The Office of Headquarters Operations presented Quality Within-Grade Pay Increases to Brenda Smith, William Lawlor, Frank Palumbo and James Cooper; and Special Achievement Awards to Pat Cunningham, Victoria Carr, Mildred Worsham and Gladys Dickerson. Systems Maintenance Service presented the following awards: Special Service Award - Karen E. Koziol and Beatrice A. Fillian; Quality Within-Grade Pay Increase Award - Rosemary Bender, Leon C. Daugherty, Thomas F. Hunt, Joseph L. Lippincott and John W. Metcalf.

INTERCOM

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

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John A. Volpe
Administrator

VOLPE TO DEDICATE SYSTEMS TRAINING BUILDING . . . Secretary John A. Volpe will dedicate the agency's new Systems Training Building at the Aeronautical Center on Oct. 30. Also scheduled to attend are Alan L. Dean, Assistant Secretary for Administration; Clarke Harper, FAA Associate Administrator for Administration; Thomas J. Creswell, Director of Training; and Brig. Gen. Gustav E. Lundquist (Ret.), Director, National Airspace System Program Office. Oklahoma Governor Dewey Bartlett, Sen. Henry Bellmon and Rep. Thomas Steed also are scheduled to be present. The new \$2.9 million building houses classrooms used in training air traffic control and systems maintenance personnel and also contains simulators, computers and other equipment used in training activity.

SHAFFER SCHEDULES TWO TRIPS . . . On Oct. 25, the Administrator is scheduled to speak at a pre-dedication dinner being held in connection with the official opening of the new Tri-City Airport Terminal Building in East Tennessee. On the following day, he will join Sen. Howard H. Baker, Jr. and other dignitaries in dedicating the new facility. On Oct. 30, the Administrator is scheduled to speak at a convention banquet of the Southeastern Airport Managers Association in Palm Beach, Fla.

FOR VALOR, MERIT . . . Among the 22 DOT members honored at the Department's second annual Awards Day Program on Oct. 22 were seven FAAers. Secretary Volpe presented the Award for Valor, the highest Departmental award for acts of heroism, to Dale Jones of Moses Lake, Wash., and to NAFEC employees Carmen Rossi and Warren Sauerheber. The Secretary's Award for Meritorious Achievement went to: Earl Anderson, Acting Associate Administrator for Personnel and Training; James (Pete) Campbell, Chief, Flight Instructor Refresher Unit, Aeronautical Center; Henry Newman, Southwest Regional Director; and James Rudolph, Director, Flight Standards Service. Full details on the awards will be in a forthcoming issue of FAA HORIZONS.

CHANGING HEALTH BENEFITS PLANS? . . . If you are thinking of changing health benefits plans during the next open season scheduled for Nov. 10-28, the effective date of your change will be Jan. 11, 1970. For a new employee who enrolls for the first time, the effective date is normally the first pay period after application is received by your accounting office. Employees who wish to change health benefits plans must fill out a new Health Benefits Registration Form (SF-2809) and send it to local personnel offices by Nov. 28, 1969.

NOISE STUDIED BY STOL TASK FORCE . . . Reports on STOL noise evaluation will be reviewed while concepts for STOL certification are studied by the Industry-Government STOL Aircraft Noise Certification Task Force during a meeting to be held Oct. 30 at Headquarters. The task force is headed by Dr. John O. Powers, Acting Director, Office of Noise Abatement.

"DETAILING" CHANGES MADE . . . A recent change in the agency's in-service placement regulations provides that competitive procedures must be used in detailing an employee for more than 60 days to a higher grade position, or to one with known promotion potential. This also applies to temporary promotions expected to last longer than 120 days. Also, when it is known that a detail to a higher grade position will last for more than 120 days, the selected employee will be given a temporary promotion rather than a detail.

RETIREMENT BILL SIGNED BY PRESIDENT . . . The bill greatly liberalizing Civil Service retirement benefits was signed into law by President Nixon Oct. 20. The new bill places the retirement fund on a sound financial foundation and increases annuities by computing them on a "high three" years rather than a "high five" years salary average. All employees who retire before Nov. 1 will receive a five per cent cost-of-living bonus--four percent for the automatic cost of living adjustment plus an additional one per cent resulting from enactment of the retirement bill. Full details on provisions of the new bill will be found in the Oct. 27 issue of FAA HORIZONS, and Service B Genot 9/144, dated Oct. 21, 1969.

PAO HONORED . . . Elected president of the Hawaii Aerospace Education Association recently was George M. Miyachi, Pacific Region Public Affairs Officer.

FLOW CONTROL STUDY LAUNCHED . . . A new study was begun last week to determine the effectiveness of current flow control procedures used to meter traffic between ARTC Centers and to develop improved flow control methods directed centrally rather than by individual centers. The program is spearheaded by the ATC Operations and Procedures Division of ATS and will continue through Nov. 14. Besides personnel from this division, those participating in the initial phase of the program include: Michael Ciancanelli, Chicago Center; Daniel Schillaci, Cleveland Center; Leo Donovan, New York Center; and Samuel Rosenzweig, Washington Center.

MORE ON FARS . . . Although individual FAR parts are being bound into volumes to facilitate their sale and distribution, the parts themselves are in no way consolidated. Each is still issued and maintained separately. Each is updated separately although the updating service will distribute amended parts in the volume packages to simplify the process for the Government Printing Office.

FIRST NEW ILS COMMISSIONED . . . The first of 110 full and partial instrument landing systems ordered by the agency earlier this year was commissioned at the Orange County Airport in Santa Ana, Calif., last week. The ILS, which will facilitate the landing of aircraft in poor weather, is a low-cost, solid-state system manufactured by Airborne Instrument Laboratories of Farmington, N. Y. Besides the ILS equipment, a medium intensity approach light system (MALS) with runway alignment indicator lights (RAIL) is being installed to provide the airport with an ILS/MALS system which should be capable of meeting the International Civil Aviation Organization and FAA Category I performance standards.

AGENCY WARNS OF BIRD HAZARD . . . The agency is cautioning pilots to be on the alert for the annual fall migration of large waterfowl from Canada to the Central and Southern U.S. More than 50,000 whistling swans, which weigh between 18 to 25 pounds each, begin their southerly flight during the last week of October. The peak will be reached during the first week in November. The swans, flying in formations some 150 miles in width, enter the U. S. airspace near Fargo, N. D., cross over Lake Michigan and Lake Erie and then continue to their wintering grounds in the Chesapeake Bay area. The swans fly in clear weather and sometimes reach altitudes of 10,000 feet.

DEPARTMENT-WIDE SELECTIONS ANNOUNCED . . . Under the new merit promotion program, the area of consideration for certain types of positions at the GS-14 and GS-15 levels and all supergrades is throughout the entire Department of Transportation. INTERCOM will continue to publish Department-wide selections in the future. Recent selections are: John J. Murtaugh, Staff Accountant, GS-14, Federal Highway Administration, Office of Administration, Finance Division, Washington, D. C.; Bender Fansler, Supervisory Electrical Engineer, GS-850-14, Federal Highway Administration, Bureau of Public Roads, Office of Traffic Operations, Traffic Engineering Division, Washington, D. C.; Scott B. York, Safety Standards Engineer, GS-801-14, Federal Highway Administration, National Highway Safety Bureau, Motor Vehicle Safety Performance Service, Washington, D. C.

IMPROVED ILS ANTENNAS BEING DEVELOPED . . . A contract to develop three instrument landing system localizer antenna arrays that would give an uninterrupted, optimum signal in all airport environments has been awarded to Andrew Alford Consulting Engineers of Winchester, Mass. The quality of the localizer signals is disturbed by reflections from environmental influences such as buildings, hangars, powerlines or other obstructions on and around an airport. The contractor will develop and test the three different arrays, each suited to a different airport situation and each complete with its monitor sampling system.

RULE-MAKING SUMMARIZED . . . FAA issued Amdts. 43-11, 121-51 and 127-12, effective Oct. 16, 1969, to remove from Part 43 the requirements concerning the content, form and disposition of maintenance and related records for the certificated air carriers and the commercial operators of large aircraft and to set forth such requirements in Parts 121 and 127, as applicable. In addition, these amendments revise the recording requirements for major repairs and major alterations and eliminate the requirement that for retired aircraft those records must be retained past the date of cancellation of the registration certificate. The FAA issued Amdts. 43-12, 91-67 and 135-9, effective Nov. 15, 1969, to require air taxi operators using large aircraft to comply with the rules of Part 121 of the FARs that are applicable to domestic, flag, or supplemental air carriers, as appropriate, and to give these air taxi operators the same maintenance privileges that air carriers presently have under Parts 43 and 121 and the FAA issued Amdt. 121-52, effective Oct. 17, 1969, to allow deviation from the requirement of three years pilot-in-command experience for a chief pilot when the Administrator finds that the applicant's aeronautical experience is equivalent to three years of experience as pilot in command of a large aircraft with an air carrier or commercial operator.

BLOODMOBILE VISIT A SUCCESS . . . Thanks to the blood donations by the following FAA employees, the recent visit of the Red Cross Bloodmobile to FOB 10A was highly successful: ATS - Joseph Scarlata, Larrey Ketchner, C. R. Sargent, James R. Bellamy, James V. Flanagan, Charles McKnight, Kathy McIntyre and John Haig; BU - Paul Bohr, Edwin Morey, Gerald Froelke, Knox Singleton, Judith Anderson, Tom Crews and Stanley Perlick; SM - Gilbert Christiana, Charles Turner, Elizabeth Donald, Robert Klose, Joseph Decker, Delphine Battle, Hope Nelson, Rosemary Bender, Walter Quitter, Rosemary Pizarchik, Philip Palmer, Leon Daugherty, Karl Fredrickson, Joseph Lippincott, Ralph Bishop and Reuben Powell; HQ - Kathleen Aust, Martin Miller, Richard Desautels, Ann O'Brien, Macieo Wells and Cecelia Gibbons; FS - Frank Stanne, Mollie Rockwell, P. M. Kehoe, D. O. Snowden, George Sheridan, Yvette Sharp, Linda Walker and Albert Sudduth; RD - Kenneth Wise, Sherman Tynes and Anthony Fusco; TR - Charles Ensor and A. R. Fillebrown; LG - E. O. Cooley, Melvin Bergman and Bob Holsey; AU - Nancy Fortunato and Charles McKeon; MS - J. P. Riorden, Wilbur Mathias, Ernest Fernsten, Anton Kosinski, Robert Schullery, Clement Richardson and Leon C. Hall; PN - Bob Mason, William Murray and Phillip G. Davidoff; AM - H. A. Hollbrook; NASPO - Robert Hordan; PA - Louise Schermerhorn; GC - R. A. Mulhearn, Owen Birnbaum and Nathan Edelberg; PT - Mary Lou Campbell and Robert Stevenson; DC - Gerald Almy; OA - William Jackson; AS - Elliott Perrett and M. O. Chance; IA - Nevin Claybourne, Lucy Kline and Elizabeth Cullumber; Office of the Secretary - James M. Beggs, Nancy Lambert, Thomas J. Bell, A. B. Legate and James A. Walsh.

FOUR MORE PERFECT SCORES IN CFC DRIVE . . . Four more Headquarters offices have attained 100 per cent participation in the Combined Federal Campaign and have substantially exceeded their goals. They are Associate Administrator for Administration, 194.5 per cent of goal; Associate Administrator for Operations, 140.2 per cent of goal; Office of Audit, 130 per cent of goal; and Office of Personnel, 134.5 per cent of goal. The Office of Civil Rights and the Washington based European Region's Budget and Fiscal Staff reached 100 per cent last week as reported in INTERCOM. While the agency has reached 60.8 per cent of its goal and 48.5 per cent of employees have participated, six offices have exceeded their goals without yet reaching 100 per cent participation. These are the Office of the Administrator, Associate Administrator for Development, Associate Administrator for Personnel and Training, Office of Appraisal, Office of Budget and Office of Compliance and Security.

AT THE SOUND OF THE BELL . . . Through the excellent cooperation of the floor wardens, the recent fire/building evacuation drill went off without incident. Physically handicapped personnel were evacuated in approximately 3½ minutes; the remaining occupants evacuated in less than 8½ minutes. Remember, at the sound of the bell, lock up safes, pick up personal belongings and walk down the stairways. All personnel must evacuate the building during a fire drill.

