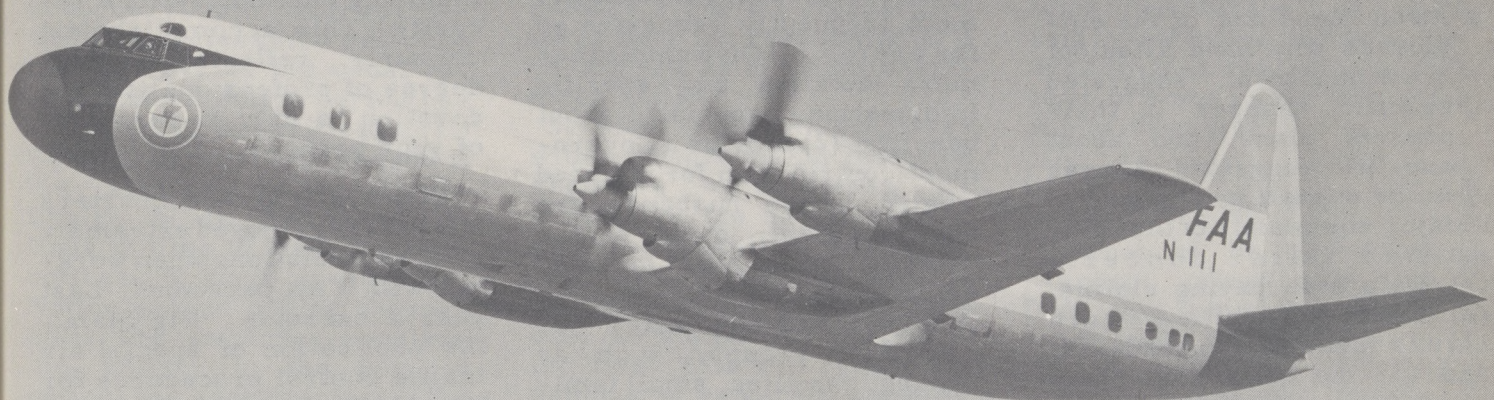




OFFICIAL EMPLOYEE PUBLICATION OF THE FEDERAL AVIATION AGENCY



MAY 1961

Majority Satisfied With Health Program

The overwhelming majority of Federal employees are well satisfied with their 9-month-old health benefits program, but many would like to see certain changes made.

Incomplete returns from short questionnaires being filled out anonymously by 1 out of every 10 employees show that:

- Ninety percent of all employees would stay with their present plans; only ten percent would change if they could do so now.
- More than a third have actually used their plans since the program started last July.
- Four out of every five employees who have used their plans were satisfied.
- About one-third of the employees who have used their plans were satisfied.
- About one-third of the employees who have filled out questionnaires suggested specific changes in their present plans, and about one-fifth suggested changes in the overall program.

Major complaints of the "dissatisfied users" concern:

- (1) Delays in paying claims,
- (2) other difficulties with claims forms and procedures, and
- (3) the belief that plans

"don't pay enough" for what they cost.

The changes most desired by employees (users and non-users combined) whose answers have been tabulated are to: (1) Abolish, lower, or combine individual deductibles into family deductibles, (2) broaden basic benefits (those paid without regard to a deductible), and (3) pay a larger percent on the expenses that are covered.

Somewhat surprisingly, the level of maternity benefits ranked only twelfth on the list of reasons for dissatisfaction among those who have used the plans and seventh on the list of improvements most desired. It had been expected by some that maternity benefits might top both of these lists.

The overall program changes most frequently requested so far are to: (1) Give employees more detailed and specific information, especially about benefits, (2) provide a Government contribution for married women whose husbands are non-dependent, equal to the contribution for other married employees, and (3) establish special, reduced rates for certain groups, such as "young" families, small families, and older couples beyond the child-bearing age.

