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FAA's Role in Asia-Pacific

A new day is dawning over the Pacific that promises new opportunities for America and presents new challenges to FAA.

At last, all of the discussions about an American response to the technological and competitive challenge from the Asia-Pacific area are being translated into action. Leading the American response is our aerospace industry, sometimes called the "last bastion" of American industrial preeminence. It is still the global leader in its field, producing the largest positive trade balance of any major American industry.

This, in turn, means a larger role for FAA in the Asia-Pacific area. In general terms, that market stretches from Japan and China southwest to India and Pakistan and then down to Australia and New Zealand. Containing half of the world's population, it is the most dynamic region on earth in terms of economic growth.

FAA already is planning to increase the number of its representatives in the Far East from three to four and perhaps to five. The agency also is considering the establishment of an even larger presence in this part of the globe that would serve to underscore FAA's long-term commitment to Asia-Pacific.

Visiting Shenzen in the Peoples Republic of China in 1985 for an airport study were (from the left) Jim Murray, Great Lakes airspace and procedures specialist; Sam Austin, Southern Region urban planning/airport specialist; and Harry Smetana, airport planner, headquarters Office of Airport Planning and Programming.

Meeting the new economic challenge from the Far East will require adjustments on the part of both our aerospace industry and the FAA. Our companies no longer are competing with foreign companies in classic marketplace showdowns. They are competing with state-supported or state-owned companies and backed by their national banks ready to make offers nobody would want to refuse.

By Albert W. Blackburn and Phillip M. Swatek

Mr. Blackburn is the FAA Associate Administrator for Policy and International Aviation.

Recently retired, Mr. Swatek served as FAA regional director of the Southern and Pacific regions and director of the Europe, Africa and Middle East Office.

This, of course, is not the "American way" of doing business. Our basically free-enterprise system has served us too well, and we are not about to throw the baby out with the bathwater.

Still, given the new market realities, we must remain flexible in our thinking and consider the calls for new and more positive relationships between industry and government. Obviously, this involves FAA directly, since the agency's fundamental and primary responsibility is regulatory. But if regulation of the aviation industry has to mean the two are locked into adversarial

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The Shortest Distance to Consistent Policy

FAA's proposed reorganization of top management, which is hoped will be approved and implemented this fall, includes the creation of an "Executive Committee" consisting of the Administrator, Deputy Administrator and four new Executive Directors.

The committee establishes policies and broad technological, operational and managerial concepts to carry out agency programs with greater policy consistency and increased authority over field operations.

"It's my firm belief," Administrator Allan McArtor said, "that the way you get consistent interpretation of policy at the local level is to have good policy, good manuals and good training—then you'll get good decisions; you'll get consistency.

"There are some organizational structures that can provide consistency more readily than others," he added. "Straightlining is one way—placing authority in the headquarters or with the Associates."

The executive directors, whom McArtor termed the equivalent of corporate group vice presidents, report directly to him. This reduces the number of managers who are under the Administrator's direct supervision by more than half.

Robert Whittington, former director of the New England Region and before that Assistant to the Administrator for

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Asia-Pacific

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Elaine Carter, Western-Pacific Region international aviation specialist, attends a luncheon in Tokyo hosted by officials of the Japan Civil Aviation Bureau, most of whom had received FAA training in the United States.

roles, then a more positive relationship is impossible.

It doesn't have to be that way. FAA always has done more than regulate, offering training, technical assistance, guidance and leadership. The combination of being a firm, fair and knowledgeable regulator, as well as a teacher, trainer and friend, has given FAA an international reputation absolutely without parallel. It is an invaluable asset.

The question now is how best to use such a singular asset in the new competitive environment.

Aviation is pivotal to the continued development of this part of the world. China's focus on aviation relates not only to industrialization but also to internal transportation—one of China's ancient problems. India's interest is much the same. Nepal's interest, on the other hand, relates more to tourism. The reasons vary, but it ends up that aviation is critical to all of them.

Statistics underscore this fact. International Civil Aviation Organization (ICAO) records have shown that the growth rate for passengers and air freight in Asia-Pacific has been twice that of any other region since 1974. By the early 1990s, more than one third of all international air traffic in the world will be in the Asia-Pacific region, far more than in Europe. U.S. carriers will continue to be doing about half the business, despite the increasing numbers and excellence of Asia-Pacific carriers.

These numbers are just part of the story. Although it is no longer the straight-forward business it used to be, manufacturing is equally important, though without the same urgency as air service. "Internationalization" now is the worldwide hallmark of the manufacturing industry.

With the exception of those of the Soviet Union, few modern airliners are made in one country anymore. The parts come from many countries and are then assembled in one of them. The McDonnell Douglas MD-82, for example, is assembled in Shanghai, China, mostly from kits shipped from California, under the strictest kind of surveillance to make certain the aircraft and the process for its construction meet the Federal Aviation Regulations (FARs).

Internationalism is not without complications and controversy, but it is an irreversible fact of life. Moreover, the number of players continues to increase as less-developed nations often insist on building part of the airplanes they buy to help "offset" the purchase price and help develop their own industries.

For decades following World War II, this wasn't a problem for American manufacturers. They came close to having a monopoly on the world scene. Now they have to compete, often at a disadvantage, with state-subsidized manufacturers who can also provide marvelous financing options.

If "offset" is involved, and that means the customer is going to make part of the airplane, the American manufacturer has to figure out how to do this in conformance with the FARs and how to do it efficiently and to the satisfaction of the foreign partner/customer.

New Pacific Office Opened

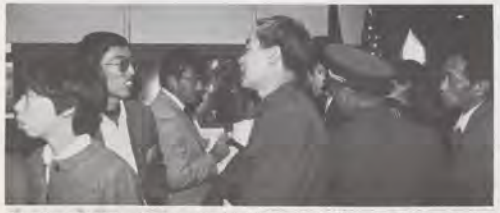
The FAA has opened a new office in Canberra, Australia, to augment its presence in the region. The FAA representative is Freddie R. Laird, whose responsibilities for the entire panoply of aviation concerns includes not only Australia but also New Zealand, Papua, Fiji, Solomon and Marshall islands, Palau and the Federated States of Micronesia.

Laird recently served at the Aeronautical Center as manager of the Program Staff, Aviation Standards National Field Office. Previously, he served as the principal adviser to the Associate Administrator for Aviation Standards on critical aviation safety regulations, as a principal aviation safety inspector in Nashville, Tenn., and as an air traffic controller in Shreveport, La.

Gareth C.C. Chang, president of McDonnell Douglas China, Inc., predicts there will be "a dozen" factories involving U.S. manufacturers in China alone within 10 years.

As U.S. manufacturers proceed in a starkly different environment but still in conformance with the FARs, having knowledgeable FAA people in the same half of the world, if not in China itself, will clearly be of great value. Just as important, the FARs—the American system—will become more deeply embedded in Chinese aeronautics.

