



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

Western-Pacific Intercom



Air Traffic Chiefs' Mini-Conference

Cover Story

The Regional Air Traffic Division recently held a two-day Air Traffic Chiefs' Mini-Conference in Los Angeles. Attending were Level IV and V Terminal Facility Chiefs and the Chiefs of Los Angeles and Oakland Centers. The meeting was convened to determine and develop a plan to rebuilding the Air Traffic System. The group was tasked to develop a program identifying areas that should be concentrated on and to prioritize efforts in rebuilding the system. The meeting was chaired by Air Traffic Division Chief, and ended with an informative question and answer session. The rebuilding of the Air Traffic Control System has involved a level of recruitment unparalleled in the history of CAA/FAA. The extraordinary success this Region has achieved is, without doubt, largely due to coordinated efforts of many members of our Medical, Security, Personnel Management and Air Traffic Divisions. Recruiting figures compiled on Nov. 2, indicated a total of 690 new personnel, either brought on board since August 3 or with a future reporting date pending. This number includes:

GS-7 new hires - 174 total with 129 currently in class at Oklahoma City.

GS-9 new hires - hired at this level because of previous ATC experience - 168 total with 140 now working.

Re-instatements - 83 former controllers, not involved in the strike, have applied for re-instatement and 62 have returned to the agency.

Re-employed Annuitants - 56 retirees have volunteered to return temporarily and contribute their expertise - 43 former employees have returned to duty throughout the Region.

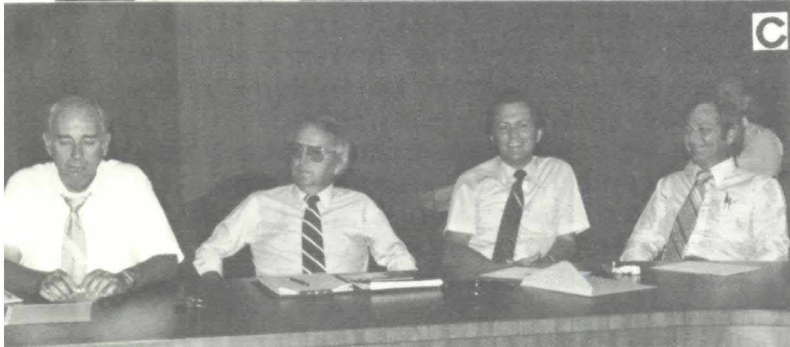
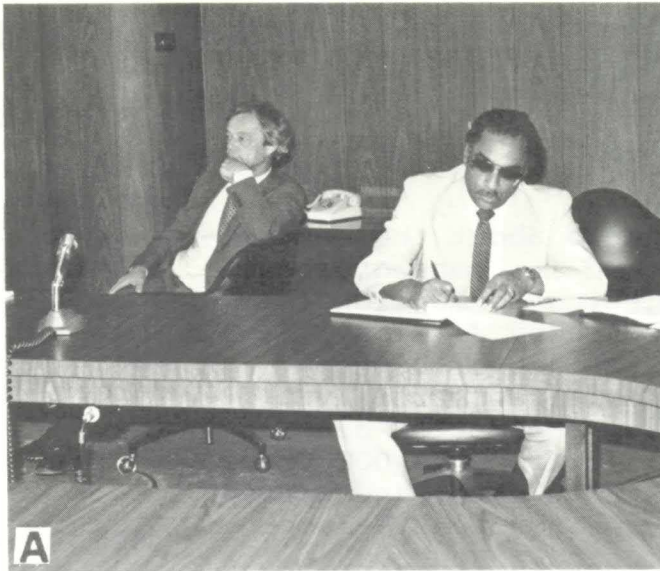
In addition to the above, temporary appointments have been given to 190 Flight Data Assistants, GS-2101 series. Completing the 690 total are 19 civilian controllers from the Defense Department, six of whom have completed their transfer to the FAA. These figures don't include any of the facilities in the Pacific area, but activity has now started for such locations as Honolulu Tower and Molokai.