RETIREE NAMED TO NEW POSITION . . . A. D'Arcy Harvey, who retired from Air Traffic Service in April, has been named Director of the Urban Transportation Center in Washington. The newly-established Center, one of six in the U. S., will study urban transportation in the Washington-Baltimore areas.

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Ac - Stations
Section 1111

SPECIAL INTERCOM

James W. Sullivan
Administrator

PATCO DENIED NATIONAL RECOGNITION BY FAA BUT LOCAL LEVEL REPRESENTATION TO CONTINUE

The Federal Aviation Administration of the Department of Transportation today "regretfully rejected" requests from the Professional Air Traffic Controllers Organization (PATCO) to become the sole bargaining agent for all FAA controllers on a national basis, but said it will continue to recognize on a local basis PATCO units that are eligible for such status.

The FAA has established relationships with six employee organizations other than PATCO at the national level, and has granted recognition to more than 300 local units. Almost 30 per cent of FAA employees, including air traffic controllers, are currently represented by other employee organizations.

In a letter to James E. Hays, president of PATCO, the FAA said its decision is based on the fact that PATCO does not qualify for national recognition.

In turning down PATCO's requests for national recognition, the FAA said the organization does not qualify for exclusive status under provisions of the 1962 statement of the President's Temporary Committee on Implementation of Executive Order 10988 which deals with union-management relations in the Federal Service, the Civil Service Commission's Federal Personnel Manual and FAA practices under the Executive Order.

In essence, these provisions state that such recognition is not granted unless meaningful negotiations cannot be carried out at lower managerial levels. The FAA has found, based on its experience under the Order, that such negotiations can and do take place at the facility level. As a matter of fact, PATCO has local representation at four FAA towers and one FAA center, and has applications pending at a number of others.

During the seven years FAA has operated under the Order, it has not granted national exclusive recognition to any employee organization, but it has given national formal recognition to employee organizations which have met and have continued to meet Federal union-management codes and standards.

Under exclusive recognition, an employee organization has the right to negotiate a contract for all employees in the unit, to the exclusion of any other employee organization.

Under formal status, an employee organization has the right to consult with, and be consulted by, management on personnel and policy matters and working conditions which are of concern to its members. However, formal recognition does not include the right to negotiate written contracts.

The FAA decision will remain in effect until next July 27.

The following is the FAA letter to PATCO:

- - - - -

27 October 1969

Mr. James E. Hays, President
Professional Air Traffic Controllers Organization
1725 "K" Street, N.W.
Washington, D. C. 20006

Dear Mr. Hays:

On 22 September 1969, you wrote to the Administrator requesting exclusive recognition under Executive Order 10988. You stated that "The Professional Air Traffic Controllers Organization . . . had a membership in terminals and centers exceeding 50 percent." On 13 October 1969, Mr. Rock demanded that the Federal Aviation Administration at once recognize PATCO on the basis that it ". . . represents a vast majority of the journeyman air traffic controllers in the United States today. . . ." We interpret your request and the demand of Mr. Rock to be for national exclusive recognition. We decline to afford your organization national exclusive or any other form of recognition at the national level because of the past practices in your organization.

Even if your organization were eligible for recognition, we would not grant national exclusive recognition because of policy reasons. During the seven years that FAA has functioned under Executive Order, it has not granted a national exclusive recognition to any employee organization. Rather, it has followed the concepts and provisions contained in the statement of the President's Temporary Committee on Implementation of Executive Order 10988, 8 April 1962, the Civil Service Commission's Federal Personnel Manual (Chapter 711, paragraphs 5-4 and 6-7), and the Federal Aviation Administration's policy stated in Handbook 3710.8, paragraph 53.

In essence, these concepts and provisions state that exclusive recognition is not granted on a national basis unless meaningful negotiations cannot be carried out at lower managerial levels. "Meaningful negotiation" in this context means discussions and agreements on employee problems and working conditions which involve such subjects as implementation of promotional policies, shift hours, hours of duty, grievance procedures, employee representation, overtime, union representation, and the like. We have found that under Executive Order 10988 much meaningful negotiations can take place at the facility level. Accomplishing this at the facility level is consistent with the decentralized organization and management of the FAA.

The FAA has granted national formal recognition to employee organizations which met and have continued to meet the requirements therefore under the cited Executive Order and the governing regulations. To be eligible to negotiate a national dues withholding agreement, an employee organization must meet all of the requirements for national formal recognition. PATCO met these requirements at the time that it entered into a national agreement for dues withholding with FAA on 4 September 1968. PATCO, however, did not request and therefore was not granted national formal recognition under Executive Order 10988, although it was eligible at that time. PATCO then described itself as a professional organization, thereby implying its lack of interest in representing its members in a labor union sense.

The PATCO/FAA national dues withholding agreement was canceled effective 27 July 1969 upon the FAA determination, made upon a field investigation of the circumstances involved, that PATCO had directly participated in the 18-20 June 1969 "sick-out" in violation of the prohibition in the Code of Fair Labor Practices against an employee organization "calling or engaging in any" work stoppage or slowdown. The PATCO action disqualified it from consideration as an "employee organization" within the scope of Executive Order 10988.

The basis for the FAA determination of PATCO involvement in the sick-out is summarized as follows:

- (1) PATCO officials notified PATCO members of the 17 June 1969 Congressional Hearing on the PATCO recommended legislation for air traffic controllers, that F. Lee Bailey, PATCO General Counsel, would appear on television on the evening of 17 June 1969 and that air traffic control and the FAA position on the legislation would be discussed. Examples of these notifications are the letter dated 11 June 1969 from the PATCO Western Coordinator to all Southwest facility delegates and the 17 June 1969 PATCO message placed on the Oakland Air Route Traffic Control Center bulletin board.
- (2) By a television appearance and telephone calls PATCO officials and members notified PATCO members of a sick-out beginning 18 June 1969. On the NBC Johnny Carson Tonight Show of midnight 17 June 1969, the PATCO General Counsel made the statement "Tonight's the night" completely out of context.

- (3) The number of controllers on sick leave during the period 18-20 June 1969 was greatly in excess of the normal amount and the great majority of these were PATCO members.
- (4) Seventy percent of the absenteeism involved occurred at five Air Traffic Control facilities and involved, for the most part, sectors concerned with the East/West flow of air traffic.
- (5) Official air traffic control communications are routinely recorded, a practice known to all air traffic control specialists. A review of these recordings and other statements by controllers disclosed that the sick-out was a concerted action involving principally PATCO members.
- (6) During the latter portion of the sick-out, PATCO officials and members notified PATCO members that they had won and that the sick-out was over.
- (7) Over 150 controllers who took sick leave on 18 and 19 June 1969 invoked the protection of the Fifth Amendment of the United States Constitution against self-incrimination when asked the question: "Are you aware of any concerted effort on the part of the controller personnel to take sick leave on 18-19 June 1969 or any other time?"
- (8) Many of the controllers who took sick leave during the period 18-20 June 1969 failed to furnish adequate medical evidence in support of their absence despite being notified by FAA during their absence of the requirement for such evidence.

The PATCO participation in this sick-out occurred after the PATCO Board of Directors had reassured the FAA "that the Professional Air Traffic Controllers Organization, as a matter of policy and purpose, intends to adhere strictly to the code of Fair Labor Practices as set forth in the Employee-Management Cooperation Program as published by the Federal Aviation Administration and designated Order No. 3710.8 . . . we do not advocate the use of unwarranted sick leave or unnecessary air traffic spacing as methods for the demonstration of controller points of view; but these practices are specifically condemned."

The PATCO attitude manifested by the sick-out has apparently continued. The several news media have reported numerous statements by PATCO officials, without contradiction by those officials, that PATCO is contemplating national demonstrations and slowdowns. This traffic in threats and continued defiance of the clear statutory and regulatory prohibitions leaves us with no course of action other than denial of the PATCO application.

Our decision that the FAA will not afford PATCO any form of national recognition will remain in effect until 27 July 1970, the anniversary date of the termination of the dues withholding agreement. During this period, your organization shall have the opportunity to demonstrate its desire and ability to comply with the Standards of Conduct and the Code of Fair Labor Practices applicable to employee organizations under Executive Order 10988, and with Departmental regulations. At the conclusion of that period, if

PATCO again applies for national recognition, and we determine there has been a positive demonstration of compliance in practice and spirit with the statutory and regulatory provisions, we will review the application to determine whether it should be granted.

We regret the necessity for the denial of national recognition, in view of the values to be gained by employees consulting with management through their duly constituted representatives within the framework of the Federal Government's Employee-Management Cooperation Program as enunciated in Executive Order 10988. FAA has established relationships with six other organizations who at the national level consult with us about personnel policies, working conditions and other matters of interest to employees. FAA has granted over 300 local units of recognition to employee organizations and almost 30 percent of our employees are currently eligible for negotiating collective bargaining agreements at the local level. Our relationships with these organizations have been constructive over the last seven years. This is in contrast with our experience with PATCO in its work slowdown, concerted effort to withhold services, failure to comply with the Standards of Conduct and Code of Fair Labor Practices, disregard for Department of Transportation regulations with respect to conflict of interest and advertising, and the issuances of instructions to its members which are inimical to good supervisor-employee relationships.

This means that FAA will not consult with PATCO at the national level on matters covered by Executive Order 10988, nor will it permit PATCO to consult with it. On the other hand, this will not preclude PATCO from expressing the viewpoint of its members to FAA, a privilege afforded to any individual or organized group in our country.

As you are aware, field managers of FAA have granted formal or exclusive recognition to PATCO chapters on a facility level at several locations. Also, a number of PATCO chapters have requests for recognition pending at other facilities. In connection with these and in keeping with progressive employee-management relations practices, we feel it most appropriate to maintain constructive relationships with local PATCO chapters which adhere to the Governmentwide and Departmentwide provisions established under Executive Order 10988 for dealing with employee organizations. Therefore, I am instructing our Regional Directors to take the following course of action:

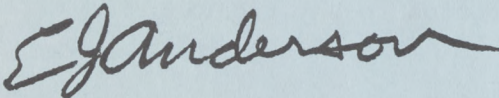
- (1) To require that PATCO chapters affirm or reaffirm the fact that they will adhere to the Standards of Conduct, the Code of Fair Labor Practices, and the Departmental regulations, and that specifically they (a) will not assert the right to or assist or participate in any strike, work stoppage, slowdown, picketing, sick-out, or similar activities; (b) will not follow the direction of any individual or group to conduct, assist or participate in any such action; and (c) it is their avowed purpose to represent their membership in the formulation of personnel policies and practices and matters affecting working conditions.
- (2) Assuming compliance with 1 above, to continue recognition and grant recognition (on its merits) at any and all local areas which were granted or which apply for recognition, except where the 18-20 June 1969 sick-out occurred and is attributable to PATCO activity.

- (3) To afford any PATCO chapters which might lose or be denied recognition the opportunity to present any facts or make any representations as to why local recognition should be granted or should not be withdrawn, as the case may be, before any unfavorable action is taken.
- (4) Not to afford any PATCO local the privilege of negotiating a dues withholding agreement. Dues withholding agreements are discretionary with an agency and the FAA will not allow PATCO to bypass the sanction of canceling the national dues withholding agreement by negotiating a group of dues withholding agreements at the facility level.

Should you desire, we shall entertain and consider any facts or representations that the national office of PATCO may make, personally and/or in writing, as to why national recognition should be granted. To be considered, your presentation (written or oral, or both) must be made within 15 days of the receipt of this letter.

The conditions set forth here are no greater nor less than those all employee organizations are expected to meet. We believe the way is clear for (1) the maintenance of constructive relationships on a local basis, and (2) the PATCO national organization to demonstrate that it can meet the required conditions for qualification as an employee organization in a reasonable period of time.