So this is a complex, growing problem for FAA. The responsibility for manufacturing oversight in China alone will be difficult. Yet it is just one of a half dozen Asia-Pacific countries involved in the "internationalization" phenomenon. Add to that the growing Asia-Pacific operational environment in which U.S. carriers have a dominant role, and it is obvious that FAA has a prodigious job ahead in meeting a range of regulatory responsibilities.



Barry Brayer (center), acting manager of the Western-Pacific Planning and International Aviation Staff, mixes with visitors at the FAA exhibit at a 1987 aviation exhibition and show in Beijing, Peoples Republic of China.

Attending the 1986 ICAO-sponsored 22nd Directors General of Civil Aviation international conference in Chiang Mai, Thailand, were (from the left) Western-Pacific Region Director H.C. McClure; L.B. Shah, Director General of Civil Aviation for Nepal; John Hancock, Deputy Director of the Office of International Aviation; and author Blackburn.

Regulatory work will always come first, but preserving American preeminence and leadership in international aviation is of inestimable economic and psychological value.

This means the agency must meet a growing regulatory demand, while at the same time providing the leadership it always has and offering traditional training and technical assistance. There is now a new urgency to assuring that aeronautical leadership in the region remains American as Asia-Pacific nations rapidly emerge, industrialize and plot their futures. It is in this area where FAA can be of great assistance to American industry.

Industry representatives don't want FAA to help sell their products and services, but they see great value in establishing a link between the venerated American aviation system and their American products. They want to see the American system adopted throughout Asia-Pacific, starting with the FARs and including authorized support services. It's the reason industry vigorously supports a much stronger FAA presence in Asia-Pacific.

At present, FAA has three representatives in Asia-Pacific—in Tokyo, Canberra, Australia, and Singapore. We expect to have another in Beijing, China, once housing becomes available. We would like to add a fifth in New Delhi, India, in the near future.

Still, how effective these FAA representatives can be so far from home without technical or administrative support is highly questionable. That's why we believe we also need an Asia-Pacific office located in Asia to provide leadership and support, as well as to demonstrate the agency's long-term commitment to Asia-Pacific. Hong Kong would be the ideal location for this office, but Bangkok, Thailand, or Singapore would be good alternates.

The staff of the Asia-Pacific Regional Office would not have to be large to function effectively. Our recommendation calls for four technical staff members representing airworthiness (certification and manufacturing), aviation security, air traffic (operations and automation) and flight standards (operations and maintenance). However, much of the regulatory workload would continue to be done by itinerant inspectors from the United States, as it is now.

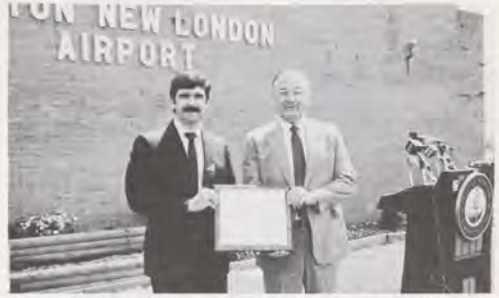
In addition to its technical and support functions, the office would have a liaison, communications and coordinating role, providing the necessary interface between the stateside FAA and foreign aviation authorities.

The office director and staff also would pursue every opportunity to assist national aviation authorities in the region to improve their own systems, starting with effective, practical regulations based on the FARs. Resources for this strategically important technical assistance would have to come from the United States through the appropriate agency channels and processes.

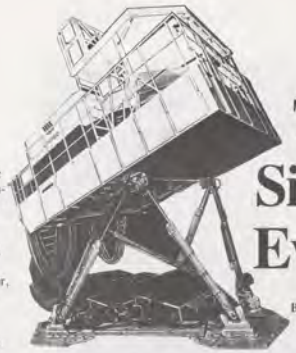
Many people, mindful of the Japanese example, have expressed concern about the increasing role in the international marketplace of Asia-Pacific countries like China and India with their tremendous populations and potential. They see it as a threat rather than an opportunity.

Americans should not be fearful of this new phenomenon, which is coming nonetheless. Rather we must be alert and ready to seize the opportunities to become strong partners in this new age. Aviation is perhaps the best avenue for the United States to achieve this objective; our industry and FAA, together, the best vehicle. ■

Outstanding Save Recognized



Gerry Tremblay (left) receives the Outstanding Flight Assist of the Year Award for 1987 from Keith Potts, at the time Associate Administrator for Air Traffic. A controller at the Groton-New London, Conn., Airport tower, Tremblay talked a non-pilot woman down to a safe landing after her pilot husband suffered a fatal heart attack. Photo by Mike Ciccarelli



Tracking Simulator Evaluations

By Deanna Mirsky

This week, Chuck Shults of the Flight Standards National Simulator Evaluation Team might be traveling from his home in Minneapolis to Costa Mesa, Calif., to evaluate a B-727-100 flight simulator. Next week, he might be flying to Atlanta to look over a B-767 simulator, then to Salt Lake City or to Derby in England to evaluate, say, a B-737 simulator.

As team member Charles Weidman says with a shrug, "It really doesn't matter where you live or where you're based; you're never there anyway."

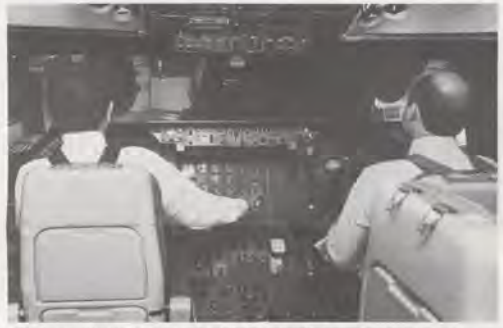
Their job of confirming that flight simulators meet exacting standards of fidelity to the aircraft and environments represented require a mixture of test pilot skills and engineering knowledge, willingness to keep up with rapidly evolving computer-based technology and a tolerance for tiring work schedules that are constantly being revised.

But there is help for managing all those variables.

On Program Assistant Ruth Bebo's desk at the National Simulator Program (NSP) headquarters in Atlanta, a new computer program, the Simulator Inventory and Evaluation Schedule Subsystem (SIESS), is helping to rationalize both the group's hectic existence and the recordkeeping necessary to keep the FAA on top of the simulators' histories, performance characteristics and records.

A component of the Aviation Standards' Aviation Safety Analysis System (ASAS), SIESS maintains an inventory of simulator characteristics and locations and a history of upgrades and ownership changes. It also provides checklists of the many tests that must be performed to evaluate each flight simulator and advanced training device and the results of those tests. SIESS is also a highly useful tool for efficient and error-free scheduling of the National Simulator Evaluation Team's far-flung operations.

The NSP's mission is to make sure that every simulator adheres to the degree of fidelity needed for its use in aircrew training and checking programs. The team qualifies only the simulators themselves; principal operations inspectors (for air carriers) or the servicing Flight Standards District Offices (for simulator training centers) must approve training and checking programs using these simulators.