The commission emphasizes that these are preliminary findings based on a relatively few questionnaires (slightly more than 15,000) and that later returns may give a different picture. Additional returns are being coded and tabulated as rapidly as possible, so that they can be used in negotiations for new health benefits contracts and in planning for better, faster service to enrolled employees.

MATS General Cites Agency

Administrator Halaby recently received a letter from Lt. Gen. Joe W. Kelly, USAF, commander of the Military Air Transport Service, commending the FAA for its role in this year's U. S. Army exercise "Long Pass."

General Kelly's letter is quoted in part: "From a MATS viewpoint, the recently concluded exercise 'Long Pass' was an unequivocal success - a success which could not have been achieved without the outstanding cooperation and services provided by personnel of your agency."

"FAA did a fine job in moving the MATS exercise aircraft without a single air traffic control delay in spite of the large number of aircraft involved, the wide variances in speed and altitude of those aircraft and the communications problems resulting from imposing communications security. This accomplishment certainly reflects a high degree of professionalism and devotion to duty by personnel of your agency."

"Officers of my headquarters have always enjoyed extremely amicable relations when working with FAA personnel. Last year's exercise 'Big Slam', the publication of special air traffic control procedures for the MATS Mobility Plan and now, this exercise, certainly bear testimony of this relationship. Please accept and convey to all your personnel my personal thanks for a job well done."

/s/ Joe W. Kelly
Lieutenant General, USAF
Commander

FRONT COVER. Sleek turbo-prop Electra is latest addition to FAA training fleet. For further details see article on page 6.



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RIF Rules Revised

The Civil Service Commission announced approval on February 20, of a revision of regulations and instructions governing reductions in force in Federal agencies.

Policy changes embodied in the new regulations were the subject of extensive consultation with employee and veterans organizations and Federal agency personnel officials prior to their adoption by CSC. In addition to policy changes, the regulations have been completely reorganized and rewritten in the interest of greater clarity.

Included in the new regulations are seven major revisions. Under these changes, agencies--

1. Must deliver a specific notice to the employee at least 5 days before the effective date of reduction in force after the employee has been given a general notice of reduction in force. (Under prior regulations, agencies could wait until the last day of the usual 30-day general notice period before issuing a specific notice.) General notices are issued if the agency cannot decide finally on all individual actions in time to issue specific notices 30 days in advance. Notice period begins the day after the employee receives the notice. In the general notice, the agency informs the employee that action will likely be necessary and the reasons for it. He is also told that a specific notice will be sent when final action is decided on, his appeal rights are explained, and he is told that if a specific notice is not issued within 30 days, the general notice is automatically canceled. The new regulations do not change the 30-day minimum notice, but apply when general notices have been issued at the start of a notice period.

2. May not displace a full-time employee with a less-than-full-time employee. The old regulations were silent on whether a part-time employee could displace a full-time employee from a job.

3. May not separate an employee if a lower-standing employee is furloughed. (A furlough is a temporary arrangement and contemplates return to duty within a year.) This change adopts Government-wide what has been general practice in most agencies.

4. Are now clearly authorized by regulation to fill a vacant position by reduction-in-force action. This authority, though previously assumed, has never before been explicit. Under the new regulations, as in the past, the agency is not required to fill vacant jobs in reduction in force. The change provides that an employee reached for release from the competitive level may be reassigned to a vacant job as a reduction-in-force action.

5. Must rank an employee within subgroups on retention registers by crediting his service to the day instead of on present basis of full years, with any additional service computed by blocks of 6 months only for the purpose of breaking ties. This will reduce the number of retention-standing ties.

6. Are now specifically authorized by regulation to apply their own administrative rules to enlarge benefits provided for employees by the Commission's regulations--an authority consistent with past practice. The Commission has directed that such permissive practices as displacement across lines of competitive areas and displacement within subgroups in other competitive levels be based on a specific regulatory

provision. When agencies do this, they must apply such enlarged benefits consistently.