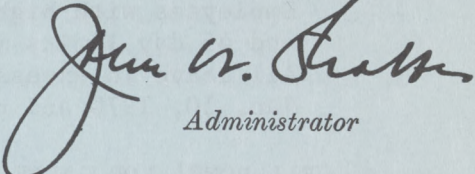
Sincerely,



E. J. ANDERSON
Acting Associate Administrator
for Personnel and Training

INTERCOM

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION


Administrator

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MORE FLIGHT TIME NEEDED FOR ATP . . . Minimum flight time requirements for airline transport pilot certificates have been increased by the agency from 1,200 to 1,500 hours. At the same time, more credit will be given for flight time logged by air carrier co-pilots and flight engineers. Specifically, all second-in-command flight time logged by persons holding commercial pilot certificates can be credited toward the ATP rating. Persons with commercial certificates flying as flight engineers in air carrier service will be able to credit one of every three hours logged toward ATP certificates.

OFFSHORE AIRPORT STUDY ISSUED . . . Advantages and disadvantages of offshore airport development, as compared with conventional land sites, are discussed in a recently published study. The two volumes of the report, covering technical, economic, and operational feasibility of offshore airports, are titled: "Offshore Airport Planning" (RD 69 41) and "Evaluation of Construction Methods for Offshore Airports" (RD 69 42). The volumes are intended to serve as guides to local, state and regional airport authorities and planners concerned with the possibility of developing and evaluating proposals for building airports on offshore sites.

NEW LABOR-MANAGEMENT RELATIONS ORDER SIGNED . . . Last week President Nixon signed Executive Order 11491, governing labor-management relations in the Federal government. The provisions of the order, which is due to become effective Jan. 1, 1970, are being studied by management and staff officials prior to the issuance of agency guidelines and implementing instructions. Further details on this program will appear in future issues of INTERCOM and HORIZONS.

AIR SAFETY AWARD NOMINATIONS MADE . . . George S. Moore and Blanche W. Noyes are the FAA nominees for the Laura Taber Barbour Award, granted by the Flight Safety Foundation in recognition of notable achievement in the field of aviation safety. Moore, Associate Administrator for Operations, was cited for his outstanding career contribution to aviation safety. Mrs. Noyes, Air Marking Specialist, Logistics Service, was nominated for her implementation and coordination of the air marking program.

VETERANS' DAY COMING UP . . . Tuesday, Nov. 11, is a legal holiday. Most employees whose workweek is Monday through Friday will have Tuesday off. Employees whose workweek is other than Monday through Friday may wish to check with their supervisors to determine what their holiday will be.

CHECK LEAVE BALANCES NOW . . . Supervisors should check leave balances now to assure equitable scheduling of leave for the balance of the leave year. It should be kept in mind that most employees can carry forward only 30 days of annual leave into the new year. Employees stationed outside the 50 states, who are eligible, may carry forward as many as 45 days of leave. Employees with higher leave accumulations prior to enactment of the 30 and 45 day limits may carry these larger amounts forward until used. All leave in excess of applicable limits will be lost if not used by Jan. 10, 1970 and payment cannot be made for forfeited annual leave.

A 'WELL DONE' FOR LALLE . . . Returning from a six-week trip to the Republic of China this week was Anthony W. Lalle, Associate General Counsel, who visited Taiwan to review and reorganize Chinese aviation regulations at the invitation of the Nationalist government. Lalle's return was preceded by a letter from the acting director of the Chinese CAA to the Administrator in which the Taiwan official states: "Lalle's profound knowledge and experience in the field of civil aviation law has been most helpful to us in recodification and modernization of our civil air rules and regulations."

CANADA MISSION ESTABLISHED . . . Recently appointed full-time chief of the newly-established Canadian mission to the FAA was Patrick A. Theriault of Canada's Department of Transportation. He has been assigned to the office of the Director, National Airspace System Program Office for a period of two to three years. In addition to working with NASPO, Theriault will provide direct liaison with the Systems Research and Development Service for technical coordination and exchange of information on air traffic control systems. He will also work with other agency elements in connection with general aviation activities.

CURRENT REPORTS CATALOG AVAILABLE . . . The 1969 edition of the Catalog of Approved Headquarters FAA Recurring Reports, containing a list of all reports initiated by Headquarters, has been released by the Office of Management Systems. The catalog, a valuable guide to the various kinds of information available, specifies by what authority, when, and on what form the report is prepared. It also specifies the originator of the report and to whom it is sent. A summary table indicates the number of reports by office or service and frequency of preparation. The new catalog gives each office an excellent opportunity to revalidate the need for reports it has established.

PER DIEM BILL APPROVED BY BOTH HOUSES OF CONGRESS . . . The House on Oct. 30 cleared a bill that will raise the maximum per diem allowance to \$25. The "actual expense" allowance is increased from \$30 to \$40. Since the Senate has already approved this bill, it was scheduled to be forwarded to the President for signature on Oct. 31. Upon signature by the President, the Bureau of the Budget will amend the Standardized Government Travel Regulations to reflect the increases. The increase in per diem allowance will not become effective for FAA employees until the agency amends its travel regulations. This will be accomplished as soon as possible after receipt of the amended Standardized Government Travel Regulations.

CENTER ORGANIZATION RECONFIGURED . . . A new proposal to reconfigure the organization of the air route traffic control centers was presented to the Regional Offices this week. The realignment is primarily oriented toward improving supervision in the center operations room through a better use of manpower and a more efficient line of command. The proposal is the result of eight months study of the centers' staffing, workload, organization and requirements for expansion. Adoption of the new standard will be phased, according to each center's current configuration and manpower resources.

KUDOS FOR AN AIRLINE CAPTAIN . . . The FAA/DOT Award for Distinguished Service was presented recently to Capt. James L. Fleming, Assistant Chief Pilot, Technical, for Pan American World Airways' Pacific Division. Fleming was honored for technical assistance he gave the agency, leading to development of new procedures governing safer airline operations. He was particularly lauded for contributing to the development of all-weather landing criteria, more accurate interpretation of flight recorder data, clear air turbulence studies, and airport lighting systems. He has been a member of FAA's Technical Advisory Board and served on a special task force studying the implementation of the agency's semiautomated en route air traffic control network. The award, consisting of a silver medal, lapel ribbon and a certificate signed by the Administrator, was presented Oct. 28 in San Francisco.

HEALTH BENEFIT PLANS CHANGED . . . During the open season, scheduled for Nov. 10-28, most insurance carriers will change benefits and raise premiums. Brochures giving full details of the various health plans will be distributed to all employees in the near future. Major changes in the Service Benefit Plan (Blue Cross): basic hospital benefits and basic surgical-medical benefits are now subject to reduction if the charge is covered by another plan obtained through law or employment. With the low option plan only, the allowance for private accommodations in member hospitals is increased from \$12 daily to the hospital's average daily charge for semi-private accommodations. In non-member hospitals, the allowance is increased from \$12 per day for room and board plus 90 per cent of the cost of other services to 80 per cent of the cost of all covered hospital services in semi-private rooms. High option biweekly payroll deductions will be increased by 59 cents for a self-only enrollment and by \$1.43 for a self and family enrollment; low option rates will be increased by 40 cents for a self-only enrollment and by \$1.06 for a self and family. In the Indemnity Benefit Plan (AETNA): the maximum benefit under the low option is increased from \$15,000 to \$20,000. High option biweekly payroll deductions will be increased by \$1.34 for a self-only enrollment and by \$3.33 for a self and family. Low option deductions will be increased by 78 cents for a self-only and by \$1.85 for a self and family enrollment.

NTSB PLANS SEMINAR ON MIDAIRS . . . A seminar-type public hearing to examine the problem of midair collisions will be held by the National Transportation Safety Board Nov. 4 in Washington. The Administrator is scheduled to participate.

BEAUTY FROM WITHIN . . . Competing for the title of Miss FAA this year are a number of our beautiful girls. They are: Veronica Barnas, AS; Kathy Klimek, AT; Avalon Born, AV; Norma Straub, BU; Mary Zock, FS; Barbara Varney, GA; Barbara Aust, GC; Kathy Aust, HQ; Phyllis Tucker, MS; Jane Stolar, PT; Michele Korenoski, RD; Shirley Peterson, SM; and Edith Jones, SS. A display of the girls' photos will be set up this week in the second floor lobby with voting facilities so you can vote for the candidate of your choice. Three finalists will be chosen by the popular vote and the new Miss FAA will be named at the FA Club's Harvest Moon Ball this month.

CFC PERFECT SCORE FIGURE REACHES 13 . . . Seven more Washington area offices attained 100 per cent participation and exceeded their quotas in the Combined Federal Campaign drive as the agency reached 91.7 per cent of its quota last Thursday. Joining six offices and services already reporting perfect scores are the offices of: Associate Administrator for Development, Associate Administrator for Plans, Associate Administrator for Personnel and Training, Aircraft Development Service, Aviation Policy and Plans, Compliance and Security, and International Aviation Affairs. For FAA's wishing to see how their money is helping, the CFC movie will be shown in the third floor auditorium during the lunch hour Tuesday and Wednesday.

COURTESY NEEDED TO SPEED EVENING TRAFFIC . . . Some FAA drivers are obstructing the flow of evening traffic by parking on the west side of 7th Street while waiting for their FAA riders. This happens both above and below the C Street intersection, and the result is that traffic backs up not just on the street but also in garage parking areas. Headquarters officials ask that this practice, and the practice of loading passengers on exit ramps and in the main entrance driveway, be discontinued. The latter is specifically prohibited by Order 1760.2, Attachment 1. Violators are subject to having their parking privileges revoked.

WELCOME TO FAA! . . . Jacqueline Williams, Data Processing Division, HQ; Carol B. Lencki, Employee Information Division, PA; Lenora K. Kierstead, Aircraft Programs Division, FS; Kathleen M. Dube, Logistics Executive Staff, LG.

TOASTMASTERS HOLD OPEN MEETING . . . Everyone is invited to the open club meeting of the Toastmaster's and Toastmistress's Club to be held in the third floor auditorium on Nov. 5. The club is seeking new members and wants to show how their current members have learned to think, speak and act more effectively before an audience. Meeting time is 12:00 noon.

AWARDS AND REWARDS . . . Systems Research and Development Service has awarded Quality Within-Grade Pay Increases to Charles Innes, Gordon Henderson, Robert Normoyle, Audrey McDowell, Fred Sakate, Larry Craig, Charles Kolhousen and Yvonne Franklin; Outstanding Performance Awards to John Parry and James McManus; Special Achievement Awards to Robert Pumphrey, Kenneth Coonley, Cynthia Dillon and James Lipscomb; Sustained Superior Performance Award to Robert W. Meier. NASPO presented a Quality Within-Grade Pay Increase to Carol Mehalso; Special Achievement Awards to James H. Childers, Marvis J. Koller and Donald J. Schneider; a Sustained Superior Performance Award to David J. Richardson; 25 Year Career Service Emblems to Joseph Tippet, Arthur K. Kingsley and Clementine Little.

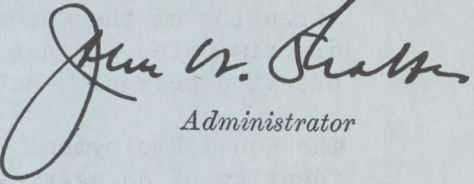
INTERCOM

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

NOV 4 1969

Acquisitions
Section Hq 610A

4 November 1969


Administrator

SPECIAL INTERCOM

EQUAL EMPLOYMENT OPPORTUNITY
COUNSELING AT FAA HEADQUARTERS

Revised regulations of the Civil Service Commission dealing with equal opportunity require that agencies provide for counseling, by an Equal Employment Opportunity Counselor, of any aggrieved employee or applicant for employment who believes that he has been discriminated against because of race, color, religion, sex, or national origin and for attempting to resolve on an informal basis the matter raised by an employee or applicant before a formal complaint of discrimination may be filed. I have approved Order 3300.19 to put the program into effect at FAA headquarters. It will be distributed soon.

The job of the EEO Counselor is to establish an open and sympathetic channel through which employees may raise questions, discuss grievances, get answers, and on an informal basis get resolution of problems connected with equal employment opportunity. He serves as a bridge between employees and management and is responsible for trying to clear up problems which are brought to his attention by employees. He does this by discussing the employee's problems with the employee, and with the employee's supervisors or associates, if necessary; by advising the employee of the merits of the matters brought to his attention; and by finding solutions to problems where it is possible to do so.