Cover Photos: Top: From left--Russ Kelsey, Edwards RAPCON; Don Fowler, Coast TRACON; Will Cope, Fresno FSS; Dick Barker, Las Vegas Tower; and Ed Lewis, McClellan RAPCON. Lower left: From left--Russ Kelsey, Edwards RAPCON; Erwin Buschauer, Oakland Center; Bob Smith, Operations Specialist; and Frank Jones (seated), Chief, Air Traffic Operations Branch.

Lower right: From left--Gene Lawing, Assistant Chief, Air Traffic Division; Gerald Walton, Los Angeles Center; Dean Cooper, Van Nuys Tower; and Bob Smith, Chief, Air Traffic Division. Cover photos by Barbara Abels.

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Air Traffic Chiefs Attend Mini-Conference



Some of the Regional Air Traffic Chiefs attending the Mini-Conference are, from left:

A--Gene Lawing, Assistant Chief, Air Traffic Division, and Gerald Walton, Chief, Los Angeles Center. B--Dave Ross, Chief, Automation Branch; Vince Mellone, Bay TRACON; Russ Kelsey, Edwards RAPCON; Don Fowler, Coast TRACON; Eddie Lewis, McClellan RAPCON; Will Cope, Fresno FSS; and Jim Holweger (in foreground), Chief, Los Angeles TRACON.

C--Roy Richards, Chief, Plans and Programs Branch; Jim Holtsclaw, Ontario TRACON; Ivan Hunt, Los Angeles Tower; Charlie Aalfs, Los Angeles Tower.

D--Bob Vaughn, San Diego TRACON; Ken Carr, Phoenix TRACON; and Patrick O'Sullivan, Tucson TRACON.

E--Jim Holtsclaw, Ontario TRACON; Ivan Hunt, LAX Tower; Charlie Aalfs, LAX Tower; Ed Arri, Reno; Vince Mellone, Bay TRACON; and Russ Kelsey, Edwards RAPCON. Photo by Barbara Abels.

The News In Brief

With all the news about the controllers' strike and its consequences, Intercom neglected to mention the promotion of Anthony J. (Tony) Broderick to the job of Deputy Associate Administrator for Aviation Standards. Broderick came to FAA in June 1976 from the DOT Transportation Systems Center and served as technical advisor to AVS-1 before his promotion. He holds a B.S. degree in physics from St. Bonaventure University in upstate New York. ● Like hitching posts and paddle wheel steamers, FAA's combined station/towers have been overcome by progress and are being phased out. Last month, the Wheeling, W. Va., facility was decombined, and the last CS/T in the system at Valdez, Alaska, is scheduled for decombining on Nov. 30. Combined station/towers first came into the picture in 1951 when 19 were established. Their numbers grew until there were a total of 85 in 1958. From that point on, the number of CS/Ts began to dwindle. ● The percentage of Minority and female employment actually increased during FY 81, despite the fact that FAA employment overall decreased by nearly 13,000, including the 11,400 strikers who were fired. Minorities now constitute 13.2 percent of the work force, up from 12.7 percent, while female employment jumped from 14.4 percent to 15.6 percent. This mathematical quirk was made possible by smaller decreases in minority and female employment compared to other categories of FAA employees. ● Beginning Nov. 20, blind airline passengers will be allowed to keep their travel canes at their seats for use in case of an emergency instead of turning them over to a flight attendant for stowage during takeoff and landing. The FAA rule change, made in response to a petition from the National Fed-

Long Beach AFS News

Congratulations to Francis Herman, who receiving his Bachelor of Science degree in Industrial Science and Technology. Farewell and best wishes to Bruce Williamson from the Technical Support Unit who is leaving the FAA to pursue a career in the private sector.

Ontario FSS Continues Record- Breaking Pace

The month of October say traffic records fall at Ontario Flight Service Station. New records were set in monthly total flight services - 51,485 and pilot briefs - 16,945. On October 2, we broke our old record for IFR flight plans filed with 260. That didn't last long, because 27 days later, on Oct. 29, another new record was established with 269 IFR flight plans filed.

Congratulations to Ruth Ann Rich, Jack Farnsworth, Mike Evangelista and Larry Ciarlo, who have completed our training program after transferring in from other facilities. Ragenia Ortag reported in from the Academy -- Welcome! Brenda Johnson has transferred to Oakland and Renee Giusti is now at Palomar Tower. Both will be missed. Don Green and Jackie Parish will be leaving us soon for towers.

eration of the Blind, allows flexible canes to be stowed under seats, on the floor between a window passenger seat and the fuselage, or beneath any window passenger seat and the seat directly in front.