Although the cockpit looks like that of a Lockheed L-1011, the question for Atlanta, Ga., NSP air carrier specialist Les Frank (right), as he conducts a flight assessment of a Delta Air Lines simulator, is: Does it handle like an L-1011?

Before a new or upgraded simulator can be FAA-qualified, a test guide is submitted for approval by the National Simulator Program staff. The Approved Test Guide becomes the simulator's "bible" against which it will be judged every four to six months thereafter for the tolerances, or allowable deviations from "real" aircraft data, for each test.

There are hundreds of possible tests. Some are "objective" data plotted against actual flight test data from the aircraft. Others are functional or "subjective" tests, performed by the simulator evaluation specialists (all qualified aviation safety inspectors) as they fly the simulator.

How SIESS Works

The SIESS program can readily create a checklist for a new simulator and modify it as needed. The simulator specialists fly the simulator and record the results on the checklists, evaluate data from operator-run tests, and run additional data tests (including reruns of some performed by the operator).

Data outside the Approved Test Guide tolerances, inoperative controls, gauges or equipment of any kind or any components of the simulated cockpit or environment that just don't feel or react on performance like the real thing, are noted as discrepancies.

Some discrepancies are "critical" and can cause suspension of the simulator's use to check a certain maneuver. Minor discrepancies will be noted for followup, perhaps with suggestions for interim measures.

Not the least of the features of SIESS is its scheduling capabilities. As the NSP has grown, the scheduling process has become more and more complicated.

Work on calendars begins months ahead of time. Some simulators must be reevaluated every four months; others, every six. Discrepancies must be scheduled for followup. New and upgraded simulators, as well as substantial software changes, must be appraised.

Specialists have to be qualified as Flight Standards aviation safety inspectors, and each specialist has a different assortment of ratings.

Training for new aircraft, meetings, annual leave, military leave, paperwork, telecons and travel time complicate scheduling from the FAA side; business considerations, from the operator side. When a mutually agreeable date is finally worked out, operators often find they need to reschedule, and the process starts over again.

As soon as a simulator's evaluation results are entered, SIESS automatically begins the scheduling process for its next evaluation, setting suitable mid-week dates and supplying lists of qualified and available specialists for the scheduler to use to fill them. Tables in the database list specialists and their pilot ratings and time commitments, as well as the simulators, their makes and models and how frequently they are to be reevaluated. SIESS can produce schedules for individual evaluators or for all the simulators of a given operator.

Eventually, test results recorded in SIESS will be downloaded and subjected to trend analysis. Evaluation of discrepancies over time, for instance, could help the program to refine the frequency with which certain tests and evaluations are performed.

How Flight Simulation Developed

Attempts to build simulators to save lives and expensive aircraft began almost as soon as the Wright Brothers cleared the dunes at Kitty Hawk, but the technology did not exist to reproduce flight characteristics with any degree of fidelity, even though by 1920 the mechanics and mathematics of flight were reasonably well understood.

A senior information analyst for Dynatrend, Inc., a contractor at the Transportation Systems Center, Cambridge, Mass., Ms. Mirsky is writer-editor for ASAS News, *which covers the National Simulator Program and related programs.*

In Delta's computer room, Les Frank (right) compares the simulation data to real L-1011 flight data with Jerry Whitehurst from Delta Air Lines' simulation office.

For a long time, aircraft dynamics were approximated unscientifically. At one point, beer-barrel mounts were used to simulate roll effects. Until the end of World War II, variations on the pneumatic systems used in church organs were used to approximate the effects of ailerons, elevators and rudders, and theater set designers were sometimes employed to paint simulator environments.

By 1948, a full Boeing 377 Stratocruiser analog computer-based simulator was installed by Curtiss-Wright for Pan American Airways. It could fly complete routes using navigational aids but lacked motion and visual systems.

Paradoxically, as more flight test data was plugged in and more hardware was added, errors caused by proliferating circuitry sometimes made analog simulators less reliable than their predecessors.

In the 1960s, digital computers replaced analog ones.

With the explosive advances of the seventies in microelectronics and computer graphics technology, it finally became possible to create truly realistic visual, audio and motion systems for simulators. By 1973, training and credit for all maneuvers not involving ground effects or ground-handling qualities were allowed for visual simulator-based programs.

By 1980, when the FAA began its Advanced Simulator Program, there were around 90 airplane simulators in the United States. By allowing increased training and credit for programs based on the most advanced simulators, the FAA aimed to encourage expanded use of simulators and the upgrading of older ones. That hope has been realized.

The Future Is Now

More than 235 simulators are now in operation. Since the inception of the Advanced Simulator Program, there has not been a fatal training accident among large air carriers, according to NSP manager Ed Boothe. Large airlines run their own around-the-clock simulator training programs, and simulator training centers now offer programs for operators of commuter airlines and executive jets as well as large aircraft.

"As computer costs decrease," Boothe notes, "full simulation for small aircraft will become increasingly common, and full simulation of helicopter flight, which has been held back by technical difficulties in representing low-altitude and hovering operations, will soon be feasible."

Oddly, as more aircraft systems become completely computerized, simulating these becomes easier—so much so that wags say there are airplanes that will fly exactly like a simulator.

Increasing numbers of simulators are of the highly sophisticated "Phase III" type. In these, the visual systems can convincingly reproduce daylight scenes such as landings over water, rising terrain and heavy rain near a thunderstorm in proximity of a recognizable airport. Phase III motion and audio systems mimic the fine details of storm-caused flight-deck motion, engine noise, extending landing gear, brakes squealing or even failing on wet pavement. Here, the goal of "zero airplane training," in which a pilot can be completely trained and tested without ever leaving the ground, is attainable.

It goes without saying that all special effects must provide correct feedback to the pilot's actions. Team member Larry Green remembers one evaluation where two pilots made one incredible "grease job" landing after another, shaking hands and slapping each other on the back. But verification against the data turned up a defect in the software; it was impossible to make a bad landing in that simulator.

The microcomputer on Ruth Bebo's Atlanta desk is a very modest token of automation, compared to the big-ticket computers that drive the flight simulators. But it is making a striking contribution to the efficiency of the National Simulator Program with which FAA is ensuring the fidelity and reliability of those simulators. ■

A major assist for keeping the NSP on track is the Simulator Inventory and Evaluation Schedule Subsystem (SIESS)—a program that permits Atlanta support specialist Ruth Bebo to get the right person to the right evaluation at the right time.

National Simulator Program manager Ed Boothe flies a desk with paperwork like any other manager, but he's equally at home in a cockpit or at a drawing board.