The following employees at FAA headquarters are available to counsel an employee or applicant for employment who believes he has been discriminated against on the grounds listed above:

Miss Rosa Beasley, HQ-3
Room 540, Bldg. 10A
Telephone: Code 13, x25655

Mr. Spann Watson, AT-340
Room 415, Bldg. 10A
Telephone: Code 13, x27783

Mrs. Kathleen Bell, SM-23
Room 622, Bldg. 10A
Telephone: Code 13, x21092

Mr. Hoyt W. Hudson, CA-225
Dulles International Airport
Telephone: Code 1235, x5930

Mr. William J. Davis, LG-130
Room 401, Bldg. 10A
Telephone: Code 13, x20855

Mr. Frederick E. Smith, CA-113
Washington National Airport
Telephone: Code 161, x2581

Mr. Roderick L. Magellan, CA-520
Room 3058
900 S. Washington Street
Falls Church, Va.
Telephone: Code 167, x1339

The CSC regulations require that an aggrieved employee or applicant for a position consult with one of the listed Counselors before a formal complaint may be filed.

The regulations also require that an employee or applicant bring to the attention of the Counselor the matter causing him to believe he has been discriminated against WITHIN 15 CALENDAR DAYS OF THE DATE OF THE MATTER; or, if a personnel action, WITHIN 15 CALENDAR DAYS OF ITS EFFECTIVE DATE.

The Equal Employment Opportunity Counselor is prohibited from revealing the identity of an aggrieved person who has come to him for consultation, except when authorized to do so by the aggrieved person, until a formal complaint has been accepted.

If the Counselor is not able to resolve the matter on an informal basis to the satisfaction of the aggrieved person, the individual may file a formal complaint with the FAA Headquarters Equal Employment Opportunity Officer, Mr. Quentin S. Taylor, CR-1. The regulations require that the complaint be IN WRITING and submitted WITHIN 15 CALENDAR DAYS of the date of the aggrieved person's final interview with the Equal Employment Opportunity Counselor.

This program has my endorsement and unqualified support.

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John W. Sullivan
Administrator

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MURRAY SNYDER . . . ^{Acquisitions} ~~Funeral~~ services were held in Washington last Wednesday for Murray Snyder, Assistant Administrator for Public Affairs, who died on Nov. 2. Mr. Snyder had been with the agency since May. During the Eisenhower-Nixon administration, he served four years on the White House staff as assistant press secretary, and then became Assistant Secretary of Defense for Public Affairs. President Nixon described Mr. Snyder's death as "a blow to all who cherish the value and integrity of public information." The President said: "As a press officer in President Eisenhower's administration, he worked selflessly to enhance one of the most important functions of our government -- communications with the people. His forthright manner and disarming honesty gained him the admiration of his associates and the gratitude of the President he served with such distinction. All who knew him will miss him. Mrs. Nixon and I grieve at his loss as we honor the memory of a civic-spirited citizen, a high-minded public servant and a true friend."

AIRPORT/AIRWAYS BILL PASSES HOUSE . . . DOT Secretary John A. Volpe expressed his delight at the resounding House passage of a ten year, \$5 billion airport and airways development package on Friday. "This program, pending Senate concurrence, will allow us to make the Nation's airways safer and to meet the growing aviation needs of a growing Nation," he said. Speaking of the Administration bill, approved 337 to 8 on Thursday, President Nixon said, "I am particularly delighted at the passage of this legislation, not just because of the obvious need for the program and the resulting safety to the air traveling public, but I am also delighted with the tremendous bipartisan support that allowed this bill to be enacted by the House." The bill would make available \$2.5 billion for airport development to be matched by local and state funds, and \$2.5 billion for airways development.

PERSONNEL ASSIGNMENTS . . . J. B. Hogan was named Acting Director of Logistics Service effective Nov. 1. Hogan was formerly Deputy Director of that service. Dennis S. Feldman, previously Deputy Assistant Administrator for Public Affairs, was named Acting Assistant Administrator for Public Affairs.

PRESIDENT ASKS FOR MORE CONTROLLERS . . . In letters to leaders of the House and Senate last week, President Nixon asked Congress to approve hiring of 1,000 air traffic controllers. These would be in addition to the 2,800 new controllers the President asked Congress to approve in the FY-70 budget request. The President asked for the additional controllers as a step "necessary to maintain the safety and improve the effectiveness of the nation's air traffic control system." He also told Congress that as soon as current air transportation legislation is enacted, he will seek additional appropriations for new and expanded programs for airways facilities and airports.

MORE ON 'STANDARD REGIONS' CONCEPT . . . The extent to which the Department of Transportation is affected by the President's "standard regions" concept and background on the concept are covered in the following summary issued by Alan L. Dean, Assistant Secretary of Transportation for Administration.

"Because of the strong interrelationship of their programs, the President, in March 1969, announced establishment of uniform regional boundaries and headquarters cities for the Department of Health, Education and Welfare, Department of Housing and Urban Development, Department of Labor, Office of Economic Opportunity and Small Business Administration. In May 1969 the following regional headquarters cities were announced: Boston, New York City, Philadelphia, Atlanta, Chicago, Dallas-Fort Worth, Kansas City, Denver, San Francisco and Seattle.

"The President indicated the possibility of broader application of the 'standard region' concept when he said: 'I am asking all other Federal agencies to take note of these instructions and requesting that any changes in their field organization structure be made consistent with our ultimate goal: uniform boundaries and field office locations for all social or economic programs requiring interagency or intergovernmental coordination.'

"In response, the Secretary of Transportation asked his operating administrations to study the feasibility of conforming their field structures to the standard regions announced by the President. The Secretary stressed that his request was strictly limited to a review of possible alternatives, not a firm commitment to make specific changes. Potential impact on DOT employees of any change in regional headquarters locations is one of the most important parts of the study.

"The President also directed the establishment of a Regional Council in each of the 10 regional headquarters cities, to be comprised of representatives from HEW, HUD, Labor and OEO. DOT has now been named as a fifth member of these regional councils because of the heavy impact public transportation and highway programs have on cities.

"As a third part of the effort to improve management practices and modernize procedures for providing Federal assistance to state and local governments, the President also directed that a study be made to determine how decision-making authority might be further decentralized and how procedures for obtaining Federal program funding might be further streamlined and speeded-up.

"It is estimated that approximately three years will be required to get long-range aspects of this "decentralization-streamlining" study into full effect across the several departments and agencies involved, but in the DOT a review is already underway and some results have already been achieved. For example, we have increased the delegation of program decision-making authority from the Secretary to the operating administrations and within some of the operating administrations. A department-wide committee, chaired by the Assistant Secretary for Administration and composed of OST and operating administration representatives, has been appointed and is already at work. DOT field personnel will be called upon to participate from time to time as the committee seeks to determine where and how improvements can be obtained."

FIRST CAREER SYSTEM APENDICES NEARING COMPLETION . . . The Air Traffic Career System, Appendix 1, and the Administrative Career System, Appendix 2, will be the first of several occupational career systems to be published as component parts of the FAA Career System Handbook, 3410.4A, approved Aug. 19, 1969. Both Appendices are in the final states of clearance. The Flight Standards Career System is being prepared as Appendix 3 and will reflect the new qualifications for Aviation Safety Officer, GS-1825, which includes recognition of ATCS experience for movement into this career field. Work has also started on the career systems appendix for Engineers and Electronic Technicians. Using these appendices, employees and managers will be able to evaluate the career progression avenues of one occupation as compared with another and to follow a uniform procedure in establishing career plans. The handbook will eventually reflect the career opportunities picture agencywide.

INSURANCE WILL NOT COVER FLIGHT CREW . . . All Hazard Insurance, co-sponsored by FAA and 20 other agencies, does not cover the policy holder "while serving as a pilot or member of a crew of an aircraft." FAA officials and representatives of the insurance carrier have clarified this "exclusion" by listing the situations under which the insured is not covered. They are: while flying as a pilot, copilot, flight engineer, steward or stewardess; while flying as check pilot for the purpose of certification, rating or proficiency checks; while flying on type-rating checks; while flying for the purpose of checking or reading equipment installed in the aircraft when the purpose of the flight is to check such equipment, or with such equipment to check equipment on the ground or water or to do aerial surveys or exploration; while flying for the purpose of parachuting from the aircraft on fire-fighting or rescue missions; while accompanying training flights for evaluation; or while flying as an observer on an engineering flight test of a new or modified aircraft.

PAUL MORRIS . . . Paul Morris, former Deputy Chief of the Airports Division, predecessor to Airports Service, died recently in Easton, Md. Among the several executive positions he held in the agency was that of Administrator for the old Seattle Region. Mr. Morris, who retired from the agency in 1965, lived in St. Michaels, Md.

LONG-TERM TRAINING PROGRAMS ANNOUNCED . . . Five long-term training programs in which the agency will participate this year have been announced. They are: the Career Education Award (sponsored by the Civil Service Commission), Educational Program for Federal Officials at Mid-Career (Princeton Fellowship), Industrial College of the Armed Forces, Air War College, and the Air Transportation System Specialist Development Program. Notice 3100.18, Announcement of Long-Term Training Opportunities, gives details on the qualification requirements for each program and tells how to apply.

OPEN SEASON IS HERE . . . If you want to change health benefits plans or options, fill out a new Health Benefits Registration Form (SF-2809) and send it to your personnel office no later than Nov. 28. If you have not received a health benefits brochure and an open season instruction pamphlet (BRI 41-117) contact your supervisor or your personnel office.

LOBBY DISPLAY POINTS UP HOUSING LAW . . . A display concerning equal opportunity in housing, sponsored by FAA and OST, will be set up in the Headquarters building lobby this week. Available in the display area will be information on the rights of all people to live where they wish as stipulated by the Fair Housing Law of 1968. The display re-emphasizes that discrimination in the sale or rental of housing is illegal and that the purpose of the Fair Housing Law is to provide every person an equal opportunity to choose housing suited to his needs and financial status. Complaint forms will be available for those who feel they have been discriminated against. The display will be in the building for about a week.

WASHINGTON HEADQUARTERS RETIREES LISTED . . . The Office of Headquarters Operations announced that 47 Headquarters employees retired between Oct. 20 and Oct. 31, thus qualifying for increased retirement benefits effective Nov. 1. Retirees are: from Airports Service -- George R. Borsari, Walter A. Haas and Joseph W. Johnson; Air Traffic Service -- John F. Blair, Hugh C. Henline, Clarence G. Johnson, O. Frank Loekle, Dorothy W. Rector and Edgar C. Rogers; Office of Budget -- Carl Stoneburner; Bureau of National Capital Airports -- Emma V. Boxwell, Harold F. Brown, Robin K. Haymond, Clyde N. Holsinger, Carroll H. May, Jr., Lucy J. McBrayer, Ralph V. Partlow, Harry L. Phelps, James W. Potter, Alton Reid, Arthur R. Scott, Todd O. Thoman and Beatrice V. Tyson; Aircraft Development Service -- William B. Barnes; Executive Staff, European Region -- Mary C. M. Beatty and Margaret I. Williams; Flight Standards Service -- William J. Husic, William W. Jarrell, Jr., Merrill A. Lott and Elizabeth M. Rowzee; Office of General Counsel -- Oscar P. Glaser; Office of Headquarters Operations -- Anne F. Gardiner, Mildred B. McGlaflin and Francis E. Nelligan; Logistics Service -- Mattie B. Barnes, Alma R. Coombs, Donald S. King, Clement E. Mayhall and Ray E. Mulari; Office of Management Systems -- Tom L. Scott and Joseph N. Stonesifer; NASPO -- Ralph G. Lingle; Systems Research and Development Service -- Isaac Ledbetter, John B. Pyle and Lawrence N. Spinner; Systems Maintenance Service -- Louise Y. King; and Office of International Aviation Affairs -- Theodore R. McCartney.

PARIS...TO CANADA...TO WASHINGTON . . . A portion of the U. S. exhibit at this year's Paris Air Show -- "International Skyways--Corridors of Cooperation," -- is currently on display in the exhibit room off the lobby of FOB 10A. The exhibit recently was shown at the Canadian National Exposition. It will be at Headquarters for several weeks. After slight modifications, the exhibit will be incorporated into the agency's permanent exhibit program.

