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WOMEN'S EQUALITY WEEK



U.S. Department
of Transportation

Federal Aviation
Administration

Western-Pacific Intercom



Side By Side
Women And Men
Working Together

Cover Story

By Cathy Trujeque
Federal Women's Program Manager

Women's Equality Day will be commemorated on August 26, 1987. Sixty-seven years ago women were given the right to vote, as guaranteed by the 19th Amendment to the U.S. Constitution.

Today in addition to having the right to vote, women in government service (as well as private industry) have many career options available to them -- this has not always been true. In the early 1970's women were employed far and wide in the Federal service. There was constant news of employment "firsts" for women as they entered into more and more jobs usually held by men. Practically everywhere that men were at work, women were at their sides, working with them, for them, and--not uniquely--supervising them.

The first woman hired in the Federal service was a postmaster in Baltimore, Maryland in 1773.

We should take this occasion of Women's Equality Day to not only observe milestones already achieved, but to look beyond at new breakthroughs and future potential.

Western-Pacific Intercom

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I Am Woman

By Helen Reddy And Ray Burton

*I am woman, hear me roar
In numbers too big to ignore,
And I know too much to go back to pretend
'Cause I've heard it all before
And I've been down there on the floor,
No one's ever gonna keep me down again.*

*Oh yes, I am wise
But it's wisdom born of pain
Yes, I've paid the price
But look how much I gained.
If I have to I can do anything.
I am strong, I am invincible, I am woman.*

*You can bend but never break me
'Cause it only serves to make me
More determined to achieve my final goal.
And I come back even stronger
Not a novice any longer,
'Cause you've deepened the conviction in my soul.*

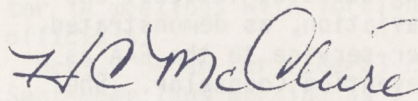
*I am woman, watch me grow
See me standing toe to toe
As I spread my lovin' arms across the land.
But I'm still an embryo
With a long, long way to go
Until I make my brother understand.
Oh, woman! I am woman! I am woman!*

A Message From The Regional Director

On Wednesday, August 26, we celebrate Women's Equality Day. During this week-long commemoration of the achievements and influences of women in our country, it is important that we take time to appreciate the outstanding accomplishments of the women in our FAA family.

In this issue of INTERCOM, we present some of the women who have reached the management ranks within the Western-Pacific Region. These outstanding women serve as role models to others, and act as testimony to the accomplishments and potential of the women within our agency.

To the women of the FAA, a sincere thank you for your efforts and achievements. We salute you and look forward to continued successes in making the FAA an even better organization.


H. C. McClure

FAA Women -- Their Careers & Accomplishments

Arlene Feldman



Arlene Feldman is currently the highest ranking woman in the FAA, serving as Deputy Director of the Western-Pacific Region. Arlene began her career with the Federal government in August 1985 with her appointment to the position of Deputy Director of the Technical Center in Atlantic City, New Jersey. Arlene was at the Tech Center until April 1987 when she reported to the Western-Pacific Region.

She has a long standing interest and commitment to aviation, as demonstrated by her volunteer service to the FAA as an Accident Prevention Counselor. She is also a private pilot and a member of the 99's (the international organization of women pilots).

Prior to joining the FAA, Arlene was the Director for the Division of Aeronautics, state of New Jersey, Department of Aeronautics. She has also worked as a Supervisory Attorney for the Law Department, United States Railway Association and as a self-employed Consulting Attorney in Aviation Law.

Candace Ducharme



Candy Ducharme is currently assigned to the Los Angeles Civil Aviation Security Field Office as Supervisor. Her job requires supervisory responsibility over a group of seven to ten Civil Aviation Security Inspectors and Federal Air Marshals.

She joined the FAA in March 1976 as a Clerk Steno in the Civil Aviation Security field. She soon became extremely interested in security work and enrolled in night school to take various college level police science subjects. In 1980, she applied and qualified for a developmental position and was assigned to the Phoenix CASFO. After several progressive moves through various disciplines within the security program--including Investigator, Federal Air Marshal and Principal Security Inspector. She attained her current position in September 1986.