Race Winner

Sharon Lee Poe, former secretary in the Flight Programs Division, Aviation Standards National Field Office in Oklahoma City, received an engraved medallion for taking first place in the six-mile run on the women's team in the Hyde Park Relays. She's in London with her husband, Pat, who is FAA representative in the embassy, responsible for international civil aviation programs in the United Kingdom, Greenland, Iceland, Ireland, the Netherlands and all of Scandinavia.

A Quintet of Paragons

Air Traffic Facilities of the Year

Remarkably improved efficiency and community involvement marked the operations of the five air traffic facilities selected as Facilities of the Year for 1987.

The winners in four categories included a tie in the nonradar terminal category—Craig Airport Tower in Jacksonville, Fla., and Sky Harbor Airport Tower in Phoenix, Ariz. The others were the Cleveland Hopkins Airport Tower in Ohio in the radar terminal category, the Oakland ARTCC in Fremont, Calif., in the enroute facility category and the Montgomery County Automated Flight Service Station in Conroe, Texas, in the flight service station category.

Handling the preflight position are ATC specialists Tom Gagnon and Lynda Hobbs.

At work are ATC specialist Norris Robinson (left) and training specialist Glenn Herrington, who is in the flight data position.

Montgomery County, Texas, AFSS

Despite the fact that the Palacios and Galveston, Texas, FSSs were consolidated into the Montgomery County AFSS last year and that several enroute advisory service (EFAS) outlets were incorporated into the Conroe facility, giving it the responsibility for the entire Houston, Texas, airspace, the AFSS reduced its use of overtime by 32 percent and garnered outstanding ratings from regional evaluation personnel for 86 percent of its pilot weather briefings. The AFSS is also the lead facility for the Advanced 800 telephone system for which it provides technical and operational support to four regions.

The facility's internal and external communications were rated excellent. They include an internal monthly newsletter, daily crew briefings, periodic all-hands meetings and a quarterly newsletter for pilots and other system users. Facility personnel participated in 13 pilot meetings in 1987.

Proud of their accomplishment are (l-r) Lydia May, secretary; Steve Serpico, plans and programs specialist; Gina Franks, administrative support clerk; Bob Lee, manager; and Ray Dornak, assistant manager for training.

On-the-job training instructor Dale Goodwin (right) checks the skills of developmental Keith Weaver at preflight.

Craig Airport ATCT

Keeping traffic moving at Craig Tower are (from the left) controllers Charlie Boice, Jerry Groendyke and Carolyn Ivory, as manager Al Ensel (rear) looks on.

Craig Tower, too, had a perfect record of no operational errors, while it surpassed all other Level I towers in the Southern Region in airport operations, registering a 7.6 percent increase over the previous year.

This accomplishment, along with a 55 percent reduction in overtime usage, occurred despite understaffing in full-performance-level controllers and short experience in those they had. Employees were described as enthusiastic in working on a variety of projects, both internal and with pilot groups.

Manager Ensell receives assistance in the tower's training program from Don Sorrell (right), Jacksonville flight service station quality assurance training specialist.

To assure maintenance of skills and quality of service, manager Al Ensell (right) emphasizes periodic ATC tape reviews to controllers Kevin Stoy and Carolyn Ivory.

Phoenix Sky Harbor ATCT

Sky Harbor Tower, ranked among the top 10 busiest in the U.S., also had no operational errors or deviations in 1987, although it experienced a 10.5 percent growth in total operations on just two parallel runways, limited taxiways and no holding areas.

The achievement was brought about, according to tower management, by "superior group efficiency, participative management and a can-do spirit.

Prudent scheduling was credited with significantly reducing overtime usage. High morale was evidenced by all employees "enthusiastically" participating in external programs, which included working to reduce noise complaints, running pilot-controller programs and making presentations to local schools and service organizations.

Sky Harbor area supervisor Robert Burns presented a surprised secretary, Norma Lavinder, with a Letter of Commendation.

Sky Harbor controller Ron Wagner (left) pauses in his on-the-job training of developmental ATCS Bill McKnight.

A contributor to efficiency at the award winning tower is secretary Betty Jeresko.

Cleveland Hopkins controller Hank Hinojosa handles a flight.

Part of a team briefing at Phoenix's Sky Harbor Airport tower are (from the left) controllers Steve Shack, Bill Grava, Phil Huff and Lloyd Taylor.

On duty in the Cleveland Hopkins cab are Dave Lephew, area supervisor, and Gary Blaha, assistant manager for operations.

Plans and programs specialist James Bermant (left) and air traffic assistant Bob Lee prepare certified air traffic recordings.

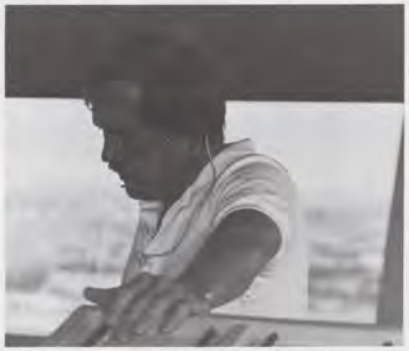
One can tell from the corsage and dress that ATCS Pati Anderson, one of six women controllers in the tower, is celebrating the tower's win. Behind her is Steve Mitchell.

Cleveland Hopkins ATCT

Cleveland Hopkins Tower had an error-free year, even though major airport construction often left it with only one operational runway and total operations increased significantly.

Here, too, overtime costs were pared by 58 percent by "a motivated, educated [staff] and team approach to accomplishing the task." Employee participation was seen as a factor both internally and externally. High morale was evidenced by volunteerism and teamwork in obtaining community and user involvement and in producing successful educational programs.

John Walker holds the position of quality assurance training specialist.



Resting on his flight data racks is air traffic assistant Harry Zilke.

Oakland ARTCC

In addition to handling its enroute services, the Oakland Center assists the Bay TRACON with approach control for San Francisco International Airport. With an authorization to use three-mile separation, Oakland helped in reducing delays there by 32 percent, as well as revamped the enroute spacing program into Los Angeles. Still, Oakland was able to reduce its operational errors by 59 percent, thanks to the willing involvement of control personnel.

The center's human relations commitment was noted as having helped produce high morale among employees via management by participation, affirmative action and its awards program.

Oakland ARTCC controllers from Area A include (from the left) supervisor Frank M. Lopez, Richard W. Herbst, Richard S. Perlmutter, Jacqueline V. Sanchez and muggers for the camera Ronald G. Aquilina, Kurt M. Rammelsberg and Ronald D. Bain.

Pleased at their Facility of the Year award are personnel of Area D (from the left): supervisor James S. Messer and controllers Priscilla L. Aubuchon, Matthew L. Seymour and Wendy A. McDade.

Having a tête à tête about flow control are ATCS David M. Maes (left), traffic management coordinator; and Ken J. Parker, supervisor of Center Weather Service Unit.

Monitoring the health of equipment at the maintenance monitoring system are systems engineer Serafin N. Arrivas (left) and assistant systems engineer Gale Coffey (rear). At right is flight data communications specialist Beleno Damian from Area F.

