



US Department
of Transportation
**Federal Aviation
Administration**

Western-Pacific Intercom

Black History Month -- February

From the Regional Director...

"Black Americans and the Struggle for Excellence in Education" is the theme chosen for this year's celebration of Black History Month. It is one which sets the tone for both the challenges and potential ahead in furthering the goals of the Federal Equal Employment Opportunity Program. Special activities and observances are planned throughout the month of February 1984 in the Western-Pacific Region to commemorate the occasion.

I believe with Dr. Martin Luther King, Jr. that "injustice anywhere is a threat to justice everywhere" and I intend to do my part to see that justice is denied to no one and that equal opportunity prevails.

By working together we can make it happen.

HC McClure

"BLACK" HISTORY MONTH

QUESTION: Why Afro-American (Black) History Month?

ANSWER: The true facts of the contributions of Afro-Americans to the discovery, pioneering, development and continuance of America have not properly and adequately been presented in the textbooks, media and other communication devices in this country. Indeed, for the most part, Blacks have been left out of the written record about America. The fact that some changes have been made in recent years points succinctly to the need for a fuller report about Afro-American contribution. The designation of the month of February each year is an attempt by the *ASHALH to remedy this neglect and to provide for all Americans the information needed for creative and empathetic understanding about Afro-Americans in the nation.

QUESTION: Who started the Afro-American history celebration?

ANSWER: Back in 1926, Dr. Carter G. Woodson, a Harvard Ph.D. who had 11 years earlier founded the Association for the Study of Afro-American Life and History, Inc., initiated Negro History Week. You will recall that in those early days the words Afro and Black were seldom used. It was Dr. Woodson's hope that through this special observance, all Americans would be reminded of their ethnic roots and a togetherness in the United States' racial groups would develop out of a mutual respect for backgrounds.

QUESTION: Why was a period in February chosen as the time for the Afro-American (Black) History Observance?

ANSWER: Dr. Woodson, the father of Black History in America was keenly conscious of symbolism in the American psyche. He wisely chose for the Negro History Week, now, Afro-American (Black) History Month, the period of February which contains the birthdays of Frederick Douglass and Abraham Lincoln. From the initiation, Afro-American History Month Observance has been a process which involved many ethnic groups not only Black Americans.

QUESTION: Why was the name changed to Afro-American (Black) History?

ANSWER: Bowing to pressure in 1972 from young delegates to the Cincinnati, Ohio Convention, the Association for the Study of Negro Life and History, Inc. changed its name to the Association for the Study of Afro-American Life and History, Inc. This name change focused on the new thinking by Black Americans and indicated both the new recognition of African background and the appreciation by the Black person of himself as an individual, a citizen and a contributor to the American scene.

QUESTION: Why has the week's observance been changed to include the entire month of February each year?

ANSWER: During America's Bicentennial celebration in 1976, the Association shared nationally, regionally and locally in the major thrust of America's history. The Association expanded the week's celebration to include the entire month to provide more time for programs, observances and celebrations. The idea of the entire month caught on and ASHALH was besieged with requests from all over the country to continue observing for one month so as to provide more time to the nation and local communities for Afro-American Black History programs.

QUESTION: What about the future?

ANSWER: The Association for the Study of Afro-American Life and History, Inc. dreams of the day when the sharing and contribution of all Americans in America will be so appreciated and so accepted and so understood that there will be no longer a need in any ethnic group to call attention to its contribution and its exploits for the good of the country. That day has not arrived, as all agree, and until it does we shall continue to provide the information needed about the Afro-American citizens in the United States and abroad.

* THE ASSOCIATION FOR THE STUDY OF AFRO-AMERICAN LIFE AND HISTORY, INC.

The Association for the Study of Negro Life and History, Inc. Division

The Associated Publishers, Inc. Division

1401 Fourteenth Street, N.W., Washington, D.C. 20005

202-667-2822

Father of Black History

Dr. Carter G. Woodson started Negro History Week in February, 1926, to emphasize significance of historical experiences of Blacks.

Celebration became Black History Month in the 60's.



Dr. Carter G. Woodson

A Process Of Struggle For The



Lieutenant William F. Brown, Jr. is shown here alongside his North American F-86 Sabre in Korea in March, 1953. Brown flew 125 combat missions in Korea as well as 100 in Southeast Asia and was promoted to Major General.

American Black In Aviation

In 1903, the Wright Brothers made their first flights in a heavier-than-air aircraft which opened new pathways for progress in aviation. This new invention, the airplane, garnered the fascination and delight of many who marveled at its abilities. This fascination transcended the differences in race. The ability to fulfill the dream of flight, however, did not often clear the obstacle of racial prejudice.

