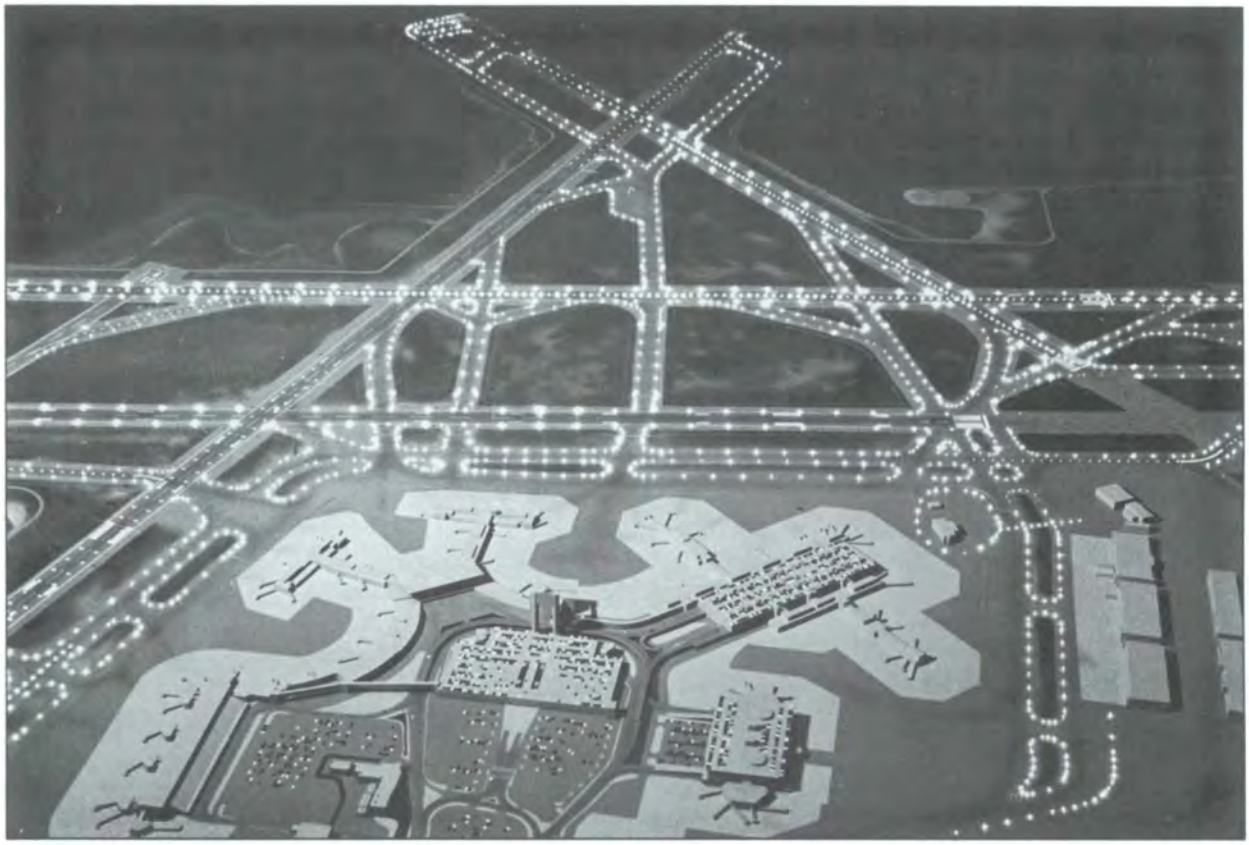
U.S. Department
of Transportation
**Federal Aviation
Administration**

FAA World
December 1993



Landing lights on model at Logan International. All 4,700 fiberoptic lights, driven by 203 separate controller lamps, will be augmented by a special automatic lighting system designed to help prevent ground collisions.

Safer Runways

By Jean Mullins

Runways everywhere can be safer—thanks to a special system being tested at Boston's Logan International Airport. The first demonstration of its kind to prevent aviation ground accidents and runway incursions is called the Runway Status Light System (RSLS). The problem: planes and surface vehicles can and do collide on the ground, despite the expertise and vigilance of controllers, pilots, and vehicle operators.

The Runway Status Light System, with its model of Logan Airport, including all taxiway and runway lighting, was installed last January on the 16th floor of the new tower building within the Massachusetts Port Authority Communications Center. The model illustrates the operational use of "runway entrance lights" and "takeoff hold lights." These lights provide ground traffic (aircraft or sur-

See Anti-Incursion Testing, page 4.

FYI

For Your Information . . .

The **International Civil Aviation Organization** is seeking applicants for the following assignments:

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Technical Officer, Communications
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Cairo
PC-93/18/P-4
Technical Officer, Communications
PC-93/19/P-4
Technical Officer, Rules of the Air
Air Traffic Services and Search and Rescue

Initial appointments are for three years. Applications are due in the Office of the Assistant Administrator for Policy, Planning, and International Aviation, API-19, by December 6 for positions in Montreal and December 31 for those in Cairo. Contact your personnel office or API-19 at (202) 267-9085 for information about salary, qualifications, applications, and benefits.

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Unlike its scholarship program, the Federal Employee Education and Assistance Fund Student Loan Program operates all year. FEEA **student loans** are offered at below-market guarantee fees through special arrangements with Pioneer Financial of Malden, Massachusetts. For a brochure on the program, send a self-addressed, stamped envelope to:

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Federal Aviation Administration

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'At the Doorway of Change'

The "glass ceiling" is still very much in place for women, minorities, and people with disabilities, according to several top government officials. Coined a few years ago in relation to "Work Force 2000" studies, the term refers to any artificial barriers hindering the career advancement of women and minorities. Barriers can be either attitudinal or organizational, the executives agreed.

Speaking on the topic at an event sponsored by the Office of Civil Rights Hispanic Heritage Month Planning Committee were Margarita Rogue, director, Executive Secretariat, Office of the Secretary of Transportation; Antonio Califa, director of OST's Office of Civil Rights; and Frances Garcia, director of the General Accounting Office's Recruitment Office.

Different standards

Roque pointed out how hard it is for women and minorities in government service to overcome barriers to their careers. Unlike private industry where there is more freedom of movement, federal employees must meet eligibility standards to advance, she noted.

Roque also voiced the type of comments she hears against selecting females for positions of authority. "She needs time to get over the death of her husband," someone might say, or, "She doesn't take care of herself. She works too hard." Are those the type of criticisms directed at men being considered for important jobs? Roque asked.

Another misconception Roque hears is that women can't be tough or motivate others. "Of course they can," she underlined. "Who have been the motivators all these years?" Although mothers have always done it, to be a nurturer in the work force somehow takes on negative characteristics, Roque related.

Overcoming hostility

In the past decade, Califa said, the number of Hispanic women in the workplace has increased more than any other group. Usually these women work in lower-level jobs, he said.

After explaining some of the attitudinal and organizational barriers women and minorities face at work, Califa focused on managers' responsibilities in eliminating the glass ceiling. Managers must first curtail any expression hostile to the advancement of minorities, Califa said. They must also examine the criteria they use for advancing people and revise it when necessary. Additionally, they must meet established equal employment opportunity standards.

Preparation important

In her remarks, Garcia pointed out that not only is it economically sensible to make use of a diversity of talent, it also incorporates the moral principles on which the United States was founded. Speaking from her experiences as the first Hispanic woman in Texas to earn a CPA, Garcia reminded women and minorities to make sure that they are well trained and educated. Don't provide your supervisor with an excuse to pass over you for promotion, she advised.

Other ways Garcia saw to increase career advancement included becoming involved in mentoring groups, seeking opportunities to participate in various informal groups and meetings, and aggressively pursuing types of positions that offer potential.

Break the silence

Roque added that women and minorities need to get together, "get involved in other careers besides their own, make sure doors are open for others too, stick together, become savvy about the barriers." As career employees, "you are the lifeblood of the agencies; you are what make them go or not go," she said.

You are "at the doorway of change," and it's time to "deal with institutional-type barriers," Roque said. Be vocal, she advised. "When you come up against the glass ceiling, raise a ruckus so someone will pay attention." ✲

Logan Hosts Anti-Incursion Testing

from page 1



Developmental facility located in the Massachusetts Port Authority Communications Center at Logan International Airport's tower building where demonstrations of the Runway Status Light System are being conducted.

face vehicles) with runway status information. The automatic lighting system illuminates to prevent traffic from intruding on a runway and creating a potential conflict.

When the system is implemented, ground traffic at a runway entrance would be signaled to stop when the red runway entrance lights are illuminated because of another aircraft departing or landing on that runway. Since the entrance lights are highly directional, they are visible only to the aircraft and vehicles approaching the runway.