CFC DRIVE IS OVER THE TOP . . . The agency reached and exceeded its Combined Federal Campaign quota on Friday as 11 more offices and services attained at least 100 per cent of their quota. They were: General Aviation Affairs, Logistics Service, Noise Abatement, Aviation Economics, Airports Service, Flight Standards Service, General Counsel, Management Systems, Regulatory Council, Systems Maintenance Service and Systems Research and Development Service.

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DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

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John W. Sullivan
Administrator

HOUSE APPROPRIATIONS COMMITTEE ON TRANSPORTATION REPORTS OUT . . . A bill that would authorize an additional 5,015 positions for the agency has been submitted by the committee. This would provide 3,800 additional air traffic controllers plus 995 positions for systems maintenance, 140 for flight standards and 80 for training activity. In addition, the bill would appropriate almost \$100 million for continued SST development and provide funds to construct 54 air traffic control towers and improve radar and communications facilities across the country.

EEO CONFERENCE HELD . . . Participating in the third special Equal Employment Opportunity Conference convened by Secretary Volpe at Headquarters last week were the Administrator and 42 top agency officials including associate administrators, regional and center directors, regional chiefs of personnel and training divisions and regional chiefs of civil rights staffs. The conference reflects the Secretary's determination to achieve meaningful results in guaranteeing civil rights and equal employment opportunities within the DOT. During the conference, chiefs of operating administrations reported accomplishments in these areas since the last special conference held in August 1969. Following the main conference, FAA regional and center civil rights staff chiefs conferred with officials in the Office of Civil Rights to develop a continuing program.

PRESIDENT SIGNS PER DIEM BILL . . . President Nixon last week signed the bill which raises the maximum per diem allowance from \$16 to \$25 and the "actual expense" allowance from \$30 to \$40. Instructions implementing this bill for FAA employees are contained in Notice N. 1500.12, transmitted by wire from the Office of Management Systems on Nov. 12. The Travel Handbook 1500.13 is currently being revised to correspond with these instructions.

AIRPORT/AIRWAYS BILL GOES TO SENATE . . . The Airport/Airways Bill passed the House on Nov. 6. The Senate Commerce Committee has now completed its consideration of both the bill passed by the House and the one proposed by the Senate and has ordered them reported to the Senate. This should happen within the next few days. The bills will then probably be considered by the Finance Committee. Senate floor action on the bill is expected during the current session.

BRIGHT DISPLAYS ORDERED FOR CENTERS . . . A \$3 million contract has been awarded to Westinghouse Electric Corp. of Baltimore for Radar Bright Display Equipment components that will be used to expend air traffic control services at ARTC Centers. The RBDE components are used to transform radar and beacon information into a television presentation that can be seen clearly on display units under normal lighting conditions. This equipment uses extensive integrated circuitry, thus reducing the power and space requirements when compared to existing RBDE.

NOISE CERTIFICATION STANDARDS ADOPTED . . . The agency last week issued noise standards and maximum noise levels for all new subsonic transport category aircraft, regardless of the means of propulsion, and all subsonic turbojet aircraft, regardless of category. The new regulation--Part 36 of the Federal Aviation Regulations--is based on the Notice of Proposed Rule Making issued January 6, 1969. In announcing the new regulation, Secretary Volpe stated: "We have taken the important first step in reversing the escalation of aircraft noise around airports." He added that the regulation would result in an approximate halving of noise around airports. Administrator Shaffer said the establishment of noise standards will provide local planners with a positive indication of aircraft noise related to land use in the vicinity. The standards will help establish a noise exposure forecast and will enable planners to zone areas for compatible land use. The new regulations are the first issued under Public Law 90-411 which gives the agency broad authority in the noise control area, including authority to withhold certification of aircraft failing to meet prescribed noise standards.

ROUTING SYMBOLS SPEED MAIL DELIVERY . . . Incoming mail without individual routing symbols will be delivered eventually, but it must be held up to cross-check addresses with personnel lists. Secretaries should note that the mail will be delivered much sooner and many mail clerk manhours will be saved if senders use the complete mailing address.

SUGGESTER OF THE YEAR . . . The agency's first "Suggester of the Year" Honor Award was presented recently to Clinton D. Walker of the Logistics Service at Headquarters. Walker's suggestion saved the government more than \$60,000. First runnerup for the honor was John P. Bodnar of the Aeronautical Center. Full details on the awards will appear in a forthcoming HORIZONS.

CHANGING HEALTH BENEFIT PLANS . . . If you plan to change or enroll in health benefits plans, Registration Form SF-2809 must be received by your Personnel Office no later than Nov. 28. If you have not received your brochures and open season instructions, contact your supervisor or personnel office.

ICAO SEEKING APPLICANTS . . . The following three-year assignments are now available with the International Civil Aviation Organization (ICAO): Montreal--Assistant Implementation Officer, Area "B" Implementation Section, No. 21/69, \$12,380, and Assistant Implementation Officer, Area "A" Implementation Section, No. 30/69, \$12,380, and additional information regarding positions can be obtained at personnel offices. FAA employees accepting ICAO assignments are entitled to re-employment rights.

EXECUTIVE POSITION ANNOUNCED . . . Applications for the position of chief, Civil Aviation Assistance Group, FC-2 (GS-16) in Saigon, Vietnam, are being accepted by the agency. To qualify, applicants must possess broad supervisory experience, including one year at the GS-15 level, in one of the following technical areas: flight standards air carrier operations, electronic engineering in the systems maintenance or installation areas, or air traffic control operations. Further information may be obtained from a Special Executive Promotion Plan Announcement being circulated this week.

VOLPE, SHAFFER AT ENGINEER CONFAB . . . Secretary Volpe will discuss the Administration's Airport/Airways Bill in a talk to the Aviation and Space Division of the American Society of Mechanical Engineers in Los Angeles Wednesday. On the same day Administrator John H. Shaffer will participate in a Society panel on "Engineer's Responsibility in Transportation." In his talk Secretary Volpe is also expected to discuss the supersonic transport program and other aspects of public transportation.

NAFEC EMPLOYEES CITED FOR STOL WORK . . . Seven NAFEC employees have been cited by American Airlines and McDonnell Douglas Corp. for outstanding contributions to the STOL evaluation program. Commended for their contributions to the STOL experiments in Chicago last May were: Leonard W. Long, Charles C. Westfall, Ronald R. Morganweck and Edward F. Baker for their handling of the tracking of the STOL plane; John F. Hanlon for his airborne instrument photography; George N. Bagwell for his geological survey prefacing the work, and Harry T. Morgan, who performed measurements engineering.

DANGER LURKS == EVEN IN OFFICES . . . To keep from becoming an accident statistic, here are a few day-to-day situations which you should try to avoid: open cabinet or desk drawers . . . reading correspondence while walking . . . sharp objects in desk drawers . . . protruding telephone or power outlets in the floor . . . liquid spills on floors . . . weak tension on springs on swivel chairs . . . office machine or telephone cords strung across aisles or other walkways . . . emptying ashtrays into wastebaskets . . . sharp or splintered edges on office furniture . . . lifting beyond your capacity.

KING AND MAYHALL HONORED . . . Donald S. King, Director of Logistics Service, and Clement E. (Gene) Mayhall, Executive Officer of Logistics Service, were recently honored for individual achievement during their long careers with the agency. Each received the Administrator's Career Achievement Award from Deputy Administrator D. D. Thomas, who made the presentation on behalf of the Administrator at retirement ceremonies. King retired after 37 years of service. Mayhall recently completed his 42nd year of Federal service.

MITTS WORKSHOP GUIDES ARE UPDATED . . . New, revised guides are being issued to workshop students in the agency-sponsored Management Improvement Through Team Study (MITTS) program. The five guides updated this year are: "A Positive Approach to Discipline," "Human Relations in Supervision," "Effective Organization of Work," "Management by Objectives" and "Use and Conservation of Manpower, Money and Materials." A sixth guide, "Use of Conference Techniques in Every-day Management," was revised in 1967. Among the many directed study courses offered by the agency, only these six are followed by a workshop for which an additional certificate is offered.

ADMINISTRATOR DISCUSSES SST . . . Details on the agency's SST program and the benefits set forth by President Nixon when he gave the Administration's go-ahead to the program were outlined by Administrator Shaffer in a talk to members of the Long Island Association Monday in Manhasset, L. I. The Administrator also discussed the economics of the SST development program.

HQ ACCOUNTANT NAMED VP . . . Recently appointed Vice President for Public Relations, Society for Advancement of Management, Washington Chapter, was Joseph C. Shade, Supervisory Systems Accountant, Accounting Operations Division, Office of Headquarters Operations. Shade is also a director of the Northern Virginia Chapter, Federal Government Accountants Association, and is active in other professional and community activities in the District.

ATTENTION STENOS-TYPISTS . . . The Procurement Operations Division, LG-200, needs typing and stenographic help on an overtime basis. If interested, please call Noretta Harrett, x28015.

WELCOME TO FAA! . . . Irene Howard, Office of Congressional Liaison, CL; Allan W. Markham, Legislative Staff, GC; Wendy J. Hobbs, Operations Division, FS; Judith A. O'Hare, Publications Division, PA; Violet V. Wimbush, Management Analysis Division, MS, and Cynthia H. Ford, Security Division, CS.

WAREHOUSE MOVES . . . The FAA Headquarters warehouse operation has been moved to 130 North Union Street, Alexandria, Va. 22314. The telephone number is IDS code 167, x0592.

AWARDS AND REWARDS . . . BNCA presented Quality Within-Grade Pay Increases to Nancy Garrett and Edward Rakowski, and a Special Achievement Award to Jack Ormsbee. Office of Aviation Medicine presented an Outstanding Performance Rating with a Special Achievement Award to Carol F. Cannon, and an Outstanding Performance Rating with a Quality Within-Grade Pay Increase to John H. Wood. Airports Service awarded Robert F. Bacon and Howard W. Eakins Outstanding Performance Ratings with Quality Within-Grade Increases; John S. Jamison an Outstanding Performance Rating with a Special Achievement Award, and Gerald Crosby a 30-year Length of Service Award. The Office of Management Systems presented a Quality Within-Grade Pay Increase to Nick A. Komons and a Special Achievement Award to Morton M. Gluck. Flight Standards Service awarded Quality Within-Grade Pay Increases to David D. Beyer, Juanita B. Boardman, James L. Hemingway, Albert S. Sudduth and J. Allen McPeeke; Special Achievement Awards to William W. Jarrell, Vera J. Hines (with Outstanding Performance Rating) and Howard W. Simcox; Length of Service Awards to Robert E. McKim and Pauline C. Womble; and an Outstanding Performance Rating to Anselm M. Tibbs. The Office of the Associate Administrator for Operations has awarded a Quality Within-Grade Pay Increase to Helen Hauenschild. The Office of Supersonic Transport Development recently presented a 30-year Length of Service Award to Stephen Fishe. Systems Research and Development Service awarded Quality Within-Grade Pay Increases to Raymond Trainor, Murray E. Smith, Carol A. Strong, Ricardo Cassell and James R. Nelson; Special Achievement Awards to Robert M. Buck, Rudolph Primeau, Joseph P. O'Brien, Jack W. Grewell and Harry G. Tarrington; and an Outstanding Performance Award to Yvonne Franklin. The Office of Personnel presented a Special Achievement Award to Joann E. Noonan. Aircraft Development Service awarded Barbara Brown an Outstanding Performance Rating with a Special Achievement Award.

INTERCOM

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

SPECIAL EDITION

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TAD-45

17 November 1969

NOV 21 1969

Form DOT F 1320.1 (1-67)

UNITED STATES GOVERNMENT

Propositions
Section Hq 610A

DEPARTMENT OF TRANSPORTATION
OFFICE OF THE SECRETARY

Memorandum

DATE: November 13, 1969

In reply
refer to:

SUBJECT: Encouraging Developments for FAA

FROM: The Secretary
Federal Aviation Administrator

TO: All FAA Employees

As an FAA employee, you will be vitally interested to know of several developments that improve and broaden the effectiveness of the nation's aviation and the role you personally play in it.