Learning the ropes in the ARTCC's dynamic simulation lab (Dysim) are developmental controllers (from the left) Cynthia S. Steele, Richard Savage, Janet L. Pritchard, Roy K. Benotti and Jeffery Hodsdon.

Survey Success Is in Your Hands

You hear it again and again—that nothing ever happens as a result of the Job Satisfaction Survey. Like in most sweeping statements, the broom is overbroad. In truth, previous survey feedback has produced positive results, and we're going to tell you about some of them here.

Keep these success stories in mind as the summer winds down and you receive the 1988 Employee Survey Feedback Action Program questionnaire next month. This brief survey is worth your time to fill out.

One common theme in these anecdotes is that success depended on employees' willingness to make an effort for change, which begins with talking and working together to identify and crystallize needed corrective actions. Everyone has to be willing to play, make the effort and be patient for the process to produce results.

This was evident in a Southern Region Airway Facilities sector field office in which there were differences between employees and managers on what needed to be done.

After discussions on meeting separately to discuss the survey outcome, the two sides agreed to meet together. Although the meetings began unproductively, individuals began to talk candidly for the first time about a variety of problems. One of the first dealt with was the need for quiet areas where different specialty groups could complete paperwork. Partitions and other amenities were built by the employees at almost no cost.

Survey feedback at the Kansas City ARTCC revealed that employees felt they had no credible avenue for voicing their concerns, complaints or ideas. A "hot line" telephone to management was set up, with the facility manager responding to the calls quickly, often by the next day. The idea was turned into two-way communications with the establishment of a message telephone line on which the manager records news, announcements or other information. The message is changed weekly.

The Greensboro, N.C., Tower conducts its own quarterly employee survey, which focuses on immediate supervision and local management problems. The scored results are tabulated by teams of employees and posted so all can see the progress. Managers and supervisors have been competing on these "scores," which has fostered a more open environment, with management listening more to what employees are saying.

Washington headquarters has also seen changes. Management agreed to let employees in the Acquisition and Materiel Service develop their own personnel transfer criteria based on an objective scoring system rather than seniority. Aviation Standards workers developed long-needed standard operating procedures as a result of survey feedback.

These few examples are designed merely to stimulate. When the current survey feedback is provided this fall, make it your turn to turn it into action. ■

Reorganization

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Legislative Affairs, is now the Executive Director for Policy, Plans and Human Resource Management. Regional administrators, formerly region directors, will report to him, and he is responsible for budget, administrative support and human resources.

The former director of the Northwest Mountain and Great Lakes regions, Wayne Barlow, has become the Executive Director for System Operation, overseeing Air Traffic, Airway Facilities and flight inspection of navaids.

C.R. "Tex" Melugin, Jr., has taken the post of Executive Director for Regulatory Standards and Compliance, guiding the agency's rulemaking and enforcement. He has served as manager of Washington National Airport, deputy director of Flight Standards, director of the Central Region and, most recently, director of the Southwest Region.

Joseph Del Balzo, director of the Eastern Region and, before that, of the Technical Center, has become the Executive Director for System Development, which covers the National Airspace System Plan, R&D, and System Design and Advanced Concepts.

Other changes include:

Edwin Harris is now the Associate Administrator for Airway Facilities, following the abolishment of the post of Associate Administrator for Development and Logistics.

Wayne Barlow

Joseph Del Balzo

C.R. "Tex" Melugin, Jr.

Robert Whittington

Monte Belger, deputy director of the Great Lakes Region, has become the Associate Administrator for Aviation Standards, with Anthony Broderick moving over to the new post of Associate Administrator for Regulation and Certification.

Former director of the defunct Systems Engineering Service John Turner is the new Associate Administrator for Advanced Design and Management Control.

Arnold Aquilano, former director of the Systems Maintenance Service, is the new Associate Administrator for NAS Development.

Keith Potts has left the Associate Administrator for Air Traffic post for Associate Administrator for Aviation Safety, being replaced by William Pollard, former Great Lakes Region director.

Moving from New England Region deputy director to Great Lakes regional administrator would be Tim Forte'.

Jerold Chavkin becomes the new regional administrator of the Western-Pacific Region, moving from deputy director of the Central Region.

At this writing, all reassignments are pending the approval of the Deputy Secretary of Transportation. ■

Keith Potts

William Pollard

Anthony Broderick

John Turner

Edwin Harris

Monte Belger

Arnold Aquilano

Jerold Chavkin

Tim Forte'

People

The information in this feature is extracted from the Personnel Management Information System (PMIS) computer. Space permitting, all actions of a change of position and/or facility at the first supervisory level and to branch manager in offices are published. Other changes usually cannot be accommodated because there are thousands each month.

Aeronautical Center

■ **Gene B. Basden,** supervisor, Procedures Section, Oklahoma City Flight Inspection Field Office, Flight Programs Division, A ation Standards National Field Office (ASNFO), promotion made permanent.

■ **George H. Faulk, Jr.,** unit supervisor, General Operations & Airspace Systems Section, Aviation Standards Branch, FAA Academy, from the Oklahoma City FSDO.

■ **Judith L. Gaynor,** unit supervisor, Inventory Control & Transportation Section, Storage and Transportation Branch, FAA Depot, promotion made permanent.

■ **Guy W. Hudson,** supervisor, Receipt and Packing Section, Storage and Transportation Branch, FAA Depot.

■ **Ronald C. Johnson,** supervisor, Technical Support Section, Airmen Certification Branch, Airmen and Aircraft Registry.

■ **Eugene E. Langdon,** supervisor, Aircraft & Avionics Maintenance Section, Atlantic City, N.J., Aircraft Services Branch, Aircraft Maint. & Engineering Div., ASNFO.

■ **James D. Lenning,** unit supervisor, Receipt and Packing Section, FAA Depot, promotion made permanent.

■ **Kenneth D. McCall,** unit supervisor, Technical Operations Section, Airway Facilities Branch, FAA Academy, promotion made permanent.

■ **Theo C. McCool,** supervisor, Engineering Section, Engineering Branch, Facility Support Div., promotion made permanent.

■ **Norval G. Simpson,** supervisor, Inspection Section, Engineering Branch, Facility Support Div., promotion made permanent.

■ **Barbara J. Walker,** unit supervisor, NAS Exchange and Repair Section, Supply Management Branch, FAA Depot, promotion made permanent.

■ **Betty J. Wilborn,** unit supervisor, Operations Info. Center, Fleet Support Branch, Aircraft Maintenance & Engineering Division, ASNFO, promotion made permanent.

Alaskan Region

■ **Timothy E. Lorenz,** manager, Anchorage Flight Standards District Office, promotion made permanent.

■ **Thomas J. Pulowitch,** supervisor, Operations Section, Maintenance Branch, Airway Facilities Div., from Headquarters.