Director Seeks Communications Improvement

Regional Director H. C. "Mac" McClure recently announced the forming of an Ad Hoc Working Group to suggest ways for improving communications and increasing employee involvement in management decisions.

In his announcement, McClure said, "We, managers and supervisors at all levels, need to communicate more and better with employees, and conversely, employees must be made to feel that the channels of communication upward are always open. I am sure that employees want to participate in the decisions that affect them and their work."

The working group consists of non-supervisory employees representing every division in the regional of-

fice and is headed by Joe Alvarez, Chief, Civil Rights Staff, AWP-9. The group will offer recommendations to the Director which can be implemented in the regional office initially, and depending on their success, in the field at a later date.

Working group members are: Belva Lindblad, Accounting; Ellis Ohnstad, Airports; Marilyn Ramsey, Management Systems; Don Alford, Air Traffic; Dick Peterson, Personnel Management; Bill Burke, Personnel Management; Elaine Carter, Planning; Marlene Wolgat, Budget; Beth Rollins, Logistics; Danny Sprague, Airway Facilities; Lyle Erickson, Air Transportation Security; Anne Clayton, Medical; and Duke Kasaba, Flight Standards.

Regional Flexitime Program

The regional flexitime program provides some latitude whereby employees may arrange for a work schedule more suitable to their personal needs and desires than the official office hours. The program is limited to those who do not work rotating shifts; also, the work schedules must be consistent with current law, agency directives and operational requirements of the organizational unit. Although the flexibility is presently limited by law, it has proven to be advantageous particularly to employees who travel long distances on freeways to work. Many employees have inquired about the possibility of a broader flexitime program. Public Law 95-390, effective March 29, 1979, established a three-year experimental program de-

signed to test the feasibility of using flexible and compressed work schedules within the federal government. The Act provides for various types of flexible tours of duty and compressed workweeks. By advance approval from the Office of Personnel Management (OPM), a number of agencies, or specified segments within agencies, entered into this three-year test, which ends March 29, 1982. OPM is responsible for administering and evaluating the effectiveness of the program and developing legislation for review by the House Civil Service Subcommittee, if a permanent system is advisable. No decisions have been made as yet, and we will continue to operate under our present procedures in Order WE 3600.8.

Thanks From Mary O'Brien

Mary O'Brien, recently retired Long Beach Tower Secretary, says: "Thanks so very much to all for the great retirement party shared with Dick Hansen, and for the gift. I was really overwhelmed. It was good to see so many friends. Thanks again."

Retiree Deaths

Friends of Albert Sanell (known as "Blackie") will be saddened to learn of his death on October 1, 1981, following an aircraft accident on Sept. 2. Prior to his retirement on August 29, 1980, Al had been a Principal Maintenance Inspector since 1968 when he reported for duty at Ontario GADO (now Riverside GADO) following a tour of duty at Washington, D.C. Al led a long and varied career in aviation. Our sincere condolences go out to his wife and family. The many friends of FAA retiree Elemo Hartwell will be saddened to learn that he passed away on Oct. 31, 1981, due to cancer. Prior to his retirement in 1973, Elemo worked in Air Facilities Program and Planning Branch, AWE-420. Condolences may be sent to his wife, Ruth, at: 32 Merit Park Dr., Garvena, CA 90249.

Our condolences go to the family of Max Kelch, retired Lancaster Airway Facilities Sector Manager, who recently passed away following a prolonged illness. His wife, Kathy, said that donations may be given to the City of Hope, c/o Mrs. Florence Edwards, 204 East Avenue L-8, Lancaster, CA 93534, to help research this illness. Please specify Max Kelch's name when making donations. Condolences may be sent to Max's family at: 1667 W. Staffordshire Drive, Lancaster, CA 93534.