Black aviation is not a artificial distinction because integration in the field of aviation came slowly after many years of segregation. "Separate but equal" was the law of the land and it was applied with vigor to aviation. In the early 20th century, blacks were barred from training which was afforded to white pilots due to cost and due to prejudice.

But some black pioneers became aviators. Among these pioneers was Bessie Coleman, who went to France to obtain the pilot's license she desired so much. In 1922, she became the first licensed black pilot in the United States and pursued a career as a barnstormer until her accidental death in 1926. But her success was an exception in a predominantly all-white field. By the time of Charles Lindberg's flight to Paris in 1927, black aviation was struggling with few pilots and many obstacles.

The 1930s, however, brought renewed vigor to black aviation. Flying clubs, established by such prominent blacks as William J. Powell and Cornelius R. Coffey, provided the spark for renewed efforts. In addition, long-distance flights such as the ones performed by C. Alfred Anderson and Dr. Albert E. Forsythe in 1933 and 1934 attracted publicity to black aviation. Finally, in 1939 the federal government established the Civilian Pilot Training Program which provided, for the first time, federally-funded flight training for blacks. Despite lesser funding, the number of licensed black pilots increased substantially.

The war effort did a great deal to focus attention on aviation and the need to equip and train personnel for flying and support roles. This need was the basis for the "Tuskegee Experiment" which, between 1941 and 1945, trained black fighter and bomber pilots as well as ground crews for duty in the Second World War. Although an integrated air corps was advocated by civil rights leaders such as A. Philip Randolph, the segregated black air force struggled to gain credibility despite handed-down airplanes, unevenly stringent entrance requirements, and ill-organized training facilities. The first unit to see action was the 99th Fighter Squadron commanded by Lt. Col. Benjamin O. Davis which saw action in North Africa in 1943. Three additional fighter units, the 100th, 301st and 302d, joined the 99th in Italy in 1944 to form the 332d Fighter Group which saw action in Europe.

These Tuskegee airmen dispelled the fallacy that blacks could not perform at a high technical level and added fuel to the desegregation push. In 1948, Pres. Harry S. Truman signed Executive Order 9981 which integrated the armed forces. Integration in civilian aviation, however, proceeded much more slowly but was the beneficiary of the civil rights movement of the 1960s. By the 1970s, black airmen had entered the command ranks of the U.S. Air Force and were also chosen as astronauts. USAF Gen. Daniel "Chappie" James, Jr. was America's first black four-star general. Guion S. Buford, Jr., who holds a doctorate in aerospace engineering, will be a mission specialist on the eighth Space Shuttle Flight.

In sum, over the last two decades many large strides have been taken to make aviation an activity which has no racial barriers. Black aviation provides, nevertheless, a rich history of when aviation was not integrated and provides a set of experiences we can all learn from.

—Northwest Mountain Region INTERCOM.

New OPM Regulations Barred by District Court

The Office of Personnel Management has been prohibited by a U.S. District Court from implementing its recently issued performance rating, reduction-in-force, and pay regulations that would deemphasize the role of seniority. In response to a National Treasury Employees Union Suit, the court handed down a permanent injunction barring OPM or other Federal agencies from implementing the disputed regulations. Congress and OPM may now negotiate a new set of regulations or modify the existing set. However, the FAA cannot issue any guidance or implement the regulations until the injunction is lifted by the court or new regulations have been issued.

Airway Facilities Division Awards

Congratulations to the following Establishment Engineering Branch, AWP-450, employees who recently received awards: Quality Increase Awards - Harry Nii and Ronald Yogi, Electronic Technicians, AWP-453; Special Achievement Awards - Edward Matthews and Nicholas Vazopolos, Electronic Technicians, AWP-453; Special Achievement Awards with Outstanding Ratings - Robert Blume and Dave Washino, Civil Engineers, AWP-454; Quality Increase with Exceptional Rating - Douglas Booth, Supervisory Electronics Engineer, AWP-453; Quality Increase with Outstanding Ratings - Nick Boyiazis, Supervisor, Environmental Section and P. Nelson Gnirke, Assistant Supervisor, Environmental Section, AWP-454; and James Stagner, Supervisor, Electronics Section, AWP-453.

Response Good To Personnel Hotline

FAAers in Washington and the field are finding the "Personnel Hotline" a quick and easy way to stay informed on the latest changes and proposed changes in Civil Service personnel and retirement rules.