Central Region

■ **James L. Butler, Jr.,** manager, Air Security Branch, Civil Aviation Security Div.

■ **Michael J. Faltermeier,** manager, Planning and Programming Branch, Airports Div.

■ **Craig L. Foster,** area supervisor, Fort Dodge, Iowa, Automated Flight Service Station (AFSS).

■ **John J. Jerashen,** area supervisor, Kansas City ARTCC.

■ **James S. Jones, Jr.,** manager, Columbia, Mo., AFSS, from the Cincinnati, Ohio, FSS.

■ **Michael E. Kinsella,** area supervisor, Lambert Field Tower, St. Louis, Mo., from the Spirit of St. Louis Tower.

■ **James E. Owens,** assistant manager, Kansas City (Mo.) Intl. Airport Tower.

■ **Michael A. Terry,** area supervisor, Fort Dodge AFSS, from the Columbia, Mo., AFSS.

Eastern Region

■ **Paulette Barnes,** assistant manager, Leesburg, Va., Automated Flight Service Station (AFSS), from Headquarters.

■ **Clifton T. Brooks, Jr.,** area supervisor, Williamsport, Pa., AFSS, promotion made permanent.

■ **James K. Buckles,** assistant manager, New York ARTCC, from Headquarters.

■ **Douglas P. Burton, Jr.,** area supervisor, Millville, N.J., AFSS, promotion made permanent.

■ **Barry Davison,** unit supervisor, Islip, N.Y., Airway Facilities Sector Field Office (AFSFO), New York ARTCC AF Sector, promotion made permanent.

■ **Thomas E. Griffith,** manager, Huntington, W.Va., Tower, from the Charleston, W.Va., Tower.

■ **Richard J. Haldeman,** manager, Poughkeepsie, N.Y., FSS, from the Bridgeport, Conn., AFSS.

■ **John J. Hay,** manager, Safety Analysis & Management Branch, Flight Standards Div.

■ **Roy M. Johnsen,** principal maintenance inspector, Albany, N.Y., General Aviation District Office.

■ **Thomas Lafen,** manager, Binghamton, N.Y., Tower, from the Ithaca, N.Y., Tower.

■ **William Neuendorf,** area supervisor, LaGuardia Airport Tower, Queens, N.Y., from the New York TRACON.

■ **Lawrence A. Ostrowski,** manager, New York Civil Aviation Security Field Office, promotion made permanent.

■ **Ellis L. Powell,** unit supervisor, Buffalo, N.Y., AFSFO, Empire AF Sector, promotion made permanent.

■ **Kenneth P. Riley,** manager, Human Resources Planning & Recruitment Branch, Human Resources Division.

■ **John B. Shaffrey,** area supervisor, Baltimore (Md.)-Washington International Airport Tower, promotion made permanent.

■ **Gerald Shipman,** manager, Human Resources Management Branch, Human Resources Div.

Great Lakes Region

■ **Marlin O. Amdahl,** watch supervisor, Minneapolis, promotion made permanent.

■ **James L. Collis,** watch supervisor, Michigan AF Sector, Belleville, Mich., from the FAA Academy.

■ **James M. Daugherty,** area supervisor, Terre Haute, Ind., Tower, from the Indianapolis, Ind., Tower.

■ **Robert B. Devriend,** manager, Timmerman Airport Tower, Milwaukee, Wis., from the Rockford, Ill., Tower.

■ **Robert Eyster, Jr.,** manager, Youngstown, Ohio, Flight Service Station (FSS), promotion made permanent.

■ **Roger D. Johnson,** assistant manager, traffic management, Chicago ARTCC.

■ **Michael Looney,** area supervisor, Indianapolis ARTCC.

■ **John W. Lurker,** area supervisor, Indianapolis ARTCC.

■ **Ann Spencer Miley,** unit supervisor, Chicago AF Sector, from the AF Division.

■ **Harriet J. Perrello,** manager, Hibbing, Minn., FSS, from Princeton, Minn.

■ **Phillip M. Reichart,** assistant manager, Indianapolis Tower, from the AT Division.

■ **Cornelius Szakmary,** supervisor, Environmental Support Unit, Aurora, Ill., AF Sector.

■ **Ronald Westby,** assistant manager, Fargo, N.D., Tower.

■ **Louis H. Yates,** manager, Chicago Airports District Office, from the Aviation Information Division.

New England Region

■ **Gregory P. Buli,** area supervisor, Boston ARTCC, promotion made permanent.

■ **Richard F. Fischer,** manager, Technical & Administrative Support Staff, AT Div.

■ **George R. Fitzsimmons,** unit supervisor, Bangor, Maine, Airway Facilities Sector, promotion made permanent.

■ **John R. Foster,** area supervisor, Boston ARTCC, promotion made permanent.

■ **Frank E. Higbee,** unit supervisor, Lebanon, N.H., AF Sector Field Office (AFSFO), Windsor Locks, Conn., AF Sector, promotion made permanent.

■ **Peter M. Ladd,** manager, Quonset Point, R.I., AFSFO, Boston AF Sector, promotion made permanent.

■ **Richard D. Lefebvre,** area supervisor, Boston ARTCC, promotion made permanent.

■ **Peter LeHoullier,** unit supervisor, Warwick, R.I., AFSFO, Boston AF Sector, promotion made permanent.

■ **Walter J. Ramsey,** manager, North Truro, Mass., AFSFO, Boston AF Sector, promotion made permanent.

■ **Edward J. Titley,** manager, Technical & Administrative Support Staff, Aircraft Certification Division, promotion made permanent.

■ **Joseph F. Veiga III,** manager, Information Resource Management Staff, Resource Management Division, promotion made permanent.

Northwest Mountain Region

■ **Gary O. Anderson,** radar specialist, Central Washington Radar Sector Field Office in Moses Lake, Wash., Seattle Airway Facilities Sector.

■ **Stokes W. Anderson, Jr.,** unit supervisor, Denver, Colo., Flight Standards District Office (FSDO), promotion made permanent.

■ **Richard A. Belmonte,** area supervisor, Denver ARTCC, promotion made permanent.

■ **Thomas L. Jensen,** unit supervisor, Portland, Ore., FSDO.

■ **Richard J. Joswick,** area supervisor, Seattle-Tacoma, Wash., Tower, from AT Division.

■ **Thomas J. Pratt,** unit supervisor, Salt Lake City, Utah, FSDO.

■ **Richard W. Rundell,** unit supervisor, Salt Lake City FSDO.

■ **Edward D. Sasman,** assistant principal inspector, Denver FSDO, promotion made permanent.

■ **Larry R. Stone,** unit supervisor, Salt Lake City ARTCC AF Sector, promotion made permanent.

■ **Alan E. Wiechmann,** manager, Denver Airports District Office, from Airports Div.

