

FLY-BY

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Overseas Assignment

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Back Pay Proposal Submitted to Hill

The Civil Service Commission has proposed to Congress legislation that would establish a single, uniform system of back pay to be followed by all Federal agencies in restoring to any employee pay and other benefits lost because of an unjustified or unwarranted personnel action which is later corrected by appropriate authority.

The draft bill is the result of extensive consultations with employee groups and agencies.

It would authorize the retroactive restoration of other benefits, such as annual and sick leave, seniority, retirement credit, etc. It would replace present laws which extend back pay rights to some employees but not others.

The Commission said its proposal is based on the principle that the employee is entitled to redress if an erroneous personnel action, damaging to him, is corrected later—by his agency, the Commission, or the courts.

The proposed measure would leave employee appeal rights unchanged. But it would give agencies new authority, lacking in most instances now, to extend back pay on their own decision, without prior direction from CSC or the courts.

Among other things, the new system would give nonveterans the same rights to back pay as veterans. At present, nonveteran rights are narrower. It would give all employees full back pay rights after correction of erroneous firings, reductions in force, suspensions, or demotions for cause.

FLY-BY

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I wish to extend the greetings of the season to each member of the Federal Aviation Agency. May this Christmas be an especially joyous one for you and those you cherish.

NE Halaby
Administrator

Agency Commended For Sky Shield II

The Agency has been commended for its role in the success of Operation Sky Shield II, which was conducted by the North American Air Defense Command on October 14.

Administrator Halaby has received letters of appreciation from Secretary of Defense Robert McNamara, Air Force Chief of Staff Gen. Curtis LeMay and NORAD's Air Force Commander Gen. Laurence S. Kuter.

In his letter to the Administrator, Mr. McNamara said, "Please accept the sincere appreciation of the DOD for the contribution of the FAA to the successful conduct of Exercise Sky Shield II. The spirited cooperation and diligent efforts of your Agency contributed in large measure to the realism and benefits of the exercise."

General LeMay wrote the Administrator, "I wish to express appreciation on behalf of all participating USAF units for the splendid cooperation your organization displayed in the recent air defense exercise 'Sky Shield.'"

General Kuter sent his appreciation to Mr. Halaby saying, "As you well know the efforts made by your agency and the DOT in Canada allowed the entire NORAD system to operate as an entity and in a manner approximating actual wartime conditions with regard to unrestricted use of airspace and electronic countermeasures. Experiences gained and lessons learned could not have been

accomplished without the opportunity for both the offensive and defensive forces to operate in a clear air space.

Hiss Act Amended

Some 200 former Federal employees or their survivors who have been denied civil-service annuities under the so-called Hiss Act will be eligible to receive an estimated \$950,000 in back annuities under amendments to the act signed into law by President Kennedy.

The new law amends the Hiss Act to make its penalties—denial of annuity or retirement pay—apply only in cases involving national security. Enactment of the amendments climaxes a long effort to correct injustices imposed by law. The amendments were proposed to Congress by the Civil Service Commission and were strongly supported by the Administration.



COVER—Street scene in Afghanistan is typical of those encountered by FAAers whose assignments take them to the Near or Far East. See story page 8.

Who's Who and What's What In and Around The Agency

NOTICE anything new about our December cover? If you look close you will see that it is new. We had its face lifted. We think, and we hope you agree, that it is an improvement. Credit for doing the nice job of artwork for us goes to Management Services Visuals . . . NOT SO noticeable to our readers are several other changes that have occurred to FLY-BY within the past couple of months. We acquired a new office, telephone number, routing symbol and a pretty bride for a secretary. FLY-BY staff moved pencils, paper and typewriters from their former home at 1711 New York Avenue to larger quarters in Temporary Building T-5 late in September. Just for the record, our new room number is 5A-116, our telephone 4988 and our symbol PT-21 instead of PT-20 . . . The bride? Our secretary Joan Marshall took a couple of days off last month to become the bride of James Garvey Wheeler of Washington. The ceremony was held in St. Stephen's Roman Catholic Church, McKeesport, Pa., on November 11 . . . LAST MONTH we did an article on Ruth Cashmire, FAA's sky diving steno. She dropped by the office the other day to tell us that she had added several more jumps to her credit and had graduated from the use of a static line to "free falls." For the uninformed, like us, "free falls" require that the jumper pull the ripcord himself or herself, as the case may be. Earlier Miss Cashmire offered to teach our photographer how to parachute from an airplane. Unfortunately, he was unable to accept because of other business. At least that's the excuse he gave . . . BY THE WAY. How much leave have you accumulated during the past year? We just wanted to remind you that the 1961 annual leave year ends with the close of the first pay period ending after January 1, 1962. For most FAAers that means midnight of January 6, 1962. You must use any surplus annual leave you have accumulated before that date. Otherwise, you will forfeit it. Surplus leave for most employees, is anything in excess of a total accumulation of 30 days. There are a few exceptions, but not many . . . ALMOST overlooked in this month's rush of copy was a release which we feel worth mentioning. Clayton J. Collins, chief of the flight service station at Cotulla, Texas, received the AOPA award for outstanding flight assistance to general aviation aircraft. He was presented the award for saving a small aircraft last January. A pilot himself, Collins had located the lost plane, then talked the pilot down through the overcast to a safe landing after two hours . . . A MEETING between the Agency and United Kingdom's Ministry of Aviation held in Washington early in November resulted in the FAA being host to an unexpected guest. Delegates were met at New York by Agency officials and flown to Washington for the meeting. Among those making the flight was Admiral of the Fleet Lord Mountbatten, enroute to the Capital on other business . . . SPEAKING of conferences. Bill Clifton, FS-440, has returned to headquarters after representing the FAA at the 14th Annual International Air Safety Seminar held at Naples, Italy, November 12-16. The seminar, sponsored by the Flight Safety Foundation of New York City, was attended by representatives from many countries.