The second type of runway status lights are the takeoff hold lights. If another aircraft or a ground vehicle enters the runway ahead, the red takeoff hold lights are automatically illuminated to indicate it is unsafe to take off.

The model system is presently being used for simulation only. Neither existing airport surface lighting nor equipment in the tower is affected by the demonstration. The RSLS is fully automatic and does not add to controller workload. It is used to supply status information only and not meant to control traffic.

Logan's air traffic controller Joanne Labrecque expressed enthusiastic support of the system and Airway Facilities' Allen Bantly and Karen Anderson encourage use of any new technology to eliminate runway incursions.

In addition to surface surveillance and target tracking, an Airport Surface Traffic Automation program is underway that will use aircraft identification and data link communications to increase automated taxi-route assignments and reduce voice communication congestion.

Aircraft operations at U.S. airports will increase 30 percent during the 1990s, according to Federal Aviation Administration forecasts. To meet the challenge posed by this growth, the FAA has initiated a number of major programs to improve airport equipment and traffic control procedures. These efforts range from additional runways, to new technologies such as advanced surveillance radars, satellite-based precision navigation systems, and automation systems to assist controllers in the management of air and ground traffic.

Even though new runways, signs, lighting, markings, procedures, and training methods are major items in the overall runway incursion prevention program, the application of automation techniques offers both the greatest opportunity to improve airport operations and the most demanding developmental challenge.

This proof of concept demonstration is a joint effort by the Massachusetts Institute of Technology's Lincoln Laboratory, the Massachusetts Port Authority, and the Federal Aviation Administration. Testing should soon be completed later this year and, if successful, the FAA expects the system will be installed for on-line testing and eventual use at major hub airports nationwide. ✲

Jean Mullins is a public affairs specialist in FAA's New England Region.

Rivet-Checking Robot

Mechanical Device To Inspect Aging Aircraft

Airline safety inspectors may one day have new additions to their teams—seven-footed robots designed to detect structural flaws in aging aircraft.

The FAA Technical Center is taking the lead in investigating the use of a robotistic maneuvering device to assist in automation of data collection and interpretation of traditional, nondestructive inspection equipment.

The mechanical inspector would be capable of searching for flaws in aircraft skins and underlying structures with more reliability, a high probability of detection, greater uniformity, and at faster rates than can be accomplished by human inspectors.

The project was initiated in June 1991, with a conceptual design delivered to the Technical Center in December by Carnegie Mellon Research—the organization developing the device with the FAA. Investigators at the research center constructed and tested a prototype of the system earlier this year.



Robot slides across aircraft fuselage section searching for structural flaws.

The robot, given the name ANDI—short for automated nondestructive inspector—is currently equipped with an eddy current inspection probe. ANDI sports a three-foot modified "T"-shape, weighs about 30 pounds, and is equipped with suction cups on each of its seven feet to walk along the surface of an aircraft. Future plans call for an operational robot to weigh around 20 pounds.

The mechanical inspector prototype is remotely controlled by an operator using a personal computer. All electrical and control cabling, as well as compressed air for the suction cups, is delivered to ANDI through an umbilical line. Locomotion is achieved through electric stepping motors.

"Using an FAA-supplied, ten-by-six-foot curved section of fuselage, the prototype was able to maneuver in one direction, scan a sliding eddy current probe along a row of rivets, and collect crack detection data," said Dave Galella, project engineer, Aging Aircraft Research Branch at the Technical Center.

Over the next two years, the focus will be on developing a rugged field prototype system, using a menu-driven operator interface, improved control software for maneuverability, collision avoidance device, and miniature video cameras for providing visual data to an operator workstation.

USAir's maintenance inspectors in Pittsburgh, Pennsylvania, have been working with Carnegie Mellon on the design considerations of the first ANDI system. Subsequent field prototype versions may be demonstrated at USAir facilities, although testing of the new mechanical device will be on a Boeing 737 at FAA's Aging Aircraft Nondestructive Inspection Validation Center at Sandia National Laboratories, Albuquerque, New Mexico.

Field testing of the second version of ANDI is planned for mid-1994. ✲

'Job Satisfaction' Report Tells It Like It Is

Results are in from the most recent Job Satisfaction Survey. Randomly selected, 15 percent of the FAA work force across the country had an opportunity to participate in the survey—a tool for senior management to use in planning and evaluating long-term, agencywide improvements. Questions were geared towards what participants think about such issues as management, supervision, pay and benefits, job involvement, federal issues, the work group, employees' understanding of the job, managing change, diversity, elder care, child care, and alternative work schedules. Here is a compilation of what employees had to say.

High marks for job satisfaction

Overall, FAA employees' job satisfaction measured 72 percent, an all-time high since the survey was first administered in 1984. The 1984 figure was 53 percent, with the last previous survey in 1990 recording 65 percent overall satisfaction.

Major organizational divisions were all at or above the agencywide figure, with Flight Standards leading the way at 76 percent. With the Alaskan Region scoring highest, ranges for regions, centers and Washington Headquarters were from 66 to 77 percent.

Among organizational levels, managers and supervisors came in at 75 percent, specialists at 73 percent, and clerical and other employees at 67 percent. Race and gender made no significant difference in overall job satisfaction.

Among eight components of overall job satisfaction, the kind of work people do was the primary positive force. Eighty percent of agency employees expressed satisfaction with the kind of work they do. All other components—pay, benefits, retirement, working conditions, immediate work group, organization, and immediate supervisor—scored below the overall 72 percent level. Working conditions showed up as the least satisfactory component, with only 46 percent of employees expressing satisfaction.

Workplace fairness a concern

Asked to rank the quality of work life issues most important to them, participants picked workplace fairness, training and development, and job recognition. Possible selections also included the Employee Assistance Program, performance appraisals, work schedules, dependent care, organizational quality, communication, and openness of expression. Priorities for men and women were exactly the same and generally consistent across organizational lines.

Workplace fairness may have come out on top because a significant number of employees believe they were definitely or probably treated unfairly in the previous 12 months. Perceiving probable or definite unfair treatment were 48 percent of men responding and 43 percent of women, 57 percent of minorities, and 44 percent of nonminorities.

Reporting on sexual harassment

A major area that influences perceptions of workplace fairness is sexual harassment. Agencywide, 15 percent of women responded that they were definitely sexually harassed in the previous 12 months, and 32 percent more indicated that they were probably harassed in the same period. Also, 5 percent and 25 percent, respectively, of men responded "yes" to the same questions. Among the line organizations, the percentage of women answering that they had definitely been harassed ranged from 10 to 22 percent.

In general, employees responded that they have tried to learn the agency guidelines and procedures regarding sexual harassment. For the most part, employees believe harassment complaints are taken seriously and that supervisory responses are fairly effective. However, they also believe that harassment complainants are labeled as troublemakers.

Employees report that they are careful about what they say so as not to offend others. They also say that it is not necessary to go along with jokes about women or people of color to get along in the workplace. The majority of employees—although this is significantly less true for members of racial minorities—do not believe that inappropriate comments make the workplace hostile.

Affirmative action/equal employment opportunity

With 57 percent of the responses indicating support for affirmative action and equal employment opportunity (AA/EEO), survey participants saw such support among their friends and coworkers as much less. Support is seen as stronger as one goes up the chain of command. Many employees believe that AA/EEO give women and people of color an unfair advantage and allow less qualified people to advance. Women and people of color feel that affirmative action and equal employment opportunity are necessary to ensure that they are fairly considered for job vacancies.

Issues of diversity

Overwhelmingly—by 84 percent—employees understand the agency's values on the issues of diversity. Based on survey results, those values are not yet strongly supported by the work force. In this regard, employees view training in the diversity areas as moderately ineffective to moderately effective, depending on the specific nature of the training. Short awareness sessions were rated moderately effective. Longer sessions aimed at influencing attitudes or behaviors were rated less effective.

Managerial practices scrutinized

A number of managerial practices were scrutinized by employees. One group of questions focused on managers' commitment to performance improvement. Employees were lukewarm as to whether they were continuously encouraged to improve performance. Likewise, they were lukewarm as to whether management uses customer requirements and feedback to improve products and services. According to survey respondents, the agency is perceived as not particularly quick to use improved work methods. Despite these responses, they rated customer satisfaction with services and products as better than average.

Another group of questions focused on managers' concern for people. Respondents believe that there is only limited to moderate commitment to employees' concerns. There is also a perception that only limited to moderate consideration is given to the impact of changes on employees. The same response was provided as to whether employees' organizations have a real interest in their welfare and satisfaction.

Not surprisingly, respondents saw limited positive change in the last two years in the emphasis the FAA places on managing people. Questions concerning employee empowerment elicited a similar range of responses. Overall, employees agreed that decisions are not made at the most appropriate level. They also believe that more often than not conflicts are avoided or worked around as opposed to being brought out and managed.