7. Must issue a new notice, as a result of determining to take more severe action than that planned in the original action, at least 30 days prior to the effective date of reduction in force. This requirement will apply not only to separation instead of demotion but also to separation instead of furlough, separation instead of return to duty at the end of furlough, demotion instead of reassignment, and to a more severe demotion than the one originally specified.

Commission instructions on reduction in force include changes in three principal areas. Agencies are being (1) given guidelines to determine whether demotions that result from reclassification of positions must be handled as reduction-in-force or as cause actions, (2) instructed to advise employees adequately and promptly about the extent of their competitive areas, and (3) advised that failure to inform employees of their salary-retention rights in reduction-in-force actions may lead in some cases to a basis for valid appeal.

RATE OF PAY

Most of us know our annual salary rate, but do you know how much you make per hour?

Grade	Annual	Hourly
GS-2	\$3,500	\$1.69
GS-3	3,760	1.81
GS-4	4,040	1.95
GS-5	4,345	2.09
GS-6	4,830	2.33
GS-7	5,355	2.58
GS-8	5,885	2.83
GS-9	6,435	3.10
GS-10	6,995	3.36
GS-11	7,560	3.64
GS-12	8,955	4.31
GS-13	10,635	5.12
GS-14	12,210	5.88
GS-15	13,730	6.61



BIRD'S-EYE view of Diamond Head showing FAA Center (arrow) in crater of once active volcano. Waikiki Beach and Honolulu are in left background. Plane is a WV-2 of Navy's Barrier Force Pacific. U. S. Navy Photo

Hawaii Gets New Center

Keeping pace with rapidly expanding jet aviation needs in the Pacific, the FAA on March 1, formally dedicated a 4.5 million dollar Air Route Traffic Control Center and International Flight Service Station at Honolulu, Hawaii.

The new center is located in the crater of world famous Diamond Head, an extinct volcano overlooking Waikiki Beach.

Designed by FAA engineers, the new reinforced concrete building and its equipment incorporate the most recent developments in the field of air traffic control and communications service. Under construction for the past two and a half years, it is only one of twenty-two such structures being constructed by the Agency.

The center is fire proof, blast resistant, and completely air conditioned. An auxiliary power system has also been provided in the event of commercial power failure. Maintenance is carried out by a staff of 34 skilled technicians.

Approximately 160 air traffic controllers and communicators staff the new facility 24 hours a day. They are responsible for carrying out the vital task of controlling air traffic

in an area of approximately 5.4 million square miles, and initiating or relaying some 20,000 messages per day in support of aeronautical activities. In addition, the center has a network of more than 2,500 miles of airways linking the Hawaiian Island Chain and serves as the approach and departure control from such airports as Lihue, Kauai, and Kahului, Maui.

HAWAIIAN VISIT

The Washington FA Club is sponsoring a tour of Hawaii during Aloha Week in October. Arrangements have been made for a two week stay at the lovely Waikikian Hotel in Waikiki Beach. Luaus, sight-seeing tours of Oahu and outer islands, parties and reservations for all Aloha Week festivities have also been taken care of.

The tour features an economical group rate which all FAA employees and their friends or relatives are invited to take advantage of.

Further information is available through your FA Club representative.

In comparison, the continental United States has an area of approximately 3,100,000 square miles. Air traffic in that area is controlled by 30 Air Route Traffic Control Centers.

One of the center's main features is an automatic high speed communications system. This new system, with an initial capacity of 2,000,000 words a day, will handle international ATC information and weather communications between Honolulu, the continental United States, and southeast Asia. Its activation marked two years of joint effort by the FAA and Western Union in providing the first automatic message switching system of this type.

The switching system will service more than 50,000 miles of communications networks and connects eight major stations as well as several smaller ones in the Pacific area. Message traffic will be relayed through the switching center from Honolulu to Anchorage, Alaska; San Francisco; Canton Island; Fiji; Samoa; Australia; Wake Island; the Philippines; Japan; Guam; Midway Islands and Kwajalein. A similar system is being constructed at Balboa

in the Panama Canal Zone.