With the full backing of industry and splendid bipartisan Congressional support, the Airport-Airways bill, that provides financing for a modern airways system, passed the House November 7 by an overwhelming vote of 337 to 6. We trust that it will receive early and favorable action in the Senate. Final success means that for the first time, we will have legislation that provides long term assurance for the new equipment and facilities we all need to continue to assure the flying public of the best and safest airports/airways system in the world.

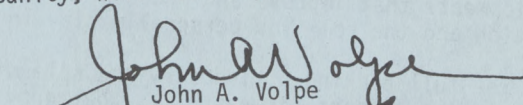
Our request for appropriations starting July 1, 1969, includes an increase of 2800 Traffic Controllers; 995 in Systems Maintenance; 140 in Flight Standards; and 80 new Training Specialists. The President has responded to the immediate need, and on November 7, asked the Congress for an additional 1,000 Controllers. This totals 5,015 new employees, and we are confident that upon Congressional approval, the increased staff will be a big step toward relieving the manpower shortages.

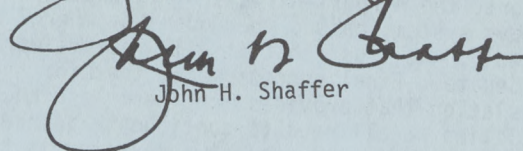
President Nixon's October 29, 1969, Executive Order on Labor-Management Relations in the Federal Service will go into effect early next year. This will provide a vehicle for constructive and cooperative relationships between labor organizations and Department Management. All levels of management shall deal, consult, and negotiate with recognized labor organizations in good faith, and we pledge our continuing efforts to maintain effective employee-management relations at all levels.

As you may be aware, the Air Traffic Controller Career Committee is currently making a field study to examine the ATC occupation and determine how to keep the profession in pace with rapid technological changes. The results, which are due at the end of the year, will provide direction for building more attractive careers for Air Traffic Controllers. Action will be taken rapidly on any needed Departmental regulations and legislation.

Other actions which have been taken recently to improve working conditions and operations: centralized Air Traffic Controller training ...COED program for SM people...Experimental Aviation Technology Education Program...SM "quick-fix" program...advance reservation system at three major metroplexes. Each of these has contributed to the solution of agency problems, and denotes the innovativeness and flexibility of FAA employees and management.

As you can see, real progress is being made. The interest in aviation, the demand for travel, and the flow of goods by air all mean our challenge will continue to grow as we enter the 70's. We are making every effort to meet this challenge, and we know that you, given the proper tools and opportunity, will meet it, too.


John A. Volpe


John H. Shaffer

INTERCOM

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

NOV 25 1969

Section Hq 810A

TAD-49

John W. Shaffer
Administrator

69-47 24 November 1969

ADMINISTRATOR ENDORSES EARLY RETIREMENT CONCEPT . . . The concept of early retirement for air traffic controllers, when considered as part of a comprehensive controller career program, was endorsed by the Administrator in testifying last Friday before the Senate Subcommittee on Retirement, now considering such legislation. Expressing views that are also held by Secretary Volpe, the Administrator told the subcommittee that development of a more effective career system was of major concern to the agency and emphasized that notwithstanding technological advances "ATC is and will remain for the foreseeable future primarily a 'people system'." Mr. Shaffer said, "The agency does not take lightly its responsibility to ensure an environment in which those who man the system can function at peak effectiveness throughout their work life." He stressed that "early retirement must be considered in the context of an integrated, comprehensive approach to air traffic controller personnel problems," including a study of recommendations to be made by the Controller Career Committee headed by Dr. John J. Corson. "Such a study," he said, "will give us a valuable base from which to develop a program consistent with our desires and the needs of controllers and the flying public." The Administrator said he hopes to present such a comprehensive controller career program to the committee early in the next session of Congress.

'TEN REGION' CONCEPT DISCUSSED BY REGIONAL DIRECTORS . . . The potential impact of the President's "standard ten region" concept was discussed at the Regional Directors' Conference Nov. 14. Although the President's order does not mention either FAA or DOT, it was anticipated that FAA would be requested to review its applicability and such a request was subsequently received from Secretary Volpe. Several months ago a team was convened to determine the impact on FAA of conforming to the ten region concept. The team concluded the agency could conform to the concept but with some significant modifications to meet essential FAA operational needs. The modifications could accommodate having a regional or other major FAA office in locations where there is now a regional or area office. The team recommended a series of detailed studies before a decision is made. It also suggested that if a reorganization is approved, it should be phased over a period of several years. The regional directors are reviewing the team report in more detail and will supply their comments to the Administrator. Additional INTERCOM items will be published on this subject as further actions occur.

SCHEDULE EXCESS ANNUAL LEAVE NOW . . . Employees are reminded that the leave year ends Jan. 10, 1970. Those who wish to use excess annual leave should have holiday vacations approved by their supervisors now.

HOUSE OKAYS MONEY BILL . . . By a vote of 362 to 25, the House last week passed and sent to the Senate the \$6.6 billion Department of Transportation appropriations bill. Included in the House-approved measure was \$1,139,358,000 for the FAA, distributed as follows: Operations, \$767,000,000; Facilities and Equipment, \$224,000,000; Research and Development, \$41,000,000; SST Development, \$95,958,000, and National Capital Airports, \$11,400,000. The bill authorized funds for an additional 5,015 agency employees, including 3,800 more controllers, 995 Systems Maintenance personnel, 140 Flight Standards personnel and 80 to be employed in training activity. Also included in the recommended appropriation is \$10.8 million for the construction of 54 new air traffic control towers in 30 states and Puerto Rico. The Senate begins committee hearings on the bill this week.

A DAY TO GIVE THANKS . . . In officially proclaiming Thursday, Nov. 27, as Thanksgiving Day, President Nixon urged Americans to "confidently face the challenges confronting our nation and the world" and to "give thanks for past bounty." Thanksgiving Day is a legal holiday, and virtually all agency employees whose workweek is Monday through Friday will have Thursday off. Those whose workweek is other than Monday through Friday should check with their supervisors to determine what their holiday will be.

CS BECOMES IS . . . The title and routing symbol for Compliance and Security (CS) have been changed to Investigations and Security (IS). The change, which is already in effect at Headquarters, is currently in process at field offices. The mission of the Office of Investigations and Security remains the same: to assure that the highest possible standards of integrity in official conduct are maintained by FAA employees and designated representatives. IS personnel apply professional investigative skills and ethics in support of the agency's mission and safeguard FAA and national security interests through effective personnel, information, industrial, physical and technical security programs.

ESIS SELECTIONS . . . James F. Roberts, Chief, Automation Branch, Air Traffic Division, Southern Region; Thomas F. Hunt, Chief, Facility Performance Branch, Program Division, Systems Maintenance Service, Washington, D. C.; and, Thomas E. Ashley, Chief, Flight Standards Branch, Denver Area Office, Western Region.

SCIENTIFIC AND TECHNICAL REPORTS LISTED . . . A list of 114 scientific and technical reports available to the public was released recently by the agency. Subject areas covered are aircraft, airports, air traffic, aviation medicine, communications, navigation and weather. The list covers the period from March 1969 to September 1969 and updates an earlier list announced April 9, 1969. Employees needing copies of these reports should contact the Distribution Operations Unit, TAD-484.3.

MORE DEPARTMENT-WIDE MPP SELECTIONS . . . Joseph N. Sieber (FAA), selected for Contract Specialist, GS-13 and Elizabeth Miller (outside DOT), for Equal Opportunity Specialist, GS-13/14, in the Office of the Secretary. The Federal Railroad Administration announced these selections: Rolf Mowatt-Larsen (outside DOT), Supervisory Mechanical Engineer, GS-15 and John Boughers (FRA), Transportation Specialist, GS-14.

MORE ON OPEN SEASON . . . Because certain Health Benefits brochures are out of stock, personnel offices have been given the authority to approve open season applications received after the Nov. 28 deadline if the late application stems from a distribution problem. If you are contemplating a change in plans or options and haven't received the appropriate brochure, contact your supervisor or personnel office. Those who have already received the brochures are asked to share them with others.

ENGINEERING COLLEGE CANDIDATES SELECTED . . . Twelve additional candidates selected under the Systems Maintenance Service's Cooperative Engineer Development Program have been admitted to the fall semester of engineering colleges. The candidates and their regions are: Leland Mardis and Harold Beebe, Central; Michael Forrester and Jay Murphy, Eastern; Warren Mills, Southern; Earl Landry and Ruel Caraway, Southwest; Keith Wilson, Donald Brooks, Alfonso Melendez, Dale Anderson and Richard McCarthy, Western. The four candidates who were admitted to the program last spring are continuing their second semester in the program. They are: Russel Chesley, Eastern; Clifford Rinehart, Southwest; James Smith and Donald Isaacs, Western. Next year's program will be announced in January and all eligible candidates who meet the criteria listed in agency Order 3410.10 are urged to apply.

NEW TECH REPORTS PUBLISHED . . . Lower-cost approach lighting systems, improved flight inspection for navigational aids and a bright display for Airport Surface Detection Equipment are among subjects discussed in the nine new technical reports recently published by the agency. Other studies include evaluation of radio repair station equipment, a Doppler VOR sideband antenna monitor, a glide-path image-type array antenna, retro-reflective taxiway markers, a VOR/DME Omnitrac IA area navigation system and diamond centerline markers for airports.

SIXTH FAR VOLUME OUT . . . Volume XI, the sixth volume of Federal Aviation Regulation parts to be completed, was published recently. Although individual parts retain their identity within the volume, they cannot be purchased separately. However, until a part is incorporated into its respective volume and the volume is for sale, the present system of obtaining the part and changes to it will remain in effect. Parts included in Volume XI are 71, 73, 75, 77, 95, 97, 157, 169 and 171. Volumes previously published are I, II, V, VI and X.

BARNES HONORED . . . The Administrator's Career Achievement Award was presented recently to William B. Barnes, who retired as chief of the Aircraft Development Service's Plans and Management Staff after 34 years of service. The honor, recognizing Barnes' individual achievement during his long agency career, was presented to him by Associate Administrator for Development Joseph D. Blatt, on behalf of the Administrator. Deputy Administrator D. D. Thomas and Associate Administrator for Operations George S. Moore and several regional and center officials were among those who gathered to honor Barnes in ceremonies held at the Washington Navy Yard.

AIRCRAFT ARRESTING SYSTEM MODEL DISPLAYED . . . A progressive, three sequence table-top model of an aircraft arresting net system is on display in the first floor exhibit area of FOB 10A. The system is designed to prevent planes from over-running the runway. The model shows how the net is stored and erected by remote control and how the net envelops the aircraft uniformly along the wing leading edge, thus distributing retarding force evenly.

KUDOS ON BLOOD BANK . . . The agency recently received certificates from the American Red Cross for exceeding the quota of 500 pints of blood for the period from July 1, 1968 to June 30, 1969. Other certificates to be awarded to campaign chairmen by the Administrator in the near future include one for Air Traffic Service for donating the most blood -- 68 pints -- and one for the Office of Budget for having the greatest percentage of participation -- 61.5 per cent.

IS THAT PHONE NECESSARY? . . . Headquarters managers and supervisors are asked to check all telephones in their offices to assure that there are no extras which are not being used. It is cheaper to disconnect such phones and to reconnect them when needed than to retain them on the chance that they may be needed later. Contact HQ-360, x25608, if you have a telephone not currently being used or not likely to be used for at least three weeks.

STRICTLY BUSINESS . . . The Xerox machines in hot copy room 531 are to be used for official business only. Violators are subject to disciplinary action as set forth in Handbook 3750.4.

PARKING APPLICATIONS DUE NOW . . . Your applications for parking in DOT headquarters facilities, including FOB 10A and the Nassif building, are due this Wednesday, Nov. 26. Applications received after this date will be processed as time permits. Even though you currently have an FAA parking permit, you must apply to HQ-300 in room 526 for authority to continue parking after Jan. 1, 1970. Operating elements are responsible for notifying their employees who are on extended leave or in travel status. Provisions are spelled out in DOT Order 1700.19 and DOT Notice 1700.15. Additional details are available in Room 526, x25605.