According to Candy, "A female has to work just a little harder, but I now realize that anyone hoping to advance must work a little harder regardless of sex, race or any other factor. I truly believe that the opportunity for women in FAA and especially in formerly male dominated fields such as security are limitless."

Jacqueline Smith



Jacque Smith, perhaps better than anyone, is an example of women being able to succeed and progress in a male dominated environment. Jacque has held several high level Air Traffic positions--Assistant Manager, Air Traffic Division; Manager, Boston Air Route Traffic Control Center (ARTCC); and Assistant Manager, Cleveland ARTCC.

Jacque began her career as an Air Traffic Control Specialist with the FAA in November 1968. She has served as a team supervisor at the Los Angeles ARTCC and as Staff Specialist in the Great Lakes and Western-Pacific Regions, Air Traffic Division. In October 1981 she transferred to the Cleveland ARTCC to take over the position of Assistant Manager of the facility. The next logical step was to manage a facility, so in November 1982 she transferred to Boston ARTCC as manager.

Jacque returned to the Western-Pacific Region in April 1984 to take over the position of Assistant Air Traffic Division Manager. Her next move was probably the most challenging and diverse. In November 1985 Jacque became the Manager of the newly formed Financial and Management Resources Division. This Division combined Budget, Accounting and Management Systems with Jacque at the helm. She met the challenge and is currently working as a Special Assistant to the Regional Director.

Ock-Ju Noh



Ock-Ju Noh is the Western-Pacific Region's Manager of the Planning, Appraisal and International Aviation Staff. As such, she represents the Regional Director in meetings with foreign aviation officials.

Ock-Ju began her Federal career in September 1969 working as a Clinical Audiologist with the Veterans Administration in Chicago, Illinois. She joined the FAA in 1976 as a Personnel Management Specialist, Great Lakes Region. Ock-Ju advanced to the position of Manager, Management Systems Division, before transferring to the Western-Pacific Region in June 1985 as the Manager of the newly titled Human Resource Management Division (formerly Personnel Management Division).



Barbara Abels



Barbara is the Western-Pacific Region's Public Affairs Officer, coordinating media events and making official news releases to the media. She also serves as the regional focal point in handling queries from news media, the aviation community and general public.

She began her career in Public Affairs as a secretary transferring from a secretarial position in the Air Traffic Division. In 1970, Barbara's move paid dividends and she was promoted to the position of Writer-Editor serving in that capacity until 1979 when she was promoted to Public Affairs Specialist. In April 1985, Barbara was promoted to head up the office of Public Affairs and has since held the title of Public Affairs Officer.

Barbara's avid interest in aviation is further exemplified by her membership in the Aviation/Space Writers Association, Toastmasters International, Air Force Association, U.S. Air Force Auxiliary (Civil Air Patrol), the international organization of women pilots, The Ninety Nines, and other aviation-related organizations.

She has been active in Aviation and Space Education, both with the U.S. Air Force Auxiliary and the FAA, and received the U.S. Air Force-Civil Air Patrol Pacific Region Brewer Award in 1983. She also received the Center for Aerospace Education Award in 1983.

She also is a volunteer Public Affairs Officer with the Civil Air Patrol, California Wing Headquarters, and holds the rank of major. She also is a rated pilot.

Barbara recently reflected on her FAA career. "Little did I realize when I joined the agency as a clerk-stenographer those many years ago that I would one day become manager of the Regional Public Affairs Staff," Barbara said. "When I look back at all the hard work and effort it took to get here, I do feel a sense of accomplishment that money cannot buy."

Photo: Barbara Abels, left, congratulates Jule Zumwalt, the National Winner of the Aviation Education Award for Excellence.