To send a message from any station, such as Sydney, Australia, the operator types it on a teleprinter and the message flashes to the main switching center in Honolulu. The code at the beginning of each message instructs the equipment in the center to send the message on to its destination.

In the center, an electronic brain, known as a switching director, contains a programming board which operates like the memory unit of a computer. This device automatically recognizes the destination code and signals a rotary switch to select a circuit over which the message automatically speeds to its destination.

The completely automatic center, with centralized control, requires minimum operating personnel, but greatly increases speed of communications. It is completely flexible and expandable.

In addition to the main building, a separate radio link building has been constructed on the rim of Diamond Head's crater. It serves as a connection between the center and the FAA's high frequency receiving facility at Koko Head and high frequency transmitting station at Ewa, on the island



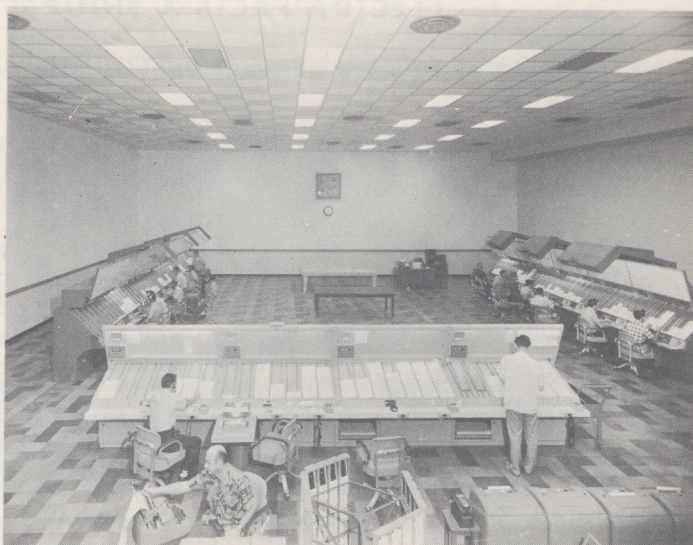
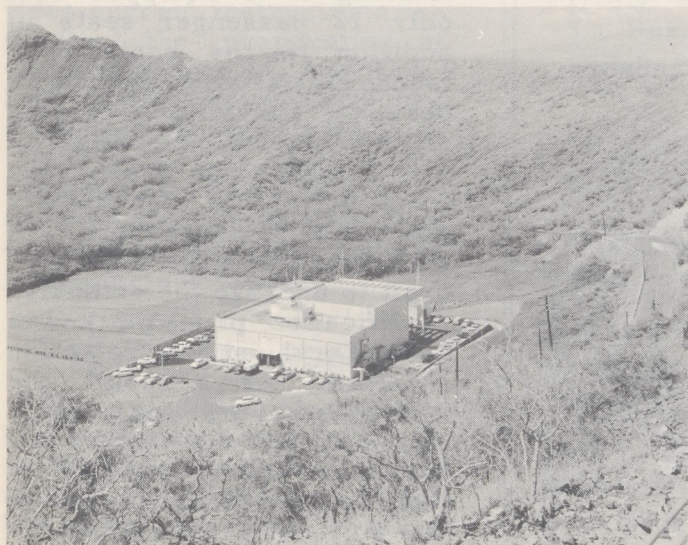
DEDICATION of Honolulu Center was attended by a number of civic and military dignitaries, including Governor William F. Quinn of Hawaii and Mayor Neal S. Blaisdell of Honolulu.

of Oahu, as well as with the VHF and UHF air-ground outlets at Mauna Kapu, Oahu, and Haleakala, Maui. Eventually, long-range radar located on the Island of Oahu will be "connected" through a microwave link system.