Job Satisfaction

Airway Facilities	74%
Air Traffic	72%
En Route	72%
Terminal Level 1-3	75%
Terminal Level 4-5	74%
FSS/AFSS	68%
Flight Standards	76%
Headquarters	66%
Total Agency	72%

On decisionmaking

There was general agreement that such things as organizational policies, practices, and conditions do not encourage employees to work hard. Employees are somewhat more positive about having adequate information to do their jobs.

Consistent with feelings about the kind of work they do, people are positive about how their jobs fit into the overall mission of the agency. Not surprisingly, on the issue of whether authority exists to make day-to-day work decisions, supervisors feel they have considerable authority, whereas nonsupervisors believe they have only limited or moderate authority. There is a similar dichotomy as to whether employees contribute to decision-making that affects their jobs.

A fear of 'rocking the boat'

Another group of questions dealt with how freely employees feel about expressing their own opinions. Though employees feel somewhat encouraged by management to express their own views, participants believe it is not really an accepted behavior. It is more acceptable not to "rock the boat" and agree outwardly with management, even when not really in agreement. Otherwise, according to the survey, employees believe they might be the target of retaliation.

Agency communications

Organizational communications were viewed somewhat negatively overall. Agency newsletters are not considered particularly informative. The timeliness and sufficiency of information about major innovations and changes affecting employees' jobs are considered somewhat inadequate.

Communications regarding pay and benefits and work-related policies and procedures are seen as moderately successful.

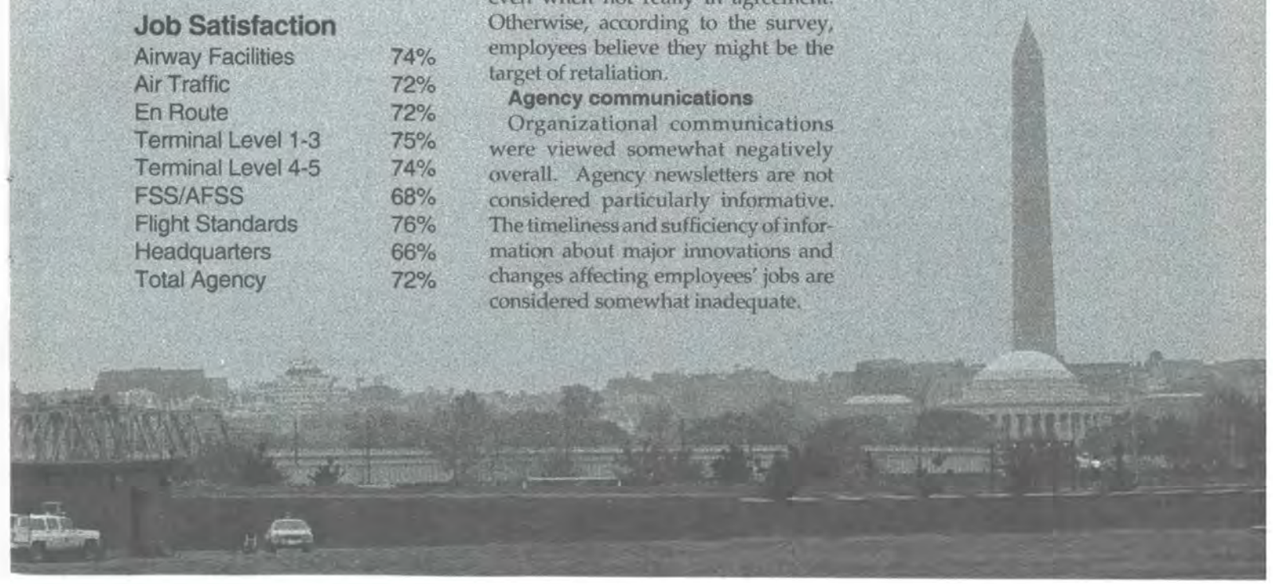
There is also a general feeling that information is passed on both upwards and downwards. Communications received are viewed as not always accurate; employees do believe, however, that information received remains credible.

Room to improve

Based on survey results, the increase in the overall job satisfaction index for FAA employees appears to be tied to positive feelings about the kind of work people do and how that work supports the agency's mission. Virtually all other areas explored were much less positively rated.

Survey data indicate that there is room for improvement in most areas. Still, only 26 percent of the employees answering believed that upper management would use Job Satisfaction Survey results to improve working conditions and morale. Find out more on what's being done with the JSS results in future editions of *FAA World*. ✲

For answers to questions about surveys, contact the Employee Survey Staff, AHD-300, 400 7th Street SW, PL 1200, Washington, DC 20590. The FAX number is (202) 366-4440.



Controlling Some 'Extraordinary' Circumstances

Four Awarded for Outstanding Flight Assists



Salvatore Potestivo, left, and David Long

Dull routine is not the stuff of a career in air traffic control. In seconds, a quiet shift can turn into a time of emergency, and controllers must perform their duties under extraordinary circumstances. Annually the Associate Administrator for Air Traffic awards several controllers who have made outstanding flight assists during the previous calendar year. Out of 1,201 flight assists in 1992, here are the stories of those who recently received the award.

Charles Huggett
Salvatore Potestivo
Washington Air Route Traffic Control Center
Leesburg, Virginia

On May 18, 1992, Charles Huggett was working Washington Center Blue Ridge sector's radar position while Salvatore Potestivo was at the D15 postion. Personnel from Clarksburg Approach Control handed off N3684S, a C172, on a Visual Flight Rules plan from Grant County to Peoria. The pilot, who was encountering rapidly developing IFR—Instrument Flight Rules—conditions, had become disoriented.

As the incident unfolded, Potestivo split the sector with traffic fluctuating between moderate and heavier. This allowed Huggett to concentrate solely on providing separation and communicating with the troubled pilot. Huggett, who had located the plane between Grantsville and Kessell, West Virginia, identified the river in the pilot's sight as the South Branch of the Potomac.

Instructing the pilot to follow the river north towards Cumberland, Maryland, Huggett quickly coordinated an assistance plan with the help of another pilot heading to the airport. From a PA28, the second pilot relayed flight condition reports and critical information on local terrain and geographical features in the area to keep the disoriented flyer clear of surrounding ridges.

Due to the weather, the disoriented pilot was unable to maintain the recommended heading and reversed course to the south. He also lost sight of the river. At this point, Huggett declared an emergency.

'At no time during the incident, which lasted for more than an hour, could Huggett track the troubled craft on radar.'

Determining that the plane was near Romney, West Virginia, Huggett gave the pilot geographical information, but again the weather prevented him from proceeding. With advice from the second pilot, the controller guided N3684S into better flying conditions, advising the flyer not to descend below 3,000 feet. Huggett continued to monitor the plane's progress through reference to the Grantsville VHF navigational aid. At no time during the incident, which lasted for more than an hour, could Huggett track the troubled craft on radar.

There was a happy conclusion to the emergency with the pilot landing safely at Cumberland Airport.

David M. Long
Deadhorse Flight Service Station
Prudhoe Bay, Alaska

The pilot of N73100, a C207, had some big problems to deal with when she made radio contact with controller David Long at Deadhorse Flight Service Station on October 26, 1992. Reporting that she was lost, had electrical problems, smoke in the cockpit, and no navaids, she requested a direction finder steer to Deadhorse. She could barely hear Long at the flight service station, however.

'Reporting that she was lost, had electrical problems, smoke in the cockpit, and no navaids, she requested a direction finder steer to Deadhorse.'

Long tried to instill confidence in the frightened pilot, who thought she was about 20 miles from Deadhorse. He immediately responded with advice in a manner that was professional, competent, calm, confident, and descriptive. He relayed heading and information on weather conditions. Upon the pilot's request, he gave her a special Visual Flight Rules clearance to enter Deadhorse's control zone. By this time the pilot reported being about 16.4 miles from Deadhorse at 600 feet.

The pilot's navigational aids were still out of commission, so Long advised her to continue on her heading of 240 degrees. All traffic was on hold awaiting her arrival.

Soon after crossing the Sagavanirktok River, the pilot reported she was nearing runway four. From there she made a safe landing without incident.

Long was commended for handling the emergency with a high level of awareness and outstanding phraseology. Furthermore, his excellent communications skills, adherence to emergency procedures, and proper use of the emergency checklist prevented this incident from developing into a dangerous situation.

Long's professionalism was evident. His calm handling of the assist enabled the pilot to concentrate during a highly stressful situation, so that a safe landing could be made.