The service has received a total of 13,870 calls since it was hooked up in August 1983, Howard Richardson, Acting Director of the Office of Personnel and Training, said that the service will be continued as long as the response indicated employees want it.

The FTS number for field employees to call is 8-426-3934.



Power Committee Formed

A National Power Committee, comprised of representatives from all FAA regions, technical support groups, APM, AES, and the Transportation Systems Center has been established to investigate and recommend solutions for problems growing out of the agency's conversion to solidstate electronics. A primary concern of the committee is the fact that solidstate equipment is more sensitive to power disturbances.

As a result of this concern, the committee is currently working on specific tasks in the areas of lightning protection, grounding, bonding, and shielding; standby power systems; power conditioning, and problem identification.

The committee will meet in workshop sessions twice a year. Also, they will periodically assess the quality and reliability of power at FAA facilities.

Members from Western-Pacific Region are: Leonard Covington, AWP-464 and Anthony Waiiau, AWP-465.

**Brophy
Honored
By
National
Guard**



Vince Brophy (left), Accident Prevention Specialist at the Van Nuys FSDO, proudly holds the plaque presented to him by Brig. Gen. Russell E. Allen, Commander, California Air National Guard. (Photo courtesy of the CA ANG)

The California Air National Guard recently presented Vince Brophy, Accident Prevention Specialist at the Van Nuys Flight Standards District Office, with its most coveted award, an award that has only been presented outside the Wing 12 times in 60 years.

The inscription on the plaque reads as follows:

"Thanks for your years of outstanding support and your inspirational leadership for our Aerospace Safety Program. From the officers, men and women, of the 146th Tactical Airlift Wing."

Vince now joins a very elite group of past recipients, among which are: Bob Hope (his military contributions are well known); Gene Autry (highly decorated combat pilot, WWII, flew in C-47s and C-46s flying the Burma Hump in China); Lt. Gen. Robert Coverdale, Vice Commander Military Airlift Command; Lt. Gen. LaVern Weber, Chief of the National Guard Bureau, Pentagon; and Maj. Gen. John Conaway, Director of the Air National Guard, Pentagon.

Needless to say, the FAA family is very proud of Vince Brophy.



Airport Improvement

The agency approved \$58,287,780 in allocations under the Airport Improvement Program (AIP) during the first quarter of Fiscal Year 1984. The money went for 106 planning and development projects in 30 states, American Samoa, and the Trust Territory of the Pacific Islands.

Funds for the airport program come from the Aviation Trust Fund, which is financed by aviation user fees. Congress approved an \$800 million funding level for airports for FY 1984.

Of the \$58 million, \$30,785,684 went for 31 projects at primary airports, which are those accounting for .01 percent or more of the total annual enplaned passengers in the U.S. Another \$13,403,047 was allocated for 47 projects at general aviation airports and \$8,914,614 for eight projects at reliever airports that attract light aircraft traffic away from the busier primary airports.

Commercial service airports received allocations of \$5,125,935 for 19 projects. Airports in this category generate at least 2,500 enplanements a year, but less than primary airports.

Additionally, \$135,000 was allocated for a Master Plan Study for a new heliport at Anaheim, California, and \$58,500 was used to fund a system planning study in the San Francisco area.

Long Beach FSDO Happenings

Welcome aboard to the following Long Beach Flight Standards District Office personnel: Ernest Guerrero, Jr., Aviation Safety Inspector (Operations); Robert Fuhrman and James Dugan, Aviation Safety Inspectors (Airworthiness) So long to Ken Roach who was selected for promotion to the Regional Office Flight Standards Branch. Congratulations, Ken Congratulations to Paul Stebelton, Accident Prevention Specialist, who received a Letter of Appreciation from the U.S. Attorney's Office for his recent outstanding efforts in a delicate legal matter Congratulations also to James McCann on his recent promotion to Principal Aviation Safety Inspector (Operations) Aviation Safety Assistant Michele Lansford and Administrative Officer Carole McClure just happened to be in the right place at the right time a few weeks ago. They were at Wright Airlift, one of the district helicopter operators while filming for the television show T. J. Hooker was in progress. Not only did they get to see the whole cast of the show and guest stars, but they were personally introduced to William Shatner, the star of the show. They also had a couple of great photographs taken with him--a thrilling experience for both!





Los Angeles Center O... J... T...

The massive emphasis on On-the-Job Training continues at Los Angeles Air Route Traffic Control Center. As these photos attest, OJT instructors and developmentals alike, through their dedicated efforts and commitment, continue to put in many tedious but necessary hours at training to meet the massive challenges thrust upon them since August 1981. We commend their success in meeting these challenges.