Sarah Rambo



Sarah began as an Aviation Safety Inspector, at the Riverside General Aviation District Office (GADO) in 1979 and then progressed to an Aviation Safety Inspector in Riverside FSDO before coming in to the Regional Office's Situation Monitor Staff. After a few years in the RO, she returned to the Riverside FSDO as one of the first Flight Standards Women Operations Unit Supervisors.

Robyn McDonough



Robyn transferred from the Springfield, Illinois, General Aviation District Office (GADO) in 1982 as a Aviation Safety Inspector to the San Jose GADO. She then progressed at San Jose FSDO to Aviation Safety Inspector until attaining the Airworthiness Unit Supervisory position. She is a current candidate in the Flight Standards Supervisory Development (SDP) Program.

Words

Interesting things, words.

Girl: non-threatening, unimpowered, non-authoritative. According to Webster, "a female servant."

Lady: identifying class or social position. Not free, belonging to, a mistress of, a lord. Webster again: "well bred, of refined and gentle manner."

Woman: clearly and cleanly identifying gender. Independent, responsible, empowered. According to Webster: "an adult, female person."

Interesting things, words...words can be used to express or repress, to release or restrain, to enlighten or obscure. Through words we can adore each other or abhor each other. Nations can offend or befriend on another. Words can enslave and keep people in their place. They're easy prey for those who would tamper with the integrity of their meaning.

Maria Armanino



Maria Armanino is the first Aviation Cabin Safety Specialist in the Western-Pacific Region. Sworn in by Dick Merriman, Manager, Oakland Flight Standards District Office, Maria has ten years of aviation background with Flying Tigers, World Airways and Hughes Airwest. She has served as flight attendant, a flight attendant instructor and a flight attendant technical writer/consultant. This background was obtained on the F-27, B-707, 727, 747, DC-8, -9, and -10 aircraft. Maria also has her California State Teaching Credential with 11 years of teaching experience, eight of which were in the area of Special Education. Maria's Bachelor of Arts Degree is from Holy Names College in Oakland.

As an aviation cabin safety specialist, Maria serves as an advisor and resource person, providing technical expertise and evaluating cabin safety and flight attendant capabilities.

According to Maria, she is thoroughly enjoying her new position. "The responsibilities are allowing me to utilize my past experiences in the airline industry and in education," Maria said. "This position is especially rewarding because it gives me the opportunity to have a positive effect on cabin safety."

Rose Marino



Two Regional Women Participate In Leadership Program

Office of Personnel Management (OPM) is sponsoring its third Women's Executive Leadership Program (WELP) which is patterned after the Executive Development Program. Rose Marino and Louise Stiles were selected from the Western-Pacific Region. There are eight women from all of FAA participating in this program out of the 190 participants representing agencies such as the Department of the Interior, CIA, Department of Defense, General Accounting Office and the Nation Security Institute.

This program is designed to provide development in managerial competencies identified as key to executive positions. It includes five OPM conducted workshops, shadowing assignments of executives, 30-day and 60-day assignments. Potential may involve going outside of the agency to work in private sector or with a municipal government.

Rose Marino, Supervisor at Hawthorne Flight Service Station, recently completed a 30-day assignment in headquarters working in Human Resource Management. She plans to shadow Keith Potts, Associate Administrator for Air Traffic and Janet Hale, Assistant Secretary for Budget and Program, Office of the Secretary. One of her 60-day assignments will be with the Department of Airports, City of Los Angeles.

Louise Stiles, Los Angeles Airway Facilities Sector Hangar Manager, has completed two segments of the details and two of OPM's training classes. She shadowed Arlene Feldman for one week as she settled in her new position as Deputy Director and has completed a 30-day detail in Civil Rights, AWP-9.

Louise's two other major assignments will be with Equal Employment Opportunity Commission working with an attorney and with an airline either in operations or marketing.

Louise Stiles



Debra Turner

Selected for FEB Fellowship

Debra Turner of the regional Telecommunications Staff, AWP-406, has been selected as a Federal Executive Board (FEB) Fellow. She will be pursuing a Master's Degree in Public Administration at the University of Southern California commencing this fall.