Douglas A. Wanamaker
Seattle Terminal Radar Approach Control
Seattle, Washington

A thankful pilot and his two passengers credit air traffic controller Doug Wanamaker's judgment, expertise, and skill in saving their lives. Even though their aircraft, N4021K, a single-engine Navion, sustained major damage in landing, all three passengers aboard survived the emergency with no serious injuries.

On March 17, 1992, a routine Sunday evening shift at Seattle TRACON kicked into high gear when a pilot, who was flying from Moses Lake, Washington, to Olympia, experienced engine failure. Seven incredibly anxious minutes ensued as the aircraft glided helplessly toward the mountainous terrain below. There were no nearby airports or other suitable locations for the aircraft to make an emergency landing.

At the time of the failure, N4021K was approximately 45 miles southeast of Seattle at 8,000 feet. Within 10 seconds of the notification, Wanamaker had adjusted his radar scope to display the Emergency Obstruction Video Map, designed to pinpoint terrain contours and obstacles. He quickly cleared his radio frequencies of all other aircraft and began issuing headings away from the highest peaks.

Using the automated airport fix finder, Wanamaker provided vectors through a narrow canyon toward the nearest airport in Eatonville. Although the airport was only 15 miles northwest, several ice-capped peaks prevented a direct routing. With great precision, Wanamaker continued to issue course and terrain information, guiding the pilot toward a narrow valley. Turns as small as five degrees were required to direct the Navion away from the mountains on each side.

. . . 'with the help of Wanamaker's composed and resourceful performance . . . . . all three people onboard survived.'

As darkness fell over the Cascades, N4021K was still descending at a fairly rapid rate, so making it to the airport was impossible. Also, the aircraft would soon be encountering a dense layer of clouds, and the pilot would have to deal with the fear of what might lie below. It was at this point that Wanamaker requested a terminal control area chart and advised the pilot to start looking for State Route 7 after getting below the clouds.

N4021K reported in VFR—Visual Flight Rules—conditions that "I'm awfully close to the hills." After acknowledging one last suggested heading, radar contact was lost 6.6 miles southeast of the airport.

Striking several large trees in the process, the plane came to rest just to the east of the state road, about three miles northwest of Elbe. The aircraft was destroyed during the landing attempt, but, with the help of Wanamaker's composed and resourceful performance, coupled with the pilot's courageous flying, all three people onboard survived. ✲

Technology for People with Disabilities

By Meryl K. Evans

As I stood in the hallway waiting for the elevator, I heard a loud "beep!" and looked up. I noticed the elevator beeped when it arrived on my floor. Even though the sound was annoying, I knew it was there for a good reason. It beeped to notify people who are blind/visually impaired that an elevator was available and whether it was going up or down.

You walk in an office, and suddenly you hear a computerized voice reading a page from the latest issue of *FAA World*. You find it is coming from a computer scanner that translates printed words into spoken language.

All of these items are some of the many advances in technology that allow people with disabilities to accomplish their tasks in a more efficient manner. The work force is growing more diverse, especially since the recent arrival of the Americans with Disabilities Act (ADA). The diversity of the work force requires managers and employees to learn how to value, use, and manage the differences each individual brings to the workplace.



Mike Harvey

A TTY makes communications easier for people with hearing impairments.

At the Aeronautical Center, Greg Morgan, Office of Human Relations Management, monitors a conversation on the device's text display.

"Reasonable accommodation" is one way to help employees with disabilities to produce high-quality products. Managers need to provide reasonable accommodation to employees with disabilities, including technology and modification of equipment that will allow them to achieve their full potential.

When people dial my phone number, my phone answers with a prolonged "beeeeep!" As a person who is hard of hearing, I cannot hear a telephone conversation. Instead, I have a Teletypewriter (a TTY, also called a TDD).

Those who work in a large building or company, may have noticed the changes in elevators since the ADA took effect. Most elevators have Braille on the numbers to assist people with visual impairments. Additionally, the elevators make sounds when they arrive on each floor.

Some places have talking elevators. People often ask if the Braille and the sounds were for people who are deaf/hard-of-hearing. They are not; they are for people who have visual impairments. Deaf/hard-of-hearing people use visual cues such as the lights near the elevators.

A TTY looks like a mini-typewriter where words scroll in one or two lines. Just like computers, there are different kinds of TTYs that have different capabilities. Some can work as an answering machine; some have a printer that enables the user to print out the conversation since it is difficult to take notes and type at the same time; and some have a light that flashes when the phone rings.

I started using the TTY more often when I came to work for the FAA over a year ago because of the availability of Statewide Relay Services. If you do not have a TTY, you cannot dial my phone number and talk to the TTY. Instead, you dial the TTY relay which, in turn, will call me.

To use the relay, I call my state (or, here in Washington, the DC) relay where an operator who has a TTY answers. I tell the operator the name and phone number of the person I want to call. The operator uses a second line and calls the person by voice. Once connected, I type to the operator what I want to tell the person. The operator voices to the person what I type. The person replies to the operator, who then types the reply to me.

It sounds like a long process, but it is simple.

Another way to use the relay service is to use the Voice Carry Over (VCO). It enables deaf/hard-of-hearing callers to use their voices. I call the operator and ask for a VCO call to the person I want to contact. This time, I talk into the phone, and the person hears me. When the person replies, the operator hears the reply and types it to me. In a VCO call, the hearing person can hear my own voice, but the hearing person's replies are typed to me since I cannot hear on the telephone. The wonderful thing about the Statewide Relay Service is that it does not cost you extra, unless calling long distance. Now, almost every state has relay services.

Growing up, I never watched television because I spent most of my time asking my family, "What did the actor say? What happened?" I chose not to watch television because I could not follow the stories. Then in 1982, I received my first telecaption decoder. For the first time, I understood everything on a television show and asked no questions. Unfortunately, I could not watch every program. The programs must be closed-captioned for my decoder to work. In 1982 there was not much captioned television.

Now, in 1993 almost all primetime television is closed-captioned, along with a few daytime, late-night, and news shows. When you rent a movie, do you notice the closed-captioned symbols? You cannot get captions unless you have a decoder.

The Television Decoder Circuitry Act took effect on July 1. It requires all television sets 13-inches or larger to have a built-in telecaption chip. After buying a television with this chip, you can turn the captions on and off just like turning the sound on and off with the mute button.

To accommodate the visually impaired, there are extra-large monitors that can be attached to a computer system. Also, there is software that expands the size of the text on the screen. This is the computerized version of large-print books.

For people who cannot see at all, this kind of system would not be helpful. A very useful and cost-effective device for the blind is a telephone-sized typewriter. It has a Braille keyboard consisting of six keys and a spacebar. The blind person can type notes on the keyboard and then replay it later to hear the notes read aloud. The keyboard can be attached to a computer where it performs other functions.

These are a few examples of technology available for people with disabilities. Although they do not cover all situations that may require an accommodation, they may provide some options and ideas. Prices vary among items, but the final products produced with the technology are amazing. For example, the best-seller *A Brief History of Time* by Stephen Hawking would never exist if it were not for this kind of technology.

And dollar costs of job accommodations are surprisingly low. A survey from the Job Accommodation Network of the President's Committee on Employment of People with Disabilities gives these figures:

- 25 percent of accommodations cost nothing.
- 47 percent cost between $1 and $500.
- 14 percent cost between $501 and $1,000.
- 4 percent cost between $1,001 and $1,500.
- 10 percent cost more than $2,000. ✲

To Learn More

For more information on the state relays, call your local telephone company or the Federal Information Relay Service 1-800-877-8339 (voice and TTY), which services the government only. DC Relay services the public in the district as well as the government. It's numbers are: voice, (202) 855-1000; TTY, (202) 855-1234.

To find out more about technology for people with disabilities, contact the resource directory of:

Closing the Gap
PO Box 68
Henderson, Minnesota 56044
(612) 248-3294

Publications and a media catalog can be obtained from
Trace Center
S-151 Waisman Center
1500 Highland Avenue
Madison, Wisconsin 53705
(608) 262-6966

The Job Accommodation Network (JAN) of the President's Committee on Employment of People with Disabilities offers assistance with worksite accommodations. Its number is (800) 526-7234.

Meryl Evans is a program analyst with the Office of Training and Higher Education, Regulations and Standards Training Division, AHT-200.

Frederick Lee



Frederick Lee has been appointed as the first Senior Federal Aviation Administration Representative to be located in Beijing. He is expected to be posted at the U.S. embassy there by the end of this year.

Lee's nomination comes after more than 30 years of distinguished service at the agency. He holds a bachelor's degree from Rensselaer Polytechnic Institute and a master's degree from Brooklyn Polytechnic Institute.

With extensive experience in the international arena and keen management skills, Lee has considerable technical expertise in flight standards, airport planning and improvement, and aircraft certification, according to Dale McDaniel, acting Assistant Administrator for Policy, Planning, and International Aviation, and Joan Bauerlein, director, Office of International Aviation.