Above: Roger Snyder (left), OJT instructor, and Dave Martin, Developmental Air Traffic Control Specialist. Right: Richard Sepulveda, Developmental Air Traffic Control Specialist at the scope.



Traveling? Check Your Per Diem

The Office of Accounting has established a general guideline of 46 percent of per diem for meals and miscellaneous expenses when an employee is on travel. For example, in a city where the maximum expenditure is \$75 and the hotel room is \$25, the traveler cannot spend more than \$34.50 for food and such things as laundry, tips, etc. without justification. On the other hand, if the hotel costs \$60, the traveler can not be reimbursed for more than \$15 in meals and miscellaneous.

The new guideline is in accordance with the rules set by the GSA and is an attempt to establish a uniform criteria for what will be considered "reasonable" when employees claim actual subsistence on travel vouchers. However, when confronted with unusual situations where expenses exceed the 46 percent, the higher amount may be claimed if sufficient justification is provided. The General Accounting Office has ruled that percentage guidelines are appropriate as long as higher amounts may be claimed when justified.

Vision Of Excellence --

All Employees May Participate

Typically, management sets objectives and goals for new and ongoing programs. This has been the traditional way of doing business. When the "Vision of Excellence" (VOE) was introduced last November, the Western-Pacific Region Director's Management Team (DMT), considered a variety of ways for implementing the VOE in the Western-Pacific Region. But one important consideration was lacking. What changes or improvements do employees want to see happen? The DMT unanimously agreed that employee input must be sought and seriously considered in developing objectives to move the region closer to the conditions expressed in the VOE. The conditions described in "The Workplace Compact" pertaining to the workplace environment, leadership and management, relationships, the rewards programs, and structure, definitely impact all of us who work in the Western-Pacific Region. To obtain the broadest input from employees, a process--never before used in this region--is now taking place. Here is how it works. Because of the wide geographical dispersion of the region's employees, five geographical areas have been designated: Arizona; Hawaii and the Pacific Islands; Nevada; Northern California; and Southern California (including the Regional Office).

Employees in each of these areas excluding those in Pass Bargaining

Units, will have an opportunity to provide their ideas and suggestions to an "Employee Group" in their respective area. These "Employee Groups" will, to the maximum extent possible, represent the area's workforce--by occupation, organization, supervisory and nonsupervisory employees. FAA Representatives located in the five geographical areas will assist in the initial forming of the "Employee Groups." FAA Representatives assisting in this effort are Arizona - Kermit Clark; Hawaii and the Pacific Islands - Ray Zazzetti; Nevada - Charles Zenith; Northern California - William Powell; Southern California - John Tompkins.

The process gives each "Employee Group" flexibility and wide latitude for determining how best to obtain employee input. Representatives chosen by each of the five groups will later convene to consolidate all input received and present the groups' recommendations to the DMT on March 30, 1984. Only then, will the DMT develop objectives and action plan for implementing them. Once developed, the regional objectives and action plan will be distributed to all employees. There you have it--a reversal of the traditional way of setting objectives for the region. You can help make this process work by giving your ideas and recommendations to the "Employee Group" in your area as the opportunity arises.

Career Milestone For Henry Willis

Thirty years of Government service was recently recognized for Henry J. Willis. Henry is a General Supply Specialist, Airway Facilities Division, Establishment Engineering Branch, AWP-450, working out of the Los

Angeles staging area. Henry began his civilian Federal career in 1953 with the U.S. Air Force and joined the FAA team in 1962. We applaud Henry for his 30 years of dedicated and faithful service. Congratulations, Henry -- this is truly a milestone.

Capsule Glimpses.....

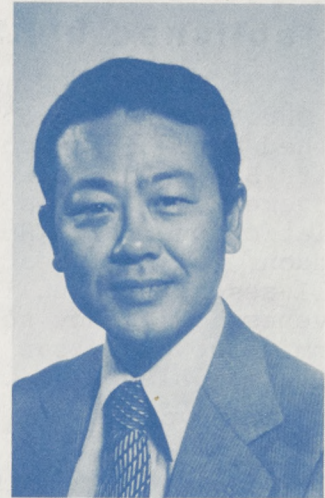
Meet Chester Chang

Chester Chang, the most recent member to join the Office of Human Resources, is an Aviation Safety Inspector (Operations). His previous FAA assignments consist of: Honolulu FSDO-61, Guam IFO-51, Tokyo IFO-53, Seattle FSDO-61 and Fairbanks FSDO-61.