Southern Region

■ **Robert S. Braddy,** unit supervisor, Radar Section, Engineering Unit, Electronic Establishment Engineering Branch, Airway Facilities Division, promotion made permanent.

■ **Gary L. Brown,** area supervisor, Miami, Fla., ARTCC, from Memphis, Tenn., ARTCC.

■ **Rodney L. Carlson,** principal operations inspector, Carolina Flight Standards District Office (FSDO), Winston-Salem, N.C., promotion made permanent.

■ **Ellison J. Chester, Jr.,** area supervisor, Jacksonville, Fla., ARTCC, promotion made permanent.

■ **Billy J. Cozart,** assistant manager, Memphis Hub AF sector.

■ **Kenneth O. Duckett,** assistant manager, San Juan, Puerto Rico, AF Sector, promotion made permanent.

■ **John M. Dunbar, Jr.,** unit supervisor, Mid-South FSDO, Atlanta, Ga., from the South Florida FSDO in Miami.

■ **James T. Dwyer,** area supervisor, Jacksonville ARTCC, promotion made permanent.

■ **Mitchell Edney,** area supervisor, Miami Automated Flight Service Station, from the San Juan International FSS.

■ **Joseph T. Eytalis,** supervisor, Environmental Support Unit, Tampa, Fla., AF Sector, promotion made permanent.

■ **Roger V. Gordon, Jr.,** section supervisor, South Florida FSDO.

■ **Chuck Hilliard,** area supervisor, Memphis ARTCC, promotion made permanent.

■ **Edwin C. Hoyt,** area supervisor, Miami International Airport Tower, promotion made permanent.

■ **Charles E. Kincaid,** assistant manager for technical support, Raleigh, N.C., AF Sector.

■ **Edgar V. Lewis,** manager, Operations Branch, Flight Standards Division, from the Mid-South FSDO.

■ **John M. Lukaszewicz,** supervisor, Navaids Section, Environmental Establishment Engineering Branch, AF Division, promotion made permanent.

■ **George W. Marshbourne, Jr.,** unit supervisor, Raleigh AF Sector.

■ **Freddie T. Massey,** supervisor, Spectrum Management & Systems Support Section, Maintenance Program Branch, AF Division, promotion made permanent.

■ **Paul B. Maxwell,** area supervisor, Memphis Tower, from Atlanta International.

■ **Randy D. O'Neal,** manager, Macon, Ga., AF Sector Field Office, Columbia, S.C., AF Sector.

■ **Stephen W. Pulak,** area supervisor, Daytona Beach, Fla., Tower, from the Philadelphia, Pa., Tower.

■ **Paul A. Ray,** supervisor, Field Section, National Simulator Program Staff, Flight Standards Div., promotion made permanent.

■ **John R. Stiers,** area supervisor, Atlanta Intl. Airport Tower, from Hebron, Ky.

■ **Roy L. Stringfield,** area supervisor, Augusta, Ga., Tower, from Anchorage.

■ **James P. Walsh,** unit supervisor, Ft. Lauderdale, Fla., FSDO, from the South Florida FSDO.

■ **Leonard E. Williams,** area supervisor, Jacksonville ARTCC, promotion made permanent.

■ **Ernest W. Wilson, Jr.,** section supervisor, North Florida FSDO, Orlando, Fla., from Headquarters.

Southwest Region

■ **Billy W. Allred,** systems engineer, Fort Worth, Texas, ARTCC Airway Facilities Sector.

■ **John W. Cates,** unit supervisor, Austin, Texas, AF Sector.

■ **Richard A. Chavez,** area supervisor, Albuquerque, N.M., ARTCC.

■ **G. Dewitt Dansby,** group supervisor, ATC Enroute Systems Engineering/Installation Section, Electronics Engineering Branch, Airway Facilities Division.

■ **Donald E. Davis,** unit supervisor, Dallas-Fort Worth Flight Standards District Office (FSDO), promotion made permanent.

■ **Robert V. Dye,** assistant manager, Oklahoma City Tower, from Headquarters.

■ **Donald R. Ellis,** area manager, Houston, Texas, ARTCC, from Headquarters.

■ **Mark F. Kennedy,** area supervisor, Fort Worth ARTCC, from the Albuquerque ARTCC.

■ **Myron O. Hale,** supervisory principal avionics inspector, Dallas-Fort Worth FSDO.

■ **George W. Lee,** unit supervisor, Little Rock, Ark., FSDO, from the FAA Academy.

■ **Gregory C. Motl,** area supervisor, Houston ARTCC.

■ **Leonard L. Sanders,** area supervisor, Fort Worth Automated Flight Service Station (AFSS), from the Abilene, Texas, FSS.

■ **Barbara S. Stanley,** assistant manager for training, De Ridder, La., AFSS.

■ **J.T. Stubbs,** area supervisor, Fayetteville, Ark., Tower, from the Love Field Tower, Dallas.

■ **Bobby G. Swanner,** area supervisor, Hobby Airport Tower, Houston, from the Monroe, La., Tower.

■ **Leslie B. Toland,** manager, Keller, Texas, AF Sector Field Office, Dallas-Fort Worth Regional Airport AF Sector.

■ **Harold D. Wright,** unit supervisor, Oklahoma City FSDO.

Technical Center

■ **Cliff G. Jones,** supervisor, En Route Field Support Section, National En Route Field Support/Maintenance Branch, Automation Software Division, Associate Administrator for Air Traffic, promotion made permanent.

■ **Daniel C. Penrith,** technical program manager, Flight Information Systems Branch, Engineering Division.

■ **Dennis A. Steelman,** technical program manager, Flight Information Systems Branch.

Washington Headquarters

■ **Herbert K. Bachner,** manager, Concepts & Policy Program, Maintenance Operations Division, Systems Maintenance Service.

■ **Wayne N. Dixon,** manager, Project Development Branch, Aircraft Maintenance Division, Office of Flight Standards.

■ **Harry W. Eberlin; Edward J. Ellenberger, Jr.; Donald L. Gaddy; John P. Gibbs, Jr.;** and **Samuel E. Rosenzweig,** assistant air traffic manager—operation, Traffic Flow Management Branch, Operations Division, Air Traffic Operations Service.

■ **Edmond C. Hutchinson, Jr.,** team leader, Career Management Division, Office of Organizational Effectiveness.

■ **Betty J. Jones,** manager, AF Workforce Requirements Program, Maintenance Operations Div., Systems Maintenance Service.

■ **Warren L. Lichtenberg,** chief, Program Management Staff, Systems Maintenance Service.

■ **Owen H. Magruder, Jr.,** manager, Training & Technical Standards Branch, Aircraft Maintenance Division, Office of Flight Standards, from the FAA Academy.

■ **Robert E. Mason,** manager, Planning & Budgeting Program, Maintenance Operations Division, Systems Maintenance Service.

■ **Anthony J. Merrill,** manager, Airworthiness Certification Branch, Aircraft Manufacturing Div., Office of Airworthiness.