A factor leading to his nomination was his instrumental role in negotiations with the People's Republic of China on behalf of the agency as McDonnell-Douglas expanded production operations to include a factory in Shanghai. Lee's technical knowledge has allowed him to work effectively with senior officials and administrators in China, the Newly Independent States of the Former Soviet Union, and the Joint Aviation Authorities, as well as with managers in the U.S. government and the aviation industry. His solid managerial and team-building record at the Los Angeles Aircraft Certification Office since 1975 includes recognition for his efforts in the total quality management process as well as awards for improving flight certification procedures and accident investigation.

While exploring the formal establishment of a position in the country since 1988, the agency has concluded a variety of technical and cooperative agreements with the Civil Aviation Authority of China. Strategy has focused on aviation safety, including air navigation facilities and accident investigation, as well as on the enhancement of National Aviation System planning, major aviation equipment purchases, and bilateral airworthiness agreements aimed at harmonizing aircraft certification standards in China with those of the United States. ✲

Jennifer Bilbrey

Jennifer Bilbrey works in FAA's Office of International Aviation, International Assistance Management Branch.



Linda Hall Daschle

Linda Hall Daschle is FAA's new Deputy Administrator. She was sworn in late last month.

Daschle has worked as senior vice president of the American Association of Airport Executives, the nation's largest professional airport organization. It represents more than 1,700 airport executives who are responsible for planning, managing, and operating U.S. airports. She was also a member of the U.S. Travel and Tourism Congressional Caucus Advisory Board.

Daschle began her career in aviation as a licensed weather observer for the FAA while attending Kansas State University. She has worked for two commercial airlines, the Civil Aeronautics Board, and as director of federal affairs for the Air Transport Association.

Active in numerous civic organizations, Daschle has chaired the Oglala-Lakota College Foundation Board. Oglala-Lakota College is the only four-year Native American college in the country. ✲

Brian Sullivan



New to the New England Region's Civil Aviation Security Division is Brian Sullivan, a lieutenant colonel and retired provost marshal of the 94th U.S. Army Reserve Command. Coming to FAA as a special agent (physical security), Sullivan is a recipient of Massachusetts' highest military award, the state's Medal of Valor, presented for his help in rescuing the driver of an overturned and burning truck.

Sullivan, who graduated as a distinguished military student from Northeastern University, received a master's degree from Boston State College. His assignments with the Army, the Massachusetts National Guard, and the Army Reserve have included ones with military police, intelligence, and training units. ✲

Woodie Woodward

Woodie Woodward has recently been appointed manager of FAA's Center for Management Development, Palm Coast, Florida. Since 1991 Woodward has served as Deputy Regional Administrator of the FAA's Southern Region in Atlanta.

Woodward began her FAA career in 1987 as a special assistant to the Associate Administrator for Development and Logistics in Washington and later went to the Office of Government and Industry Affairs as a legislative specialist. Her other work assignments at the agency included special assistant to the Executive Director for System Development and executive assistant to the Deputy Administrator.

A graduate of Florida State University, Woodward received her master's and doctorate degrees from the University of Kanasas.

She has also worked for the Coastal Area Planning Development Commission in Brunswick, Georgia, and on the staff of a U.S. Senator. ✲

continued on page 19



The FAA Academy holds classes in advanced air traffic control for international participants. One such class comprised twelve participants from Tunisia, one from Taiwan, one from Saudi Arabia, and three from Turkey.

While presenting a speech at their graduation, Jennane Monoom, a Tunisian air traffic control supervisor, had this to say about the experience:

"Our technical visits to some FAA Academy facilities and to Dallas Airport impressed all of us because of the very high technology reached by the United States and aimed at improving the safety and the regularity of air navigation.

"I would like to take this opportunity to stress the excellent relationship between the Tunisian Civil Aviation Department and the FAA Academy which dates from the early sixties," he said. "We are please to see in the hall of the academy the pictures of our colleagues who attended different training courses."



Bill Williams, Office of Aviation System Standards director, was this year's recipient of the C. Alfred Anderson Award during the 17th Annual National Training Conference of the National Black Coalition of Federal Aviation Employees.

Established by the association in 1982, the award recognizes aviation pioneers, people instrumental in developing or fostering aviation careers and programs in the minority community, and those who made major contributions by inspiring minority youth to seek careers in aviation.

Past president of the Northeast Region Tuskegee Airmen, Williams is an experienced pilot and flight instructor with 4,500 flying hours. He holds an airline transport pilot certificate; is rated in single- and multi-engine, instrument, and glider categories; and is qualified as a flight instructor in each category.

Among previous winners of the award were Coleman Young, former mayor of Detroit, and Spann Watson, a retired FAAer and a well-known aviation advocate.

In this historic photo, Williams, right, and Watson, center, stand with renowned aviator and flight instructor C. Alfred Anderson, at left.

A merry-go-around is being built at the new Southern California TRACON. That's right—the new ultramodern child care center named "Merry-Go-Around" is taking shape next to the recently built San Diego facility.

The board of directors was formed about two years ago under the able and dedicated leadership of president Jennifer Gamblin. Since then, many challenges have been overcome to keep the project on track. For example, it has been incorporated as a nonprofit corporation. Also, it gained special approval from the state to set up a scheduled 24-hour operation.

A civilian contract provider, La Petite Academy, was finally chosen after almost a year of intensive search and interviews. Due to start operations in March



1994, the Western-Pacific regional office is planning a big "to-do" for the opening.

This photo of the center's directors was taken at the construction site: Front row, from left, Sheila Sweeney, National Air Traffic Controllers Association representative, San Diego tower; Jerry and Karla Vasser, Burbank TRACON; Jere Beth Hughes, Brown Field tower, San Diego; Lorraine Callahan, La Petite Academy; Mike Myers, Los Angeles TRACON; Tom Martin, Ontario TRACON; and Karen Willard, Brown Field tower, San Diego. At back, Jennifer Gamblin, Southern California TRACON; Bill Westin, National Association of Air Traffic Specialists representative, San Diego Automated Flight Service Station; Rosanne Rinear, La Petite Academy; and Carol Banks, Coast TRACON.

Board members not shown are Claude Genest, San Diego AFSS; David Spencer, Southern California Airways Facilities Sector; and Suzanne Thompson, Cartwheels Educational.

The FAA Chorale: Unsung Heroes

By Sheila Robinson

If you've worked at FAA long enough, you may have caught a performance of the FAA Chorale at Headquarters. It could have been at a U.S. savings bond drive, a Combined Federal Campaign (CFC) activity, or an awards ceremony. Or maybe it was at an antidrug rally. The point is, the FAA Chorale is bound to show up at any event.

How did the chorale get its start? No one in the group recalls exactly, but it seems that sometime in 1984 (or was it 1985?) a group of employees were recruited to sing, under the direction of John Hanks, formerly of the Office of Public Affairs, at a Headquarters CFC program. The effort was a success, and the group ultimately evolved into the FAA Chorale.



Front row, from left: Susan Hughes, Cecelia Hackett, Sandra Buchanan, and Ponjola Short; middle row, Shirlene Wilson, Sheila Robinson, and Phyllis Duncan; at back, Helen Penn and Laurie Fisher.

Although the group often performs for serious causes, they are known to "let their hair down" every now and then. For example, at a Flight Standards Service banquet where the group performed, Elvis Presley and Diana Ross and the Supremes (who uncannily resembled the chorale members) miraculously appeared and sang some of their famous numbers for the audience.

A notable achievement was the chorale's performance in former First Lady Nancy Reagan's "Just Say No" Walk Against Drugs on the Washington Monument grounds. Several well known celebrities performed as well, including Tempestt Bledsoe of the "Cosby Show" and Latoya Jackson.

The group's musical style covers the spectrum, including pop, gospel, patriotic, rhythm and blues, country-western, and rap. Their repertoire consists of songs that fit the occasion. For example, "Reach Out and Touch Somebody's Hand" has been sung at a CFC program, "This Land Is Your Land" at an Earth Day program, and Aretha Franklin's "You'd Better Think," at an alcohol awareness program. You get the picture.

The FAA Chorale has a few songs in its repertoire written especially for them. For example, you probably didn't know that the FAA has a theme song that was penned by the aforementioned John Hanks. It's called "We Are the People of the FAA." Sung with all the gusto of a patriotic song, it's been known to cause a few spines to tingle. Another one of their "signature" songs is "Bonds Will Keep You Together," sung to the tune of the Captain and Tenille's "Love Will Keep Us Together." Written in 1986 by a former and current member of the group, its catchy lyrics and familiar tune have tickled the hearts of many.