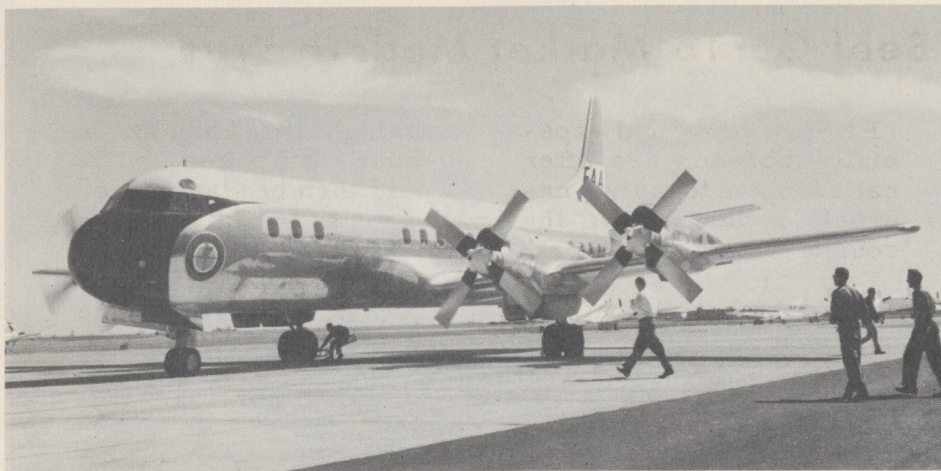
On hand for the March 1, dedication ceremony were a number of civic and military dignitaries. Among these were the Honorable William F. Quinn, governor of Hawaii and Mayor Neal S. Blaisdell of Honolulu. FAA officials par-

ticipating were: J. M. Beardslee, manager of Region 6; J. D. Blatt, deputy director of the Bureau of F&M; C. W. Carmody, chief of the Bureau of ATM's Airspace Utilization Division; T. E. Price, chief of the new facility's International FSS and A. R. Marcus, chief of its ARTCC.

Although Administrator Najeeb Halaby was unable to attend, he sent an inaugural message from Washington to Governor Quinn, which was read during the ceremony.



EXTERIOR and interior views of new Center. Completely air conditioned, it boasts the latest in communications equipment.



FAA Electra is shown arriving at Oklahoma City last March after flight from California.

FIRST OF THREE JETS

Electra Joins FAA

On March 3, 1961, a new Electra turbo-prop aircraft with numerals N-111 on its tail, landed at Will Rogers Field, Oklahoma City.

This landing marked the beginning of a new era in an up-to-date flight training program for the FAA's Bureau of Flight Standards operations personnel.

The Electra is the first of three large jet transport aircraft being purchased by the Agency for the purpose of pilot qualification, recurrent pilot training, flight engineer training and familiarization training for supervisory personnel.

The need for such equipment has long been recognized by the Agency. This training will be directly related to the overall Agency Specialist Program.

A Boeing 720 is scheduled for delivery to the Agency at the end of this month and a Convair 880 is expected in late August.

An intensive training program has been conducted for the FAA School instructor team on the Electra. This program has consisted of a ground training program by Lockheed Aircraft Corp.; a ground training program by

Allison on both the Allison 501 D-13 engine and the Aero Products propeller; a pilot qualification flight training program by Lockheed; and an instructor training program at the FAA School in Oklahoma City. Formal Agency training began last month at the school. This basic pattern of instructor training and preparation is planned for both the Boeing 720 and Convair 880 instructor teams.

The Electra was flown from the Lockheed factory in Burbank, Calif., to Oklahoma City by some of the personnel making up the FAA school instructor team. The Electra team consists of seven instructors, including three pilot instructors, one of whom is the supervisory instructor; three flight engineer specialists, who will conduct the aircraft and engine systems operations ground instruction, as well as the flight engineer flight training; and a performance specialist, who, as an aeronautical engineer, will teach the basic performance and particularly the limitations and performance sections of the all-important Airplane Flight Manual.