Western-Pacific Region

■ **Clarence W. Almquist,** supervisor, Environmental Support Unit, Honolulu, Hawaii, Airway Facilities Sector Field Office (AFSFO), promotion made permanent.

■ **Robert D. Anderson,** crew chief, Sacramento, Calif., Field Maintenance Party, promotion made permanent.

■ **Lorence H. Bessette,** manager, Phoenix Flight Standards District Office (FSDO) in Scottsdale, Ariz., from Headquarters.

■ **Frank E. Boyer,** assistant manager—administration, Honolulu ARTCC.

■ **Bobby J. Cobb,** area supervisor, Fox Field Tower, Lancaster, Calif.

■ **Frederick L. Davis,** area supervisor, San Francisco International Airport Tower, promotion made permanent.

■ **Candace A. Ducharme,** federal air marshal, Los Angeles Civil Aviation Security Field Office (CASFO).

■ **Phillip H. Edelman,** supervisor, Environmental Support Unit, Las Vegas, Nev., AFSFO, from Burbank, Calif., AFSFO.

■ **Dante D. Edwards,** area supervsor, Reno, Nev., Tower.

■ **Michael L. Evangelista,** area supervisor, El Monte, Calif., Tower.

■ **Joe B. Fowler,** section supervisor, Operations Branch, Air Traffic Div.

■ **Ralph A. Hiller,** manager, Riverside, Calif., Tower, from Palm Springs, Calif.

■ **Gregory R. Hollebeke,** area supervisor, Fullerton, Calif., Tower, from MCAS El Toro TRACON, Santa Ana, Calif.

■ **Frederick A. James,** area supervisor, Oakland, Calif., ARTCC, promotion made permanent.

■ **Ronald J. Kato,** area supervisor, Oakland ARTCC, promotion made permanent.

■ **Walter K.L. Lau,** manager, Honolulu AFSFO—Radar/ARTS, promotion made permanent.

■ **Lee S. Longmire,** chief, Air Security Branch, Civil Aviation Security Division, from Headquarters.

■ **Loretta J. Martin,** area supervisor, Reid-Hillview Airport Tower, San Jose, Calif., from the Oakland TRACON.

■ **Ronald McCray,** unit supervisor, Los Angeles ARTCC, promotion made permanent.

■ **Willie B. Nelson,** manager, Sacramento FSDO, from the North Florida FSDO.

■ **Bonnie C. Pankalla,** manager, Los Angeles FSDO, from Headquarters.

■ **Paul J. Pankalla,** unit supervisor, Long Beach, Calif., FSDO, from Headquarters.

■ **James R. Partridge,** manager, Guam CERAP at Andersen Air Force Base, from AT Division.

■ **Gerald L. Pennington,** principal aviation safety inspector, Long Beach FSDO, from the Las Vegas FSDO.

■ **Thomas L. Reed,** supervisor, F&E Planning Section, Planning, Requirements and Automation Branch, AT Division.

■ **Edward J. Ridel,** unit supervisor, Los Angeles CASFO.

■ **Henry W. Sandstrom,** unit supervisor, CSIF Program Section, Establishment Engineering Branch, AF Division.

■ **Gregory B. Snyder,** area supervisor, Oakland ARTCC, promotion made permanent.

■ **Norman S. Suzuki,** manager, Hilo, Hawaii, AFSFO, promotion made permanent.

■ **Francis T. Torikai,** supervisor, Requirements & Automation Section, Planning, Requirements and Automation Branch, Air Traffic Division.

■ **Edd S. Woolum,** assistant manager, Oakland Tower, from the AT Division.

Retiree Address Changes

FAA retirees or spouses who move or wish to discontinue receiving FAA WORLD must request the change of the region from which the FAAer retired, which is where the mailing list is maintained.

The Aeronautical Center, Southern Region and Southwest Region do not now have an active retiree mailing list.

Headquarters retirees should send changes to APA-330.

Federal Notebook

NO TIME FOR US

Last month was the Democratic Convention; this month, it's the Republican Convention. There's also the district work period, and in October, congresspersons start campaigning. As a result, many bills of interest to federal employees may not be acted upon this session.

There are four bills in the House and one in the Senate with bipartisan support that address the delays of more than three months in providing annuity checks to more than one-quarter of new retirees. No hearings have been scheduled, and the clock is ticking.

The Hatch Act reform was in difficulty before, with different versions in each house and a threat of a sustainable veto (see below). Now, enacting a law this session is considered remote.

Although both houses support a four percent pay boost for January, a conference on differences hasn't been scheduled; it or other spending provisions in the Treasury-Postal Appropriations bill could draw a veto; and an automatic spending cut of the Gramm-Rudman Act could affect the raise. In addition, because the raise would have to be absorbed by agencies, spending caps could force RIFs. The chances for federal executives to get the raise are considered even slimmer. Pay reform legislation also isn't moving.

Others seen as remote include a parental leave bill (see below) and a bill to retain health insurance on separation from the government.

WHICH DE-HATCHING, IF ANY?

The Senate Governmental Affairs Committee has approved a weakened version of Hatch Act reform, much less broad than the House bill. Considered a bipartisan, conservative bill, which has the support of federal unions, the Senate bill would permit employees to run for political party office but not for partisan political office, to participate in most off-duty political activity and to solicit campaign donations for multicandidate political committees but only from members of the same employee organization.

PARENTAL LEAVE HOT AND COLD

A House bill (HR-925) to grant workers, including federal employees, up to 10 weeks of unpaid leave to care for newborn, seriously ill or adopted children or elderly parents and up to 13 weeks of emergency personal medical leave is awaiting a floor vote; however, a Senate version is still in subcommittee. Both bills enjoy bipartisan support.

TRAVEL MONEY RISING

The General Services Administration will increase the mileage rate for POVs this summer from 21 cents to 22.5 cents because of rising costs, but that's five cents below what the American Automobile Assn. and many private companies use.

GSA also has recommended to the Office of Management and Budget a $1 per day increase in the allowance for food and incidental expenses on official travel and from $5-10 increases for lodgingin low-cost areas and amounts commensurate with inflation in cities.

FREE CHECK-CASHING PROPOSED

Intended to benefit primarily Social Security benefits recipients, bills introduced by Sen. Howard Metzenbaum (D-Ohio) and Rep. Charles Shumer (D-NY) also would help federal employees and retirees in requiring all banks to cash government checks on presentation.

Most banks will not cash a check if the person doesn't have an account there, therby pushing the poorest individuals to check-cashing stores that charge exhorbitant fees.

BLUE CROSS REFUND FOLLOW-UP

A federal appeals court has ruled that employees who left Blue Cross/Blue Shield or reduced their coverage prior to the May 1, 1985, cutoff are not entitled to share in a refund of the health plan's $784 million excess reserves.

U.S. Department
of Transportation

**Federal Aviation
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