Since the FAA Chorale members are employees first, balancing their busy workloads with rehearsal and performance schedules has been challenging. However, with the understanding and support of their supervisors, they manage to do both. A case in point came early this year.

The FAA Chorale was invited by the Department of Treasury to perform at its governmentwide savings bond awards program at the Old Executive Office Building. They sang their old standby "Bonds Will Keep You Together." Soon after, they were deluged with requests from other federal agencies to perform at their savings bond kickoffs.

Aiming to please, the chorale accepted as many invitations as possible, sometimes as many as two a day. The group accepted invitations from the Department of Energy, the Bureau of the Public Debt, and the Resolution Trust Corporation, to name a few.

The chorale received some unexpected kudos from Transportation Secretary Peña, this year's governmentwide chair of the savings bond program. After seeing the chorale perform at a program, Peña asked the group to tape a video featuring the "bond" song. The song was recorded and most likely will be used for future departmental savings bond campaigns.

The chorale likes to entertain for worthy causes. For example, they have performed for senior citizens and once sponsored and performed in a series of variety shows. The group charged admission for each show and donated the proceeds to the Headquarters day care center.

The size of the group has varied over the years, but presently there are 11 members: Sandra Buchanan, AFS-320; Phyllis Duncan, AFS-810; Laurie Fisher, AEE-300; Cecelia Hackett, ARD-200; Susan Hughes, AFS-13; Mary McCain, ATM-100; Valerie Murray, AAF-10; Helen Penn, AAA-100; Sheila Robinson, APN-300; Ponjola Short, AAF-2; and Shirlene Wilson, AAM-110.

Members say that they are always looking for "a few good men and women" to join. The only qualifications necessary are commitment, versatility, and the ability to have fun! ✲

Sheila Robinson is a personnel specialist in FAA's Office of Personnel.

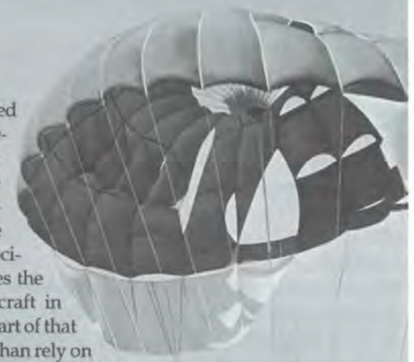
FAAers perform some challenging jobs, and they also share their exceptional talents after work hours are through. They may be community leaders, celebrated experts in a field, or just downright interesting people.

This column introduces a few of them.

Know someone who should be highlighted in print? News about notable FAAers can be sent to:

FAA World
Office of Public Affairs, APA-340
800 Independence Avenue SW
Washington, DC 20591

Paragliding Is Not Parachuting



The paragliding pilot who disrupted the November 6 Riddick Bowe-Evander Holyfield heavyweight fight "is not a parachutist, nor is the sport he practices skydiving," explained Jerry Rouillard, executive director of the U.S. Parachute Association (USPA). "A skydive involves the descent of a person from an aircraft in flight, using a parachute for all or part of that descent," says Rouillard. "Rather than rely on an aircraft to be carried into the air, James Miller used a device which provides its own thrust to carry him into the air."

After circling Caesars Palace outdoor stadium in Las Vegas, Miller floated above the ring before landing on its top rope. His "vehicle"—a flexible-glider commonly called a paraglider—was composed of a parachute and a motorized propeller enclosed in a cage. Miller fell into the first row of outraged spectators, creating chaos and terrifying many at the event before he was arrested. The man's antics disrupted the championship bout for close to 20 minutes.

In contrast, U.S. Parachute Association members abide by both FAA and USPA safety regulations and procedures. FAA rules stipulate no person may make a parachute jump if that jump creates a hazard to air traffic or to persons or property on the surface.

In addition to FAA fines and penalties, skydivers who violate any FAA regulations are subject to suspension of USPA ratings and membership. "If this exhibitionist had been a USPA member, this stunt would have been sufficient reason to revoke his membership and his ratings," Rouillard concluded. ✲

Changes in Life Insurance Policy Take Effect

Federal employees who have basic Federal Employees' Group Life Insurance (FEGLI) coverage and have previously declined optional coverage now have the opportunity to:

- Elect Option B, additional optional insurance, upon marriage or divorce, a spouse's death, or the acquisition of an unmarried, dependent child. Multiples of Option B that may be obtained are limited to the number of additional family members associated with the marriage, additional children, or the total number of dependent children upon divorce or death of a spouse.
- Elect Option C, family optional coverage, upon marriage or divorce, the acquisition of an unmarried dependent child, or a spouse's death, if the enrollee has any dependent children.

FEGLI'93

Also, employees who have in force additional optional insurance of at least one but fewer than five multiples of annual pay may increase the number of multiples upon marriage or divorce, a spouse's death, or acquisition of an unmarried, dependent child. Again the number of multiples are limited to the number of additional family members associated with the marriage, additional children, or the total number of dependent children upon divorce or death of a spouse.

The Office of Personnel Management issued the regulations to provide consistency of election opportunity to employees who experience a change in family status and responsibilities. For further information and enrollment assistance, contact your servicing Human Resource Management division. ✲

Future Flyers

A Winning Combination of Youth and Experience

"On my honor I will do my best. . . ."

". . . to foster the growth of general aviation. . . ."

Two excerpts, one from the Boy Scout Oath and the other from the Federal Aviation Act of 1958; how do they fit together? Well, in this particular case, they fit very, very well, in the form of Aviation Explorer Post 272, the Future Flyers Flying Club, and an FAA employee. It's a combination that is doing something very positive in nurturing a fascination with aviation in today's youth.

Cutting the cost

Needless to say, a young person interested in flying often has a hard time affording it. Based on the prices at local flight schools, some even contend that general aviation is becoming a sport only available to the rich. In any case, very few kids ever get the chance to experience the thrill and the love of flying.

But over in Easton, Pennsylvania, at a little old general aviation airport called Braden's Airport, someone is doing something about it.

The Aviation Merit Badge campout idea is the brainstorm of Fred Gibbs, manager of FAA's Air Traffic Publications Branch, ATP-210. Gibbs, the advisor for Aviation Explorer Post 272, is an aircraft owner and an active pilot holding an ATP/CFII, SMEL—airline transport pilot, certified flight instructor instruments, single and multiengine land. At the last campout, over 345 scouts and scout leaders spent the weekend right on the airport.

The event—the Fourth Aviation Merit Badge Campout—was a spectacular aviation event. Results met every expectation the planners had: 276 boys earned their merit badge in aviation; over 75 scout leaders were introduced to the subject; 20 or so pilots donated their time, airplanes, and fuel to ensure every one of the scouts, scout leaders, Civil Air Patrol Cadets, paramedics, and, of course, the Explorer post members got a ride in a general aviation aircraft, including some homebuilts, some classics, and even a twin-engine.

Bigger and better

Campout four grew from its initial stage of just a small camping trip with 60 kids to a gala weekend event encompassing every possible aspect of aviation.

The concepts behind the campout also grew tremendously and underwent several changes in agenda. As a result, five one-and-a-half-hour training seminars were conducted by volunteers Gibbs recruited from friends in the FAA and industry—the Aircraft Owners and Pilots Association, the Experimental Aircraft Association, the Ninety-Nines, and the local aviation community.

Still, the highlight of the campout was the opportunity for every scout and scoutmaster to get a ride in a general aviation airplane.



The campout has grown into a gala weekend encompassing all aspects of aviation.

Getting it together

A hectic weekend? You bet! The young men and women of Post 272, ages 12 to 17, worked their fingers to the bone and loved every minute of it. Under the leadership of Gibbs and his team of parents and advisors, they did the impossible: They coordinated renting and placement of six large party tents; rented dumpsters and port-a-johns; directed camping and parking; operated a soda concession and recruitment stand; hauled over 350 chairs around to events; handled the registration; arranged for Friday and Saturday night outdoor movies; ensured every scout and scoutmaster got their T-shirts and meal tickets for breakfast; staffed the breakfast line, cooking and serving; moved generators about to run operations that needed electricity; parked cars and aircraft; managed the flight line as scouts boarded and deplaned; signed and handed out several hundred "Young Eagles" certificates and merit badge applications; directed the inspection of all campsites upon departures; and more. Then on Sunday afternoon and all day Monday they took everything down and made sure the airport was in spotless condition. No one would know that some 400 people had been there for several days.

Kudos to the group

Proud of his Explorers, Gibbs says they deserve a "pat on the back." They understand responsibility, dedication, and hard work. They will be tomorrow's aviators, he says, and many of them already are student pilots or have pilots licenses.

As for the Explorers, they are proud members of both Post 272, the organization that teaches them all about aviation, and Future Flyers, Inc., which owns and maintains the airplane with which they can actually learn the mechanics of flying.