The fellowship was established by the Los Angeles FEB and the University of Southern California to encourage the pursuit of management education by federal service employees showing strong potential for management and leadership roles. Debra was selected by the Fellowship Selection Committee based on her exemplary employment record with the FAA, where she has demonstrated superior technical and administrative abilities as well as outstanding interpersonal skills and the potential for leadership.

This selection culminates many years of hard work and dedication for Debra in her quest for education and self-improvement.

FAA Orders Review Of Computer Performance

Administrator McArtor has ordered an immediate review of computer performance at the nation's 20 en route air traffic control centers. "I want to ensure that the current computer equipment maintains its high level of performance and safety during the ongoing changeover to the more sophisticated Host Computer system."

McArtor's order was prompted by computer outages at the en route centers in Boston and Washington, D.C. Safety was not compromised, but the outages caused flight delays. He requested an immediate report on the outages at the Boston and Washington centers and a systemwide report within 30 days.

FAA's new Host computer will be installed in all 20 en route centers by the end of the year.

Sandy Couverley

Joins Instructor Force

Sandy Couverley, a former Controller at Lancaster Flight Service Station and now a supervisory Controller at Los Angeles FSS, has joined a very elite group of Western-Pacific Regional employees, the AWP field instructor work force. These dedicated individuals have volunteered to give up to six weeks each year to conduct management and general training for our employees.

Sandy is very active in the program, and since being certified to teach the Leader Effectiveness Training and Effective Training for Women courses has taught eight classes with over 160 students attending. Sandy is also certified to teach the Fundamental of Excellence course.

Critiques of Sandy's performance as an instructor from students and managers have been well above expectations. Sandy has received the Regional Director's Certificate of Achievement Award for her outstanding performance as a field instructor. Of course Sandy has accomplished all of this extra work load while being checked out at her new facility.

Higher Fines Asked

The Department of Transportation has again sent Congress proposed legislation that would increase the maximum civil penalty for safety and security violations from \$1,000 to \$10,000. The proposal also would make it a Federal crime to enter airport security areas without authority and subject violators to both fines and prison terms. Similar legislation was submitted in the last Congressional session but failed to win approval.

Another provision in the DOT proposal would apply FAA safety regulations to certain state and local government aircraft, including med-evac helicopters, leased for less than 90 days. Such aircraft are currently exempt from most FAA rules.

News In Brief

Flight Delays Down

* More good news for harried air travelers as preliminary FAA figures show that flight delays were down by eight percent again in July when compared with the same month in 1986. Over the past three months -- May, June & July -- delays have dropped by seven percent and are running almost dead even with last year for the first seven months. Moreover, this has been achieved despite continuing traffic gains and a higher than normal incidence of severe weather over much of the country.

FAA Boasts "Smart" Controllers

* If FAA's air traffic controllers look "smart," it's because ... well, they are. Agency statistics show that 90 percent of the post-strike graduates from the FAA Academy have either a college degree or college training. Of the 10,000 controllers in the sample, 10 percent had high school degrees only, 46 percent had some college, 42 percent had a bachelor's degree and two percent had an advanced degree.

More ARSAs Due

* FAA has proposed the establishment of Airport Radar Service Areas (ARSAs) at five more locations. They are Abilene, Amarillo and Dyess Air Force Base, all in Texas; Lexington, KY; and Roanoke, VA. The agency currently has ARSAs at 89 airports across the country.

Rutan And Yeager Honored

* If things keep going the way they have been, the Rutan brothers and Jeana Yeager will have to rent a warehouse to hold all of their trophies and awards. The most recent addition to their collection was the FAA Award for Extraordi-

nary Service presented by Administrator McArtor at the annual EAA fly-in at Oshkosh. He called the flight "a shining example for others who seek to do what lesser spirits say cannot be done."