Telling Them Where To Go

A former World War II pilot took an airline flight recently and spotted what he considered to be an unsafe operating practice. So he called FAA to complain and was referred from one number to another until he ended up at the Civil Aeronautics Board. Fortunately, the CAB staffer knew enough to call the Community and Consumer Liaison Division in FAA's Public Affairs Office, which eventually got the WW II vet in touch with the appropriate office. Now the point of this story is that FAA people can do the same when they get a call from a member of the public they don't know how to handle otherwise. Refer the party to 202/426-1960, and the Community and Consumer Liaison Division will take it from there. But remember, FAA doesn't handle complaints about airline schedules, fares, baggage handling or similar matters relating to airline service. They can be referred directly to CAB's Bureau of Consumer Protection on 202/673-5932.

Retiree Recuperation

Larry Smith, retired Proficiency Development Evaluation Officer from Lancaster Airway Facilities Sector, is recovering at home after a recent heart attack. Cheery, get-well-quick messages may be sent to: 44442 North Sancroft Avenue, Lancaster, CA 93534. We all wish Larry a speedy recovery.

Regional Office Makes Changes In Office Services

As most of you are aware, last year was one of continual change due to reductions in the Agency and regional budget and cuts in staffing. This had a critical impact on logistics activities, but was more severe in our building service activities, as we could not backfill vacancies and were required to reduce cost of operations. In order to comply with the President's and the Agency's Cost Reduction Program, we initiated the following changes to reduce operational costs and staffing in the Regional Office services:

1. On Nov. 15 mail delivery to offices was discontinued and mail boxes were constructed for offices to distribute and pick up their mail in the Regional Office.

Benefits:

- a. Eliminated misrouted mail because originators are more knowledgeable of addresses intended and are more careful in the handling of their own mail.
- b. Better service and mail is now available for pickup eight hours a day.
- c. This saves the mail clerk six hours a day which now can be spent preparing the outgoing mail in a more economical manner which will save an estimated annual cost of \$15,000 in mailing costs.

2. On June 15 the Regional Office Motor Vehicle Program was changed to give vehicle availability to the large users. Two vehicles to Flight Standards, two vehicles to Airway Facilities and three vehicles to Air Traffic (including military reps.).

Benefits:

- a. The users of vehicles have better control over the use of vehicles and have the knowledge to determine priority travel.
- b. Mileage was reduced by 50% at a cost savings of \$616 per month, annual savings of \$7392. (Contributing Factors: Large users of vehicles are ANM-100L which is now located in Long Beach and no longer using AWP-53 vehicles. Air Traffic Evaluations staffing is now detailed to the field. They were a large user of the AWP-53 motor fleet.)

3. On June 18 the Program Divisions are utilizing their own personnel to update their special mail lists.

Benefits:

Improved operations - lists were not updated in time which affected operations. The Program Divisions are more knowledgeable of priority of updating lists and the end goal is to update the lists with the Four-Phase Computer Terminals assigned to each division.

4. On July 1, all forms and directives were stocked in one room and are picked up by the divisions/staff offices for the Regional and field offices.

Benefits:

- a. Reduced space by consolidating in one office instead of two.
- b. Eliminated need for two employees to stock and maintain printed matter.
- c. More convenient for requestors to fill needs from one office.
- d. Directives are issued on need to know basis. The parent divisions must review requests which has eliminated unauthorized publications being issued.

5. On July 28 conference room reservations were assigned to the large use division on each floor.

Benefits:

Users are very cooperative in dealing with each other to make better use of the rooms. Largest user is assured of availability of rooms.

6. On Oct. 18 all internal printing was discontinued and is contracted out.

Benefits:

With the changes in technology in the printing field, commercial shops can now provide better and faster service than our own printing plant and the cost listed below provides a tremendous savings.

Internal printing cost - \$33.56 per one thousand copies; commercial printing cost -

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Regional Office Makes Changes
In Office Services (Continued
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\$19.90 per one thousand copies; annual savings - \$54,640.

7. On Nov. 1 the following changes were made in printing and mailing to decrease mailing costs and manhours:

a. The outgoing mail is distributed as follows:

(1) Mail to Centers, Sectors and TRACON's daily.

(2) Mail to all other field offices Monday, Wednesday and Friday.

(3) Pouches to Oklahoma City, Washington DC and Northwest Region on Tuesday and Thursday unless volume warrants more often.