AWARDS AND REWARDS . . . The Office of Plans presented Herbert J. Guth an Outstanding Performance Rating with a Quality Within-Grade Pay Increase. Flight Standards Service presented Merrill A. Lott with a Special Achievement Award; Quality Within-Grade Pay Increases to Martha L. Murphy (with Outstanding Performance Rating), Ann M. Stonell, Robert J. Auburn, Elmer J. Briggs, Mary P. Bobb and Maxine L. Rogers (with Outstanding Performance Rating); Length of Service Awards to Lawrence C. Cronin and Leo Tollier; and an Outstanding Performance Rating to Edward J. Kline.

FROM GREEN TO BLUE . . . The color of the Merit Promotion Plan Vacancy Notice "Green Sheet" will be changed to blue starting with the next issue. Watch for the "Blue Sheet" in the future.

INTERCOM

DEPARTMENT OF TRANSPORTATION / FEDERAL AVIATION ADMINISTRATION

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DEC 8 1969

John W. Shaffer
Administrator

69-48 1 December 1969

Acquisitions
Section Hq 810A

NEW TOWER OPENS AT ST. LOUIS . . . A new 120-foot, pentagonal tower started operations at St. Louis' Lambert Field on Nov. 14. The new tower provides a number of improvements for the controllers. Since it is some 80 feet higher than the old structure, it affords a better view of runways and permits more effective handling of traffic. The latest in radar equipment has been installed including three 22-inch horizontally-mounted radar scopes and one vertically-mounted scope of the same size. The new tower is designed for ARTS III, which is expected to be completed in 1971.

LOWER INSURANCE RATES PROPOSED . . . The Civil Service Commission is considering three alternate proposals for offering the optional \$10,000 life insurance to employees at lower rates than at present. Each plan would reduce premium rates, though not uniformly, for all age groups, and each would result in reasonably safe financial support for the program if current membership is retained. Proposed changes in bi-weekly premiums for the various age groups are shown in the following table:

Age Group	7-Rate Scale		5-Rate Scale		3-Rate Scale	
	Proposed	Present	Proposed	Present	Proposed	Present
to 35	\$ 1.30	\$ 3.00	\$ 1.30	\$ 3.00	\$ 1.30	\$ 3.00
35-39	1.70	6.00	2.10	6.00	3.70	6.00
40-44	2.40	"	"	"	"	"
45-49	3.60	"	4.60	"	"	"
50-54	5.50	"	"	"	"	"
55-59	17.00	20.00	17.00	20.00	17.90	20.00
60-64	19.00	"	19.00	"	"	"

The agency has supported the seven-rate scale because it gives the best break to employees through age 49, which includes the greatest number of FAA employees. An open season, similar to those for health benefits, will probably be held some time after the Jan. 1, 1970 suggested effective date for the new premiums. Whatever the final selection, the FAA will inform all employees in sufficient time to participate in the open season.

SHAFFER ON CAPITOL HILL . . . Last Monday and Tuesday Administrator John H. Shaffer and his top staff, including Deputy Administrator D. D. Thomas, appeared before the Sub-committee of the Committee on Appropriations of the U. S. Senate. His purpose was to support all of the agency's fiscal year 1970 budget requests including funds for facilities and equipment, research and development, operations, National Capital Airports and the SST program.

ADMINISTRATOR SCHEDULES THREE TALKS . . . Talks to groups in Pennsylvania, California and Oklahoma are scheduled by the Administrator during the next two weeks. On Dec. 3, the Administrator will address the annual "Salute to Industry" banquet of the Delaware County Chamber of Commerce in Springfield, Pa. On the following day, he will speak to the joint convention of the National Aviation Trades Association and National Air Transportation Conferences at Anaheim, Calif. At this meeting the FAA will have an exhibit depicting some of the problems and solutions of the national airspace system. On Dec. 10, Mr. Shaffer will be the principal speaker at a banquet highlighting the Fifth Annual Maintenance Symposium in Oklahoma City. More than 600 persons, including representatives from some 30 countries, are expected to attend the symposium which will consider advances in aviation maintenance technology. The symposium begins Dec. 9 and continues through Dec. 11.

HOLDING PATTERNS ON IFR CHARTS . . . The agency is now publishing aircraft holding patterns on IFR (instrument flight rules) navigation charts. Incorporating holding patterns on navigation charts will help reduce pilot-controller radio communications in the same manner that publication of SID (standard instrument departures) for some airports has reduced the communications workload at those locations. The holding patterns will be depicted on both high and low-level IFR charts and appropriate area charts published by both the Government and commercial chart producers, beginning with those dated Nov. 13, 1969. To avoid clutter on the charts, however, only those holding patterns used consistently by air traffic control will be depicted. Both standard and non-standard holding patterns will be shown.

ELECTRONIC EYES FOR PILOTS? . . . A contract to study pilot warning instrument (PWI) systems that would improve a pilot's ability to detect other aircraft in flight has been awarded to Control Data Corp. Systems to be studied are the airborne devices designed to warn pilots and assist them in spotting other traffic nearby. The study may lead to specifications for production of a practical, acceptable PWI. Simulation work will be carried out at NAFEC, using air-to-air, near-collision films. During the study a computerized traffic model will be developed, and the agency's recent "Near Midair Collision Report of 1968" will be analyzed in depth. The study program is expected to be completed within 22 months.

FEDERAL WOMEN'S AWARD NOMINEES NAMED . . . Three outstanding agency employees have been nominated by the Department of Transportation for the 1970 Federal Women's Award. Nominees are Mary E. Healy, Manager of the Office of Headquarters Operations; Stevia O. Slaughter, Proficiency Development and Training Officer, Central Region; and Katharine Stinson, Aerospace Engineer, Flight Standards Service. The award is presented each year for notable achievement in a major Government program, or outstanding contributions to administrative, social, scientific or technical progress in the work of a Federal agency.

CLASSIFICATION APPEALS SYSTEM UPDATED . . . Major changes, including establishment of a one-level agency classification appeal system, handling certain types of wage grade appeals under adverse action procedures and extension of appeal time limits from 10 to 15 days, are covered in Change 2 to agency Handbook 3510.8, Position Classification. This change completely revises Chapter 4, Classification Appeals, to conform to new regulations issued by the Civil Service Commission and the OST.

INSURANCE PLANS CLARIFIED . . . Some confusion apparently exists as a result of the Nov. 10 INTERCOM item on the All Hazards Insurance Program. All Hazards Insurance is not the same as the Federal Employees' Government Life Insurance (FEGLI), the cost of which is shared by employees and the agency. FEGLI coverage, including the optional \$10,000 coverage, does not exclude flight crews. All Hazards Insurance is strictly accident coverage. It is paid for entirely by employees who wish such special coverage. All Hazards Insurance does exclude pilots and flight crew members as stated in the earlier article.

POLICY ISSUED ON STUDENTS WHO FAIL . . . An order outlining the agency's policy with regard to students who fail to pass courses at the Academy was issued recently. Order 3120.6B, Withdrawal Policy for FAA Academy ATC Trainees and Procedures for Disposition of Students Failing Courses, provides that each AT trainee will be kept informed of his progress and will receive specific guidance on how his performance might be improved. Any trainee who does not achieve a final grade of 70 in the academic or laboratory portion of the initial training courses will be failed. Those whose grades are between 60 and 69 will appear before a Trainee Performance Review Board which will determine whether extenuating circumstances, such as illness or a family emergency, justify retaking an examination or problem. If a retake is allowed and a score of 70 or better is achieved, the trainee will be allowed to rejoin his class. Employees who fail will be returned to their respective region. If a trainee was satisfactorily performing in another ATCS specialty prior to going to the Academy, he may be returned to a position in that specialty. Full details are spelled out in the above-mentioned order.

IMPACT OF NEW JETS STUDIED . . . The impact of the introduction of the new wide-bodied jets on such factors as passenger capacity, fares, service patterns, congestion and cargo rates is examined in a recently-released Civil Aeronautics Board report. The CAB report also explores the effect of the big jets, such as the Boeing 747, Lockheed 1011 and the McDonnell Douglas DC-10, on economic viability, financing, inclusive tours, cooperative arrangements, international operations and pooling of support equipment purchases. Copies of the report are available through the CAB's Publications Services Section in Washington.

MARIE CHACONAS . . . Marie Chaconas, secretary to Deputy Administrator David D. Thomas, died Nov. 25 at Doctors Hospital, Washington, D. C. Mrs. Chaconas had been with the CAA/FAA since 1942 and served as Thomas' secretary through his various posts in the agency since 1959. Interment took place in Lebanon, N. H. The family requested that contributions go to the American Cancer Society in lieu of flowers.

HQ-10 FUNCTIONS TRANSFERRED TO CIVIL RIGHTS . . . All functions pertaining to equal opportunity or civil rights that were formerly the responsibility of Headquarters Operations have been assigned to the Office of Civil Rights with the exception of action plan preparation and reports pertaining to action plans. These functions remain in Headquarters Operations and instructions pertaining to them will be issued by Headquarters Operations. Correspondence about equal employment opportunity enforcement and other civil rights matters, formerly addressed to HQ-10, should now go to CR-5.

WELCOME TO FAA! . . . Margaret F. Stallman, Program Staff, PN; Lawrence D. Miller, Accounting Operations Division, HQ; William B. Stroman, Data Processing Division, HQ; Lloyd D. Childs, Office Services Division, HQ; James McCloud, Office Services Division, HQ; John H. Corr, Flight Services Division, AT; Jim L. Hardwick, Engineering and Maintenance Division, CA; Miriam L. Pulley, Aircraft Programs Division, FS; Jeanne Martin, Procurement Operations Division, LG; Beauford A. Bancroft, Flight Services Division, AT; Catherine R. Lewis, Facilities Establishment Division, LG; Thelma B. Bagley, Accounting Programs Division, MS.

GRADUATE SCHOOL'S NEW SCHEDULE OUT . . . The 1970 spring semester schedule for the Graduate School, U. S. Department of Agriculture is now available. The Graduate School offers a continuing education program that provides a wide variety of courses for job improvement and personal growth. Courses are open to all adults. Tuition charges are \$18 for each semester credit hour. For additional details call DU 8-4419.

PROMOTING TELEPHONE COURTESY . . . "That Extra Step," a 30-minute film stressing the importance of serving the public better through proper use of the telephone is scheduled to be shown in the third floor auditorium on Dec. 2 and 3, continuously from 11:30 a.m. to 1 p.m.

HEALTHY HOLIDAY COOKERY . . . A demonstration of holiday cookery featuring foods with less saturated fat and cholesterol will be presented by the Washington Heart Association on Dec. 10 from 11 a.m. to 12:30 p.m. The demonstration will take place at the Washington Gas Light Co. auditorium, 11th & H Sts. N.W. Explained during the demonstration will be the six principles of reducing the risk of heart disease; the principles of fat-controlled cookery; and preparation of Holiday Heart Recipes, copies of which will be available. Admission is free, but seating is limited. Please phone for reservations: 296-4697.

FINAL FAA CFC FUND FIGURES . . . Although the agency's CFC quota was raised substantially this year, contributions again went over the top. In all, \$166,211.19 was collected or pledged. Participating were 3,426 area FAAers, approximately 96.6 per cent. The whole Washington area Federal campaign, led this year by DOT Secretary John A. Volpe, also went over the top. More than \$7.5 million was collected. This was more than \$100,000 above the quota.

DON'T FORGET . . . The FA Club Harvest Moon Ball will be held this Saturday, Dec. 6.

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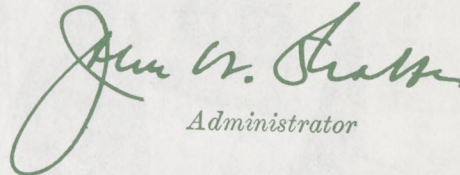
SEASONS GREETINGS

Dear Friends:

On this, my first Christmas with you, I extend to each FAA employee best wishes for a holiday season rich in happiness and abundant with good cheer. I also want to express my earnest appreciation for your dedicated service to the agency and to the needs of civil aviation this past year.

Now we face not only a new year, but a new decade and a new era in air transportation. In 1970 and the years following we shall be called upon to work together more effectively to serve the ever larger needs of aviation. I hope, therefore, that at Christmas time--the season that signifies new birth and a resurgence of spirit--you will be blessed with a newness of vision, a renewal of energies and a freshening of your abilities. I hope, also that this Christmas will be bright with new relationships and rekindled friendships, and that it will be joyous in every way for you and your families.