McArtor Sworn In

* FAA employees at more than 360 offices and facilities were plugged into Administrator McArtor's formal swearing in ceremony on July 27. The talk was beamed via telephone lines from headquarters to regional and center offices and subsequently to individual facilities. In addition, the FAA Technical Center videotaped the entire ceremony and it is available from regional directors' offices.

Hotline Calls Steady

* Three years old on Aug. 6, the Administrator's Hotline remains a popular and effective means for employees to bring their concerns directly to the attention of top management. Hotline manager Joe Stevens reports that the subject matter may change with events but, the calls keep coming in at a steady pace with more than 2,500 received to date. The AOA-1 Hotline number is FTS 267-9532. There's also a toll free number for those who do not have FTS. It is: 1-800-225-1111.

Airport Named For AOPA Head

* The ultimate honor for an aviation professional has gone to another ex-FAA'er, John Baker, now president of the Aircraft Owners and Pilots Assn. His hometown airport in O'Neill, NB, now carries his name. Before joining AOPA, he was FAA's Assistant Administrator for General Aviation from 1970 to 1973.



Tiltrotors Have

Promising Future,

Study Finds

That half-airplane, half-helicopter hybrid, known as the "tiltrotor," has great potential for providing quick and convenient air service between city centers within a 600 mile radius . . . but you don't need to make a reservation right away.

This is the major conclusion of a new tiltrotor study that was conducted by the Boeing Company for the FAA, National Aeronautics and Space Administration and the Department of Defense. The study was initiated at the suggestion of Eastern Region Director Joseph Del Balzo.

The study group found that the tiltrotor's unique capabilities -- being able to take-off and land vertically like a helicopter and then swivel its engines and operate like a fixed-wing aircraft -- make it ideal for the short-to-medium range markets.

However, the report emphasized that development of a viable commercial market requires "an entire and comprehensive tiltrotor transportation system," including a suitable network of landing and support facilities. It recommended preparation of a national plan to address these concerns and move the program forward.

Commenting on the release of the study, FAA Administrator Allan McArtor said, "We still must resolve a number of safety and operational concerns before a tiltrotorcraft will be certificated for civil use. However, the opportunities are obvious, and the FAA will continue working with industry to develop with tomorrow's technology."

The Boeing Company and Bell Textron currently are developing a military version of the tiltrotor (V-22 Osprey) that could be converted into a civil model capable of carrying 30 or more passengers. Derivates could carry as many as 0.

McArtor Wants Action

FAA's "newest team member," thinks the agency has a good story to tell and intends to be its "proudest spokesman."

However, speaking at his formal swearing-in ceremony on July 27, Administrator T. Allan McArtor took note of current public concerns about air safety and cautioned that "it's not enough just to tell a good story."

He emphasized that action, as well as educational efforts, are needed to restore public confidence in air transportation and said, "we must take the short term measures necessary to demonstrate immediate progress to a doubting public." He asked FAA employees to join him in an effort to find "better answers."

With Transportation Secretary Dole looking on, McArtor outlined some of his top priorities as Administrator.

These included: a top-to-bottom review of pilot training, modifying the FY 1989 budget to fund flight demonstrations of the next generation of traffic alert and collision avoidance systems (TCAS III), requiring airlines to conduct periodic internal audits, developing better safety indices, and emphasizing professionalism and pride among FAA employees.

"The public is concerned now," he finished. "The sooner we go to work on the solutions, the brighter will be the future of aviation for all of our people."

You Can Make The Difference

The U.S. Department of Education is seeking Federal employees as volunteers to help tutor adult illiterates.

The Federal Employees Literacy Training (FELT) Program was started in 1983 by President Reagan. The program's aim is to eradicate illiteracy by encouraging people to take advantage of the free tutoring offered.

Interested employees should call 1-800/372-6641 to volunteer for this most worthwhile program.

WOMEN'S EQUALITY WEEK

August 24 through 28

Salute to Women Awards



Wednesday, August 24

Beginning at 1:30 p.m.

Regional Office Lobby

Outstanding Western-Pacific Regional women will
be honored for their contributions.

Sponsored by the Federal Women's Program