(4) SFO pouch discontinued.

(5) Rocky Mountain Region pouch discontinued with the exception of AWE-26 and ADP items that warrant it.

Benefits:

(1) Reduce Regional Office mailing costs by 10%, an annual savings of \$8506.

(2) Manhour savings of 356 a year.

b. Print and mail the Western Region Opportunity Announcements once a week.

Benefits: Reduce manhours as follows:

(1) Printing - 45 minutes a week - 39 hours yearly.

(2) Distribution - one hour a week - 52 hours yearly.

TOTAL ANNUAL COSTS SAVINGS: \$85,538.00

TOTAL ANNUAL MANHOURS SAVINGS: 2007

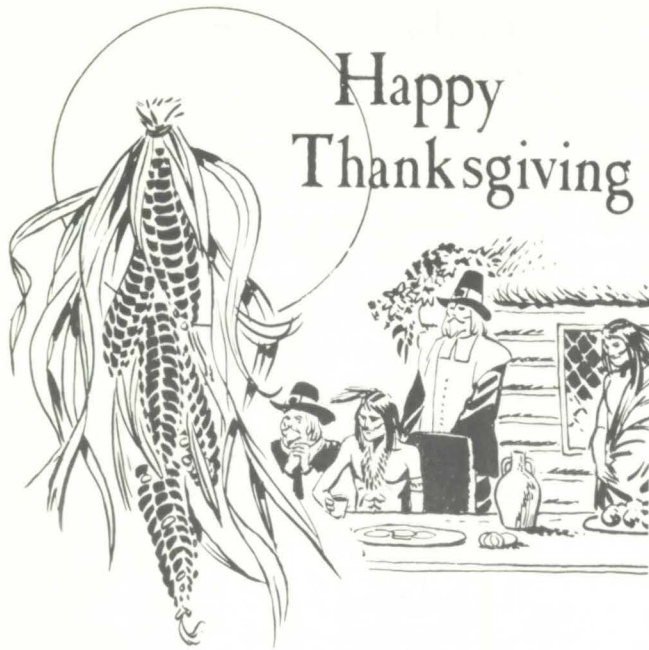
We appreciate the impact these changes have had on all of you in the Regional Office and will need your continued cooperation as we proceed into FY-82. From all indicators, we are faced with more cuts and reductions which will make it necessary to make more changes in our manner of operation. If you have any ideas that would help us in our service operation, please let us hear from you; your ideas will be appreciated. Please send them to: Services Branch, AWP-53, Attn: Dave Houser.

Jerry Yocom Recuperating

Jerry Yocom, Chief, Long Beach Tower, is recuperating at home following a quadruple by-pass heart operation. Reliable sources report that Jerry is doing "just fine!" In fact, only a few days after the operation Jerry was pacing the hospital halls and the doctor decided to send him home. We know Jerry would love to hear from his many fans. Send those cheery, get-well-extra-quick messages to Jerry at: 418 Palos Verdes Blvd., Redondo Beach, CA 90277.

Meeting On Transports Set

The agency is holding a public review of its takeoff performance requirements for transport airplanes the week of Nov. 16 in Seattle, Wash. The main purpose of the five-day meeting is to discuss whether a recent rule that stiffened these requirements should be applied retroactively to previously certificated aircraft. Also, as part of the review, all factors affecting takeoff and accelerate-stop distance will be covered including wet runway accountability and mandatory requirements for anti-skid device systems. In addition, FAA will present the findings of a recent evaluation of noise abatement takeoff procedures at John Wayne Airport in Santa Ana, Calif. The Administrator will speak at the opening session on Nov. 16 along with Northwest Mountain Region Director Charles Foster, who is serving as the meeting's host. The contact for obtaining additional information on the meeting is Ms. Brenda Courtney in Washington headquarters. The number is 202/755-8714.



Thanksgiving--a season for giving thanks.