And to think it all started with one donated airplane and a couple of people who love aviation—professionals who care enough about the future and young people to give so freely of their time and talents. Campout V, slated for August 1996, promises to be another winning combination. ✲

Information in the "People" section is extracted from the Consolidated Personnel Management Information System.

Space permitting, actions of a change of position and/or facility are published.

The time lag before personnel actions appear is due to data compilation, format,and publication times.

Aeronautical Center

Victor M. Lasaxon, manager, Aircraft Certification Branch, Regulatory Standards & Compliance Div., from Rotorcraft Directorate, Ft. Worth, TX.

Alaskan Region

Kent Curtis Adams, manager, Flight Standards Branch, Flight Standands Div. ... **Michael V. Bezdon,** unit supervisor, Cordova AFSFO, South Alaska AFS, from Juneau AFSFO ... **Terry L. Gordon,** asst. manager, Juneau FSDO, from Oakland, CA, FSDO ... **John E. Michaelis,** unit supervisor, Airworthiness Section, Flight Standards Div., promotion made permanent ... **Gerald C. Paterson,** staff chief, Technical Analysis Branch, Flight Standards Div. ... **Edward J. Smith,** manager, Anchorage ARTCC, promotion made permanent.

Central Region

Gregory E. Golden, manager, Kansas City, MO, Downtown ATCT, from Kansas City International ... **Max D. Payne,** manager, Civil Aviation Security Office, Kansas City, MO ... **Jeffrey A. Roy,** asst. manager, Flight Standards Div., from Aeronautical Center.

Eastern Region

Charles E. Boone, crew chief, New York TRACON AFSFO, Metro New York AFS, Garden City ... **Edward B. Castagna,** asst. manager, Leesburg AFSS, from Washington Headquarters ... **Barbara Jo Cogliandro,** asst. manager, Baltimore TRACON, Glen Burnie, MD ... **Walter Drelick,** unit supervisor, Farmingdale FSDO, East Farmingdale, NY, from regional office ... **Ann H. Haralam,** manager, Logistics Div., promotion made permanent ... **Ruey-Long Huang,** manager, LaGuardia AFSFO, Metro New York AFS, promotion made permanent ... **Carroll A. Jones,** manager, North Philadelphia ATCT, from regional office ... **James D. Swanson,** area supervisor, Newark, NJ, ATCT, from regional office ... **Robert W. Torrey,** AF watch supervisor, New York TRACON AFSFO, Metro New York AFS, Garden City.

Great Lakes Region

John C. Converse, manager, Grand Rapids, MI, ATCT ... **George A. Davis,** manager, Champaign, IL, ATCT, promotion made permanent ... **Robert J. Kuh,** area manager, Indianapolis, IN, ARTCC ... **Steven A. Manifold,** asst. manager, programs, Grand Rapids, MI, ATCT, from Lansing, MI, ATCT ... **Arnold E. Miller,** asst. air traffic manager, operation, Indianapolis, IN, ATCT ... **James K. Mitchell,** area supervisor, Springfield, IL, ATCT, promotion made permanent ... **Kathleen Y. Smith,** manager, Alton, IL, ATCT, promotion made permanent ... **Olivet L. Smith,** area manager, Chicago O'Hare ATCT ... **Mark E. Stevens,** supervisory environmental support engineering technician, Indiana AFS, Indianapolis, St. Joseph County.

New England Region

Kenneth F. Acker, asst. manager, plans & programs, Boston ARTCC, Nashua, NH ... **David N. Anderson,** asst. manager for technical support, Bangor, ME, AFS ... **Ray R. Ashenhurst,** asst. manager for training, Boston ARTCC, Nashua, NH ... **Maxine M. Bull,** area supervisor, Boston ARTCC, Nashua, NH ... **William A. Rumph,** area manager, Boston ARTCC, Nashua, NH ... **Orlando E. Sanchez,** area supervisor, Boston ARTCC, Nashua, NH, from Albuquerque, NM, ARTCC.

Northwest Mountain Region

Gary O. Anderson, supervisory electronics technician, Spokane International Airport, Seattle, WA, AFS, promotion made permanent ... **William F. Bearinger,** unit supervisor, Salt Lake City, UT, ARTCC AFS, promotion made permanent ... **Duane R. Boda,** asst. manager, operations, Colorado Springs, CO, ATCT ... **Ronald O. Cody,** asst. manager, Seattle ARTCC, Auburn, from regional office ... **Terence K. D'Angelo,** area supervisor, Aspen, CO, ATCT, promotion made permanent ... **William M. Matson,** manager, Boise, ID, FSFO, from Salt Lake City, UT, FSDO ... **Jack E. Meade,** area manager, Salt Lake City, UT, ARTCC ... **Michael E. Papini,** area supervisor, Aspen, CO, ATCT, promotion made permanent ... **Thomas J. Pratt,** asst. field office supervisor, Salt Lake City, UT, FSDO, from Portland, OR, FSDO, Hillsboro ... **Linda M. Rose,** manager, Information Technology Div. ... **Darrell W. Ruth,** unit supervisor, Great Falls, MT, AFSFO, Billings, MT, AFS, promotion made permanent ... **Edward L. Smith,** unit supervisor, Portland, OR, AFS ... **Robert L. Wheeler,** area supervisor, Denver, CO, ATCT.

Southern Region

Joseph Bialek, asst. manager, Jacksonville, FL, ATCT, from regional office ... **Cheryl K. Bockstahler,** area supervisor, Key West, FL, ATCT, from Tamiami ATCT, Miami ... **Jeffrey C. Granier,** chief, Engineering Services Support Staff, Establishment Engineering Branch, Airway Facilities Div. ... **Mark J. Hahn,** area supervisor, Opa Locka, FL, ATCT, from Miami International ATCT ... **William E. Jayne,** manager, Peachtree-Dekalb ATCT, Chamblee, GA, from Fulton County ATCT, Atlanta ... **Franz Juran,** section supervisor, Ft. Lauderdale FSDO ... **William L. Lindsey,** technical program manager, NAS Program Coordination Staff, Airway Facilities Div., from Atlanta Hub AFS ... **Barbara A. Shivers,** area supervisor, Peachtree-Dekalb ATCT, Chamblee, GA, from Fulton City ATCT, Atlanta.

Southwest Region

Gerardo Barrios, group supervisor, Terminal Elec. Engineering Section F&E Establishment Engineering Branch, Airway Facilities Div. ... **Gerald R. Boyd,** area supervisor, Midland, TX, ATCT, from FAA Academy, Oklahoma City ... **JoEllen Casilio,** asst. manager, Dallas/Ft.Worth TRACON, from Washington National ATCT, Arlington, VA ... **Emma J. Dotson,** asst. manager, Little Rock, AR, ATCT, from

Western-Pacific regional office ... **Denise R. Garcia,** unit supervisor, Albuquerque ARTCC AFS ... **Daniel E. Hedenberg,** manager, Ft. Worth Alliance ATCT, from Lawton, OK, ATCT ... **James D. Kincaid,** manager, Mc Allen, TX, ATCT, from Tulsa, OK, ATCT ... **Leo P. Leonelli,** asst. manager, Aviation Medical Div., from Western-Pacific regional office ... **Patrick D. MacDonald,** supervisor, Graphics Management Section F&E, Establishment Engineering Branch, Airway Facilities Div. ... **Harold W. McGilvray,** manager, Austin AFSFO, Austin AFS, Waco, TX, from Rogers, TX ... **Robert W. Ulmer,** area supervisor, Albuquerque, NM, ARTCC, from Boston ARTCC, Nashua, NH ... **Katherine A. Vargo,** asst. manager, Houston, TX, Intercontinental ATCT, from Washington Headquarters ... **James A. Ward,** manager, Wiley Post ATCT, Bethany, OK, from Tulsa International ATCT ... **Dwayne A. Williams,** manager, San Antonio AFSFA, San Antonio AFS, from Washington Headquarters.

Technical Center

Cliff G. Jones, section supervisor, Host Field Support Section, Enroute Field Support Branch, National Enroute Systems Engineering Div. ... **Patricia A. Mabis,** manager, Management Systems Div.