Chet, as he prefers to be called, obtained his basic pilot certificate in 1958 while he was attending the University of Southern California ROTC Program. Since then, his flying experience has totalled over 8,000 hours with ratings ranging from Airline Transport Pilot B727, single-multi-engine Seaplane, to helicopter, glider and balloon. He also holds certificates as flight instructor, airplane-single, multi-engine and instrument; ground instructor, advanced and instrument; flight engineer turbojet; aircraft dispatcher; and CTO without facility rating. Prior to joining the FAA, Chet's aviation career ranged from FBO flight instructor, international ferry pilot, charter pilot, domestic/international aircraft sales/consultant, test pilot of foreign manufactured aircraft, foreign government pilot flight instructor, FAA designated pilot examiner, airline pilot/flight instructor, to U.S. Department of Defense Aviation Advisor/Plans Officer.

In the early 1970's, whenever he was not in the air flying, Chet's hobby was writing lyrics/songs and producing documentary films. The proceeds from the sales of the finished products go directly to the Mentally Retarded Children's Orphanages in Korea. Phonograph records have been released under the RAC and EMI production, and films have been released under BKF Productions.

Chet also has high interests in the academic areas. In addition to his M.A. in Human Relations from the University of Oklahoma; B.S. in Psychology from University of Maryland; B.A. in Social Science from the University of Guam; and A.A.S. in Aviation Technology from the University of Alaska, Chet recently completed part one of two parts of the Air War College.



More AFSS Sites Selected

The agency has approved three more Automated Flight Service Station (AFSS) locations. They are: Grand Forks, N.D.; Huron, S.D.; and Anderson, S.C.

In all three locations, the host city will build a new 8,000 square-foot structure to house the AFSS, and the FAA will pay \$1 per year on each lease. The agency

will begin operations in Anderson in June 1985; in Grand Forks in October 1986, and in Huron in December 1986. The dates are based on delivery of the automated equipment.

These selections bring to 29 the number of AFSSs approved over the past two years. The remaining 32 locations will be chosen by the end of this calendar year.

Aviation Consumer Staff Established by AEA

The Eastern Region has established a new Aviation Consumer Affairs Staff "dedicated to the improvement of FAA's services to the aviation public." Headed by George Hendon, the newly-established staff will assess the quality and effectiveness of agency services to determine how they can be made better. The staff also will undertake special studies for the director, such as the recent operational review of air traffic in the East River flight corridor. Currently, the staff is involved in the identification of optimum sites for the installation of microwave landing systems (MLS) in the region and is working with the New England Region to develop an MLS demonstration program with a major air carrier.

Hilo Tower News

Congratulations to Brian Yamada and Richard Fiske on their selection to Honolulu Tower; to Randall Fujita, our newest Full Performance Level; to John Hardman, who has successfully completed Radar Training Facility (RTF) at Oklahoma City; to Bill Downie who received a Letter of Commendation; and Sharky Ogata, recipient of a Special Achievement Award.....Welcome aboard to Frank Prunesti from Bucholz Tower and Ron Taglieri from the Academy.....Our Christmas party, organized by the Human Relations Committee and held at Roy's Gourmet was a tremendous success with almost a 100% participation by both Air Traffic and Airway Facilities personnel. Hilo Tower takes this opportunity to wish everyone in our Western-Pacific family a HAPPY, HEALTHY AND REWARDING NEW YEAR.

DOT Secretary Outlines NAS Plan Milestones

Today's airway system can be compared to the U.S. highway network before the interstate program of the 1950's, Secretary Dole told the Transportation Research Board recently. It needs to be modernized and upgraded to meet the needs of a growing and expanding America. "Today's airways are safe for today's traffic levels, but we are using technologies from the fifties to serve the needs of the eighties," she said. "Industry's capacity to grow in the nineties and the century beyond depends on the expansion of automation technologies, modernization of air traffic control equipment, and a more efficient use of our airport facilities.

"The NAS Plan will deliver these improvements," she added. Procurement action already is underway for such items as new ATC computers, radars and microwave landing systems, among others.

The Secretary also praised FAA actions to reduce aircraft noise and engine emissions. However, looking at the total transportation problem, she said: "I am not satisfied that we have probed the limits of our responsibility, or plumbed the depths of possibility. We should not tolerate excessive noise; we must find reasonable ways to reduce it. We should not excuse pollution; we must develop ways to prevent it. And we must not sacrifice history for progress; there is almost always a way to preserve our historic landmarks."