We in the Western-Pacific Region have much to be thankful for this year as we look back to our accomplishments and forward to the challenges that lie ahead. The first national Thanksgiving, proclaimed by President Abraham Lincoln in 1863, was during the darkest days of the Civil War. The first Thanksgiving held by the Pilgrims of Massachusetts, more than three centuries ago, came at the end of a period of suffering during which almost half of the settlers died. It seems strange that mankind is very seldom thankful during periods of plenty. We are reminded of the truism that you never miss what you don't have until you don't have it anymore! It was almost a century before the Lincoln proclamation in 1863

that Congress took the initiative in recommending the observance of the second Thursday in December as a national Thanksgiving. When the President did not approve, the idea was dropped.

The last Thursday in November was not established as a customary day for Thanksgiving until Lincoln's 1863 Presidential Proclamation, but

it was not observed as a legal holiday until 1941. By 1939, however, the date had been so established by custom that when President Franklin Roosevelt tampered with the date, many people observed both the day proclaimed by President Roosevelt and the traditional date--among them the President who admitted liking the idea of a double celebration.

Perhaps a double celebration of Thanksgiving isn't such a bad idea since most of us find that the mere act of giving thanks is up-lifting. It tends to give us a feeling of deep inner joy. Giving thanks expands our consciousness, broadens our vision, increases our understanding, sharpens our perceptive powers, and lifts us out of the doldrums, putting new zest and enthusiasm into our living.

Whatever its origins and the date of celebration, we believe it is the spirit in which the day is observed that matters. Perhaps, as one writer expressed it, the idea and expression of Thanksgiving is not a backward look, but one into the future.

We in the Western-Pacific Region look into the future and give thanks for our great fortune.

Civilair Toys for Tots

Barrels have now been set up in Regional Headquarters lobby, Los Angeles Hangar Complex and Northwest Region Aircraft Certification Office at Long Beach for the collection of toys for disadvantaged

children. Toys may be donated until January 1 and will be flown to their destinations weekly. Toys may be new or in good working condition. Let's help provide these children with a Merry Christmas!

GAR Plan Cuts Delays

In its first two weeks of operation, the FAA's General Aviation Reservation (GAR) plan reduced the number of private aircraft flying in the air traffic control system to approximately pre-strike levels, and contributed to significant reductions in delays throughout the system. The plan was put into effect Oct. 19 because the number of private aircraft in the system had increased substantially after the controller strike began, resulting in increased delays at major airports. Prior to that date, the number of general aviation and on-demand air taxi aircraft flying in the system had risen to 43 percent of the total. By the end of the first two weeks of the plan, it had dropped to 464 a day, compared to 778 a day prior to implementation of the GAR plan. Moreover, the length of the average delay dropped and appears to be dropping further. Meanwhile, the percentage of airline and military aircraft using the system has remained virtually unchanged. However, scheduled airline flights at the 22 hub airports will be cut from 83-84 percent to 77-78 percent of pre-strike levels effective Dec. 1. Because air traffic delays normally increase about 143 percent from October to January, the agency is exercising special care with NAS until it is back to normal.

New Study Phase For ATC Task Force

The task force to study the "people aspects" of the air traffic control system, which was appointed by Secretary Lewis and the FAA Administrator in August, will soon be getting in touch with the people who operate the system. Within the next few weeks, the task force will mail questionnaires to both technical and administrative employees in Air Traffic and Airway Facilities. The questionnaire will ask generally about employment conditions and job satisfaction. Participation is strictly voluntary, of course, but the task force wants as many responses as possible in order to develop a sound data base to support its recommendations to the Secretary and the Administrator. Some employees will receive the questionnaire at home, while the majority will get it at their place of employment. The questionnaire is being sent not only to field facilities but also to AT and AF employees at Washington headquarters and the regional offices. The three-member task force assures all individuals participating in the survey that they will remain anonymous. In fact, their questionnaires will be destroyed once the pertinent data has been transferred to tape or disk. The task force is looking into ATC job requirements and qualifications, career and job growth opportunities, as well as promotion, retirement and other personnel practices. Its review is expected to be completed by January 1982.

Aircraft Census

The 1980 Census of U.S. Civil Aircraft is now available. This volume, published annually, shows the number of registered aircraft by manufacturer and model. It also shows the total number of general aviation aircraft in each

state and county. As a cost savings measure, the number of copies distributed was greatly reduced. However, copies are available from local libraries and from Management Systems Divisions, where the book may be borrowed. Copies may also be ordered from DOT, M-443.1.