The Electra is the Model L-188C. Inasmuch as the aircraft is intended primarily for training it is equipped with only 12 passenger seats in addition to the basic rear lounge installation seating 6 persons. The airline version of the Electra is configured for numbers of passengers from 66 to the high density version of 98 passengers. The FAA plane was the third aircraft to undergo the extensive modification program known as the Lockheed Electra Action Program. As a result, the speed restriction previously imposed upon the Electra has been removed. It is of interest that the FAA plane was one of the three aircraft used in the intensive Electra re-certification program.

ELECTRA FACTS & FIGURES

Highlights of Electra general specifications and capabilities are:

Gross Weight	116,000 pounds
Engine Horsepower	16,000
Fuel Capacity	5,520 gallons
Cruising Speed	350 knots (Approx. 400 MPH)
Flight Range	2,200 nautical miles at maximum cruise power, with required fuel reserve.
Operating Altitude	25,000 feet with passengers
Electrical Output	Enough to provide normal service to a town of 2,500
Air Conditioning Capacity	16-tons

The Electra, at maximum weight condition, can be operated from airports with somewhat less than 5,000 foot runway.

Directives In Brief

This listing is intended only to serve for general information and as an index of current agency Orders, Bulletins, Practices and Practice Bulletins. You can see them at your personnel office.

Agency Bulletins

No. 61-5 (24 Mar 61)--Provides for an International Division in the Bureau of Flight Standards, in addition to the organization units prescribed by Agency Order No. 10.

No. 61-6 (7 April 61)--Directs the cessation of certain actions with respect to Field Areas and Regional boundaries.

Practice Bulletins

No. 2-5 (1 Mar 61)--Informs officers and employees of the policy on the transportation of foreign-made motor vehicles by employees stationed abroad.

No. 1-4 (9 Mar 61)--Amends the provisions of Agency Practice 1-4, Administrator's Correspondence.

No. 2-6 (1 April 61)--Provides the most recent "Attachment A" prescribing per diem rates for travel outside the continental United States.

Agency Practices

No. 1-4 (10 April 61)--Provides current instructions regarding the preparation of correspondence for and on behalf of the Administrator and the Deputy Administrator.

No. 10-9 (12 April 61)--Establishes attendance requirements for satisfactory completion of certain training programs and courses.

JUST A REMINDER

The Agency's Washington headquarters is now operating on Daylight Saving Time. It will continue to do so until the last Sunday in September when it will return to Eastern Standard Time.

Beef Go To Market Modern Way

FAAers here and especially abroad, are often called upon to solve unusual problems in the course of a days work.

Take for example, FAAer Clifton C. Hutchison, Chief of the Civil Aviation Assistance Group for Bolivia. Nowhere in Mr. Hutchison's job description is the term "Cattle Consultant" or anything closely related which would indicate that he is an authority on cattle in any manner shape or form. And yet Mr. Hutchison's office was recently called upon to help solve a problem directly related to cows.

Mr. Hutchison reports that a representative from the Ministry of Economics for Bolivia sought advice and assistance in connection with the transportation by air of beef cattle. The purpose was to supply La Paz, the capital of Bolivia, with its needs for beef.

The plan involved shipping the cattle by C-46 aircraft from the Seni District (Low Lands) to Caranavi, within a relatively short distance to La Paz. From there the cattle would be trucked

overnight to La Paz--a 9-hour haul. The cattle would then be slaughtered and made available to the La Paz markets.

The unusual feature of this plan is that the cattle are being tranquilized to control them during the loading, flight, and off-loading.

This plan was conceived as the result of great losses of beef due to lack of refrigeration. In Bolivia beef is slaughtered in the Low Lands at night when the temperatures are lowest. Flights (beef runs) are made to La Paz during early hours of the morning when the temperatures are most favorable, in order to preserve the meat. In the past, many of these flights were forced to turn back because of bad weather at La Paz. This resulted in great losses of meat through spoilage, bringing economic disaster to the beef industry.