May you have a truly Merry Christmas, with good health and much happiness throughout the New Year.


Administrator

MONEY BILL PASSED BY SENATE . . . The Senate passed the Department of Transportation's fiscal 1970 appropriations measure by an 80-to-1 vote last week. Of the \$6.77 billion recommended for the Department, \$1,173,700,000 is earmarked for FAA. This is approximately \$34 million more for the agency than the House-passed figure. The bill will now be considered by a Senate-House conference to reconcile differences between the Senate and House versions.

NO EVIDENCE OF POOR AIRCRAFT MAINTENANCE . . . There is no evidence of maintenance deterioration in the air carrier industry, the agency stated last week in responding to press queries arising from charges of laxity in airline maintenance. The agency's initial statement called attention to FAA statistics showing a decreasing percentage of accidents related to maintenance deficiency: 31 per cent in 1966, 28 per cent in 1967, 12 per cent in 1968, and 12 per cent so far in 1969. Over this same period there has been a decreasing trend in the total number of air carrier accidents: 77 in 1966, 73 in 1967, 73 in 1968, and 57 through the third quarter of 1969. The statement pointed out that "FAA inspectors do not themselves inspect each airplane to determine airworthiness, but they do conduct 'spot checks' as part of their overall job. Their job is to assure that the air carriers are properly inspecting and maintaining their aircraft. The FAA does not attempt to conduct the airlines' business. To do so would require a work force of several thousand FAA inspectors. The U. S. air carrier fleet numbers about 2,600 aircraft maintained by some 45,000 airline personnel operating not only in the U. S. but in every major country in the world. The FAA maintenance inspector work force today includes some 200 inspectors engaged in inspection-type surveillance and 70 more assigned to the SWAP team. We consider their contribution to the air carrier safety picture to be outstanding."

STOL IN THE SEVENTIES . . . Development of the short takeoff and landing (STOL) concept and emergence of the short-haul, inter-city market are basic to air transportation progress, the Administrator told the Wings Club in New York City on the 66th anniversary of the Wright Brothers flight last Wednesday. A mature STOL system by the mid 1970s is possible, given the right planning, sufficient support and coordinated effort, Shaffer stated. He urged consideration of a major STOL facility along the New York waterfront and stressed that new STOL facilities must be convenient to the city centers and be assets to the communities they serve. In terms of air traffic control, STOL facilities should be independent of conventional takeoff and landing activity and have navigation systems compatible with low altitude flights near large structures. "We are on the threshold of what promises to be a dynamic decade in the expansion of flight," the Administrator stated.

MAINTENANCE SYMPOSIUM THE BIGGEST EVER . . . FAA's fifth annual Aviation Maintenance Symposium held recently in Oklahoma City drew 730 persons. Included in the audience were 62 international visitors representing 29 foreign countries. In 1965, the first year of the symposium, only 120 attended. Nineteen technical presentations were made during the five technical sessions, each moderated by a distinguished industry or government leader. Highlight of the three-day program was an address by Administrator Shaffer.

TWA ADOPTS ANTI-HIJACKING SYSTEM . . . The anti-hijacking system developed and tested by the agency is now being used by a second carrier, TWA. The system employed by Eastern Airlines for almost two months combines knowledge of certain behavioral traits common to hijackers, as developed by a special agency Task Force, together with a weapons screening device. TWA will display a newly-designed hijacking warning poster at boarding areas.

NEW GADO OPENS IN CALIFORNIA . . . A new General Aviation District Office serving San Francisco and the area extending southward to San Luis Obispo County opened in San Jose last week. The Oakland GADO will continue to serve the Oakland-Stockton area and northern coastal counties. The staff of the new San Jose GADO is headed by Hal W. Morrill, Supervising Inspector. Others include Ronald F. Bernstein and Charles F. Panos, Principal Operations Inspectors; Delmar Brown, Thomas H. Cook and Gerald J. Widmayer, Operations Inspectors; Ted Dollinger, Principal Maintenance Inspector; Dean F. Herring, Maintenance Inspector and June Ammerman and Linda Davis, Aviation Clerks.

CLASSIFICATION APPEAL? . . . Employees who feel their position is improperly classified may file appeals with FAA or the Civil Service Commission at any time. Appeals to the FAA must be directed to the Office of Personnel, PN-1, through the operating personnel office having authority to classify the position. Failure to route appeals in this way will create delays in the appeal process. Further information on classification appeals will be found in agency Handbook 3510.8, Position Classification, Chapter 4.

NEW EYES FOR THE NEEDY . . . The Prevention of Blindness Society needs old eyeglasses and sunglasses and hearing aids. The organization also needs precious metal scraps such as old watches, cufflinks or costume jewelry. Your contribution will help the needy with impaired sight across the nation. Send items to: New Eyes for the Needy, Inc., Short Hills, New Jersey 07078.

THOSE LETHAL CIGARETTES . . . Careless smoking causes more than 1,200 deaths and 200,000 fires annually. Your help in reducing this tragic toll is asked by the National Fire Protection Association. Observing the following rules will preserve your own life and prevent needless destruction: Don't smoke in bed. Be sure cigarettes and matches are out when you discard them. Don't smoke near accumulations of paper, clothing or other combustibles. Don't smoke in confined places such as attics or closets. Always use ashtrays.

TEN TO ONE! . . . Did you know that it costs ten times more to keep files in office space than it does in Federal records centers? Also, did you know if you average only one reference per drawer in a month, you have inactive files that should be in records center space? See your Records Officer about transferring inactive material. In most cases you can get one-day return service if you need files returned, and think of all those beautiful savings to you, the taxpayer, if you have sizable inactive files ready for transfer.

CHANGES TO APPEALS AND GRIEVANCES SYSTEM PROPOSED . . . The Civil Service Commission has asked Federal agencies and employee organizations to comment on proposed revisions to the Federal adverse actions, appeals and grievances system by Dec. 29, 1969. When all comments have been thoroughly analyzed, final regulations will be developed. Once final regulations have been approved, it is anticipated that agencies will be given at least six months to place them into effect.

MARY E. HERRELL . . . Funeral services were held last week for Mary E. Herrell who died on Dec. 14. Mrs. Herrell recently retired from her position as budget analyst for Flight Standards Service after 24 years Government service, most of which was with the FAA and its predecessor agencies. Those who contributed recently to her retirement gift should know that their contributions were sent to the American Cancer Society in her memory.

DIAL=A=PUBLICATION . . . If you need an FAA publication, handled by the Department's Distribution Operations Unit, TAD 484.3, just dial 28067 or 28068. Your order for up to five different publications will be taken automatically. Be sure to have the report number.

WHO WILL TAKE THE 'WRAP' . . . A series of thefts have been reported in and around the second floor cafeteria and snack bar. Several overcoats have been reported missing. A word to the wise is sufficient. Also you are reminded to be careful with wallets, purses and packages.

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John W. Shaffer
Administrator

THANKS...FROM THE PRESIDENT . . . The following letter, praising "Federal awards programs was recently sent to all Federal agencies by President Nixon:

"In the last fiscal year more employees than ever before received awards for their superior work and for their constructive suggestions to improve Government operations. A new record was set by the \$195 million in benefits from employee ideas that saved man-hours, conserved supplies and reduced costs.

"These outstanding results could not have been achieved without teamwork and extra effort by many people at many levels of our Federal organizations. I am delighted to send a hearty and very personal "Thank You!" to everyone in Government for their contributions to this record.

"In many areas of importance to our citizens, the Government must carry out new functions and achieve new or more demanding objectives. It is crucial that we search constantly for the most economical, the most efficient, and the most effective procedures to carry out these missions.

"I deeply appreciate your help in this effort. I am confident that we will continue to improve this record of achievement."

HEARINGS HELD ON AIRPORT CONTROL AREAS . . . Public hearings are currently being held in each of the 22 cities where tighter airport control area procedures have been proposed in an effort to reduce the midair collision potential at these locations. The proposed agency rule would place all aircraft operating in designated "terminal control areas" under positive ground control and require them to be transponder equipped. Secretary Volpe and Administrator Shaffer both emphasized that the hearings would deal only with the configuration of the proposed terminal control areas and not with the general concept of the proposed regulatory action. The Secretary said, "We believe a public hearing on the specific application of the proposals to individual locations would be beneficial to all concerned."

AIRPORT DIRECTOR HONORED . . . For his contribution in developing and promoting the cause of General Aviation, Robert P. Selfridge, Director of the Greater Rockford (Ill.) Airport, has received the agency's Award for Distinguished Service. Edward C. Marsh, Director of the Central Region, presented the award during ceremonies held at the Greater Rockford Airport on Dec. 16. In announcing the award Secretary Volpe noted Selfridge's "constructive suggestions, imagination, dedication and service to the aviation users, above and beyond the role of an Airport Director."

KEY ASSIGNMENTS ANNOUNCED . . . Jack E. Cayot, Flight Standards Service, has been named to the post of Chief, Supersonic Transport Staff, Washington, D. C. William R. Frehse, Office of Appraisal, has been selected for the position of Chief, Airway Facilities Division, Western Region.

HOLIDAY DRIVING--FOOD FOR THOUGHT . . . Up to the end of last year, there were 639,762 Americans killed in action in all the wars of our history. Since the first automobile turned onto Main Street, through 1968, 1,795,440 people have died in automobile accidents in the U. S. Also, five civilians within military age range are killed in domestic traffic accidents for each U. S. soldier lost in Vietnam. Hundreds will be killed over the New Year's weekend. One of these could be you. So, drive safely this New Year's holiday.

ESIS/FARE SELECTIONS . . . Charles F. Stacy, Chief, Flight Standards Training Branch, FAA Academy, Aeronautical Center; George W. Wagner, Chief, Flight Standards Branch, Chicago Area Office, Central Region; Allen B. Johnson, ATCS (Enroute), OIAA, Bangkok, Thailand; Paul C. Mitchell, ATCS (Enroute), OIAA, TAD, Taipei, Taiwan; and, Loren W. Fuhrman, ATCS (Enroute), OIAA, Saigon, Vietnam.

NEW DOT PROMOTION FORM ISSUED . . . A new form, DOT F 3300.4, will make it easier for employees to file a voluntary application for promotion consideration for DOT vacancies. Forms may be obtained from your supervisor or servicing personnel office and should be sent to the personnel office serving the organization where the vacancy exists. A listing of DOT personnel office addresses is printed on the form. For further information on voluntary applications, see agency handbook 3330.1A, Merit Promotion Program, paragraph 39.

WELCOME TO FAA! . . . Howard M. Valentine, Accounting Operations Division, HQ; Evelyn W. Woods, Facilities Establishment Division, LG; Clarence E. Hankerson, Data Systems Division, MS; Polly A. Young, Evaluation Staff, AT; George M. Maravas, Aircraft Programs Division, FS; Maureen V. Kimerlin, Flight Services Division, AT; Geraldine Crawford, Gladys Lloyd, Mary H. Michaels, Robert C. Grayson, Gerald A. Crumlin, and Russell E. Booth, all of the Engineering and Maintenance Division, CA; John W. Travers, Financial Management Division, CA; John J. Casey, Procurement Operations Division, LG; Julianna Kaplun, Facilities Establishment Division, LG; Elizabeth A. Breslin, ATC System Requirements Division, AT; Helen L. Reggett, Executive Staff, AT; Gloria J. Grantham, Technical Assistance Division, IA; Carolyn H. McQuaig, Aviation Plans Division, AV; Raymond Baran, ATC Operations and Procedures Division, AT; Heinz J. Hellebrand, Engineering and Manufacturing Division, FS; Walter P. Condon, Aeromedical Services Division, AM; William G. Dougherty, Facilities Establishment Division, LG; Albert C. Yarborough and Thomas E. Vines Jr., both of Office Services Division, HQ; Jean D. Guinn, Operations Division, FS; Myles B. Mitchell, Office of the Director, SS; Bernard F. Reiland, Aeromedical Standards Division, AM; Robert E. Hodge, Programs Division, SM; Arthur W. Spengler, Personnel Operations Division, HQ; Beverly A. Gilbert, Executive Staff, IA; and James F. Bell Jr., Flight Services Division, AT.