Washington Headquarters

Brian D. Anderson, team supervisor, System Operation & Engineering Branch, Contracts Div., Office of Acquisition Support ... **Constance G. Brown,** team supervisor, System Operation & Engineering Branch, Contracts Div., Office of Acquisition Support ... **Robert J. Cammaroto,** asst. manager, Strategic Initiatives Div., Office of Civil Aviation Security Policy & Planning ... **Charles Fluet,** div. manager, Office of Integrated Safety Analysis ... **Robert L. Kopp,** deputy program manager, Program Manager for Aircraft & Acquisition, Program Director for Communications ... **Kathleen M. Ladika,** manager, Program Implementation Branch, Drug Abatement Div., Office of Aviation Medicine, promotion made permanent ... **Michael D. Lam,** chief, Engineering Support Staff, Associate Administrator for System Engineering & Development ... **John R. Mathewson,** manager, Capital Div., Office of Budget ... **William R. McAndrew,** manager, Drug Abatement Div., Office of Aviation Medicine ... **Robert A. Wright,** manager, General Aviation & Commercial Div., Flight Standards Service.

Western-Pacific Region

Howard E. Bolton, unit supervisor, Oakland, CA, ARTCC AFS, Fremont, promotion made permanent ... **Malachy T. Coghlan,** technical program manager, Employee Involvement Staff, Airway Facilities Div. ... **Robert W. Dean,** area supervisor, Riverside, CA, AFSS, from regional office ... **Vianne G. Fowler,** manager, Southern California TRACON AFS ... **Lawrence D. Freret,** manager, Arcata, CA, AFSFO (Nav/Comm), Golden Gate AFS, Hayward, CA, promotion made permanent ... **Anthony J. Giustra,** asst. manager, operation, Honolulu, HI, ARTCC, from Honolulu ATCT ... **Barbara J. Hamilton,** manager, Paso Robles, CA, AFSFO, Golden Gate AFS, Hayward, CA, from Monterey, CA, AFSFO ... **Henry T. Hong,** asst. manager, operation, Honolulu ATCT ... **Vincent M. Johnsen,** section supervisor, Program Support Staff, Establishment Engineering Branch, Airway Facilities Div. ... **Cherlynn M. Miller,** asst. manager, quality assurance, Southern California TRACON, San Diego, from Miramar NAS TRACON ... **James R. Miller,** asst. manager, plans & procedures, MCAS TRACON, El Toro, CA, from Santa Ana ... **William L. Miller,** unit supervisor, Los Angeles, ARTCC AFS ... **Norbert Leland Peterson,** manager, Crescent City, CA, AFSFO (ARSR), Golden Gate AFS, Hayward, Ca, from Stockton, CA, AFSFO ... **Thomas L. Rash,** manager, San Diego AFSS, from Fresno, CA, FSS ... **James S. Snavely,** manager, Bakersfield, CA, ATCT, from regional office ... **Francis T. Torikai,** area manager, McClellan AFB TRACON, Sacramento ... **Noe N. Valdez,** manager, Burbank, CA, AFSFO (Radar/Comm/Data), from regional office ... **William J. York,** area manager, Southern California TRACON, San Diego, from Ontario, CA, TRACON.

Retirees

Aeronautical Center
Nicolas Dominguez

Eastern Region
Ronald P. Aikens
Maryann E. Greene
Louis Paskevicz
George R. Ratz

Great Lakes Region
Robert B. Cross
Mildred S. Hockett
Jack T. Odonnell

Northwest Mountain Region
Fred J. Albrecht
Evelyn M. Engstrom
Dale G. Greenberg
Lawrence S. Henriques
David G. Hmiel
Jimmie L. Knox
Carl E. Peterson
John M. Stevens

Southern Region
Harold D. Abercrombie
William D. Allen
Richard M. Gavin
Theodore Glover
James C. Melvin
Claudia J. Williams

Southwest Region
Richard B. Herschmann
Ann B. Stoner

Technical Center
John E. Reed
Richard B. Shinpaugh

Washington Headquarters
Stephen A. Cannistra
Mireille Dupuy
Carl E. Fullner
Gordon W. Heritage
Joseph O. Pitts
Floyd J. Seeley
William A. Weeks

Western-Pacific Region
Dale L. Frehafer

Photo Credits *continued from page 13*

Don Schmidt, Senior FAA Representative in Singapore, recently received the Coast Guard Distinguished Public Service Medal. Schmidt was also a recipient of the Department of Transportation Award for Meritorious Service.



Although Schmidt has enough FAA work to keep him very busy, he has taken his role of DOT representative very seriously as well. A tireless advocate, Schmidt was instrumental in obtaining permanent embassy slots for two Coast Guard inspectors who had previously been forced to rotate in the job on temporary duty. Now a permanent marine safety detachment functions in Singapore and can better serve U.S. maritime interests in Southeast Asia.

Pictured from left are Dale McDaniel, acting Assistant Administrator for Policy, Planning, and International Aviation; Don Schmidt; Rear Admiral Robert Kramek, Chief of Staff, Coast Guard Headquarters; and former FAAer Jerry Yoest, international affairs director, Coast Guard Headquarters.

Daniel "Jack" Harris of Lexington, Virginia, is telling the story of his faith and survival in a recently published autobiography, *The Angel Wore a Yellow Dress.* "Never in my wildest dreams did I ever think of writing a book," Harris said, but all that changed when he was diagnosed with myleofibrosis.



Extremely rare and with no known cure, myleofibrosis destroys the bone marrow, which generates the blood in the body necessary for sustaining life.

"My children were the ones who pushed me to get started on the book," Harris relates. Now that he has succeeded at living longer than expected and becoming a published author, Harris says he may try to accomplish some equally unlikely task. "I don't know. I've kind of always wanted to be a preacher," he said.

Harris retired from the FAA in January 1988 as an electronics technician out of the Lynchburg Airway Facilities Sector Field Office. He has 30 years of government service, 24 with the FAA.

Stuart Holmes has received the Charles Taylor Master Mechanic award from the San Antonio, Texas, Flight Standards District Office. Holmes has served the aviation industry for over 50 years. He began his career in aviation by earning an airframe and powerplant certificate in 1932.

Edward Greer, right, of the San Antonio FSDO congratulates Mr. and Mrs. Holmes at a celebration in Georgetown, Texas.





FAA Remembers

On October 28, **Doriscel Sturdivant,** program manager for staff, travel, and claims in AAA-300 died of cancer. She was 41.

Working for the FAA in Washington since 1980, some of the issues she dealt with concerned temporary duty, imprest fund policy, and employee claims. She had earlier been employed at the Departments of the Interior and the Navy. She had also worked for Baltimore's McCormick Company and for the U.S. Postal Service.

Ms. Sturdivant recently graduated from Baltimore City Community College. Among her volunteer activities were those for St. Bernardine's Roman Catholic Church in Baltimore, Maryland.

Ms. Sturdivant's survivors include her son, Richmond (Richie) Sturdivant; her mother, Carlean Burley; and her four sisters, Irma Jones, Darlene Burley, Patricia Davenport, and Sharon Chase. All are of Baltimore.

Back Pay for Sunday Leave

Lots of FAA employees, both past and present, should soon be seeing checks for some back services. In *Armitage, et. al.* v. *United States* (April 1993), the U.S. Court of Appeals recently decided that the plaintiffs, who were regularly scheduled to work on Sunday, were entitled to Sunday premium pay for paid annual, sick, and excused absence time taken as well.

Here are some important things to know about the resulting expansion in entitlements for Sunday premium pay.

In general—

- Current and former employees who were scheduled to work on Sunday prior to May 30, 1993, but instead took paid leave may be eligible for Sunday premium pay for that leave. Sunday premium pay is not paid for overtime work.
- By the end of the year, FAAers—who have already received the extra benefits from July 25, 1993—will be paid for them retroactively to May 30, 1993.
- There is a six-year statute of limitations for back-pay claims. When calculating an employee's entitlement, the agency cannot go back beyond six years from the date the claim is received.

Some specifics—

- Employees covered by the National Air Traffic Controllers Association/FAA collective bargaining agreement on either November 20, 1992, or September 29, 1993, should contact the union for specifics of their entitlements. Filing an individual grievance is not necessary.
- National Association of Air Traffic Specialists, Inc., and Professional Airways Systems Specialists bargaining unit members are also included in national grievances filed by their unions. Therefore, they need not file individual grievances.
- Personnel covered by collective bargaining agreements other than NATCA, NAATS, or PASS must use their negotiated grievance procedure to obtain the back premium pay.
- Those not covered by a collective bargaining agreement must file a claim for back pay with their servicing payroll office. Offices are either:

FAA/MMAC/AMZ-400
Attn. Sunday Premium Pay
PO Box 25082
Oklahoma City
Oklahoma 73125
or
FAA/Southern Region/ASO-26
Attn. Sunday Premium Pay
PO Box 45689
Atlanta, Georgia 30320

Payment to eligible employees filing claims is not expected to begin before March 1994 due to processing time and heavy payroll system demands.

A form to aid in processing back-pay claims is available in most field facilities, the two payroll offices, and all human resource management divisions.

Need more answers? Contact your servicing human resource management division or payroll office for help. ✲

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