The Bolivian Minister of Economy felt that this plan could be made more feasible by improving the airport at Caranavi, obtaining suitable larger aircraft and improving navigational facilities.



QUIET FLIGHT. Interior of C-46 cargo plane showing tranquilized Bolivian beef cattle being readied for beef run to Caranavi and La Paz meat markets.

VETERANS' CORNER

Veterans and their families are asking thousands of questions concerning the benefits their Government provides through the Veterans Administration. Here are some of the representative questions the VA receives and the answers it supplies. FLY-BY presents them here as being of possible help to FAAers who are veterans.

Do VA offices and hospitals exist in the new states, Alaska and Hawaii?

There are VA offices in both Hawaii and Alaska. However, the VA has no hospitals in either one of the new states. Veterans are given care through contract beds in private hospitals.

In a medical emergency, how should one go about getting a veteran admitted to a nearby VA hospital and getting an ambulance to take him to the hospital at Government expense?

The veteran's private physician should telephone the hospital and discuss the veteran's condition with the admitting physician of the hospital.

I am the unremarried widow of a World War II veteran who never used his home loan guaranty benefits. Is it true, as I've been told, that I may be eligible to apply for VA guaranty on a home loan?

An unremarried widow of a World War II or Korean Conflict veteran is eligible for this benefit only if her husband died in service, or following separation from service, he died of a service-connected disability.

Does anybody know how many veterans of our wars are still alive in the U.S. today?

As of the end of 1960, there were an estimated 22,475,000 veterans in the U.S.

Is there any chance for a woman to get into a VA hospital as a patient? I'm a World War II veteran but was never stationed outside the States.

Yes. Women veterans are eligible for VA hospitalization on the same basis as men. For further details, get in touch with the nearest VA regional office or apply directly to a VA hospital.

Has Congress passed any of the proposed legislation which would furnish special benefits for peacetime veterans?

There are several benefits already established for peacetime veterans. Any VA office can give you full particulars. However, the proposed legislation you mean concerning education, home loans, etc., has not yet been passed by Congress.

If I am admitted to a VA domiciliary, what kind of care am I entitled to?

Complete care, including medical treatment. Of course, if hospitalization is required, a domiciliary member is eligible for transfer to a hospital.

I am the widow of a World War II veteran who died early this year, but am ineligible for death pension during 1961 because insurance proceeds will put my annual income above \$3,000, the ceiling set by law in determining eligibility for pension for a widow with dependents. Is it true, as I've been told, that my two small children may be eligible?

Yes, they may be. If there is no widow, or if the widow is ineligible, minor children of the veteran are eligible, if the child's annual income does not exceed \$1,800, not counting his own earnings. One child will receive \$35 a month; each additional child adds \$15 a month. An unmarried child is eligible until age 18, or until 21, if in an approved school.

Federal Agencies Conducting Bond Drive During May



The above poster has been chosen to help publicize this year's Payroll Savings Bond Drive. This campaign is now being conducted throughout the Federal Government.

All employees will be encouraged to join in the Payroll Savings Plan, while those who are members will be asked to step up their bond buying.

The below chart will illustrate to you just how your dollars will accumulate when you save through the purchasing of U.S. Savings Bonds. Remember this year's slogan, "You save more than money with U.S. Savings Bonds."

SAVINGS BONDS

Save every two weeks and you will have

Each pay-day	In 3 years	In 5 years	In 7 years 9 months
\$3.75	\$303	\$525	\$863
6.25	506	877	1,441
7.50	608	1,052	1,728
12.50	1,013	1,754	2,883
15.00	1,216	2,105	3,459
18.75	1,521	2,633	4,327
37.50	3,042	5,267	8,654