HOLDING certificates of Meritorious Recognition are, from left, James T. Reid, supervisor for Atlanta Tower, Merle H. Nichols, controller, Los Angeles Tower, Robert Oppman, controller, Newark Tower, Jack Ludlam, chief, Atlantic City Center/Tower, and Jack Wubbolding, chief, Indianapolis Center. Awards were presented during ATCA award banquet last month.



CERTIFICATE is presented to Charles Ferguson, III, of ARDS Logistics Br., by James Dow, acting chief of the Systems Engineering Division for an Outstanding Performance Rating and Sustained Superior Performance.



FIRST annual meeting of FAA Occupational Safety Officers was held in Chicago in conjunction with the Federal Safety Conference on October 18. Attending were left to right from bottom: A. L. Haynes, SW Reg; T. J. Cresswell, Agency Safety Engineer; C. O. Boyle, CE Reg; W. Hughes, NAFEC; L. Beede, AL Reg; H. Nicholson, WE Reg; E. A. Richardson, EA Reg; and H. A. Reiger, AC.



Joseph H. Tippets

Tippets to Head Western Region

Joseph H. Tippets, former director of FAA's Aviation Facilities Service, has been named assistant administrator of the Agency's Western Region by Administrator Halaby.

This is the fourth of the FAA's seven regions to be placed under an assistant administrator as part of the Agency's reorganization plan, under which operating authority is delegated to the assistant administrator. Policy and program planning for these decentralized and strengthened organizations is provided by the Washington headquarters.

Named as Tippets' deputy assistant administrator was Edward C. Marsh, who previously was chief of Central Region's Flight Standards Division in Kansas City.

Walter P. Plett, who has been serving as Western Region manager, will be re-assigned within the Region.

Mr. Tippets joined the Bureau of Air Commerce in 1937. In 1956, he became director of the CAA's Office of Air Navigation Facilities. When the CAA was absorbed by the FAA, Tippets was given the task of organizing the Bureau of Facilities, which was then enlarged into the Bureau of Facilities and Materiel, later becoming AFS.

Marsh, who will serve as Tippets' second in command, is a career employee of both the FAA and CAA since 1937. He has a broad background in aviation safety and aeronautical engineering.

He was Central Region's deputy re-



Edward C. Marsh

gional manager from 1957 to last June when he became chief of its Flight Standards Division.

A native of Walla Walla, Wash., Marsh was graduated from the University of California with a B.S. Degree in Mechanical Engineering. During World War II he served with the U. S. Army Air Force.

Donald S. King, who has been serving as acting deputy director of the Aviation Facilities Service in Washington since last March, became its acting director.

A native of Alexandria, Va., King is an engineering graduate of George Washington University.

He entered CAA as a junior engineer in 1940 serving in the construction of navigational facilities in the field. During World War II he was active in the design of defense airports.

In 1946, King transferred to the old 7th Region in Seattle, Wash., as chief of air navigational planning and control.

Going overseas in 1947, he served with our military government in the rehabilitation of German aviation. The following year he transferred to Vienna where he was civil aviation advisor.

King returned to Washington and the Office of Federal Airways in 1949. Since then he has held progressively important posts in CAA and FAA. He was chief of the Systems Staff Division for AFS until assuming the acting deputy director post last March.

Mr. King was graduated from the Industrial College of the Armed Forces in 1957 and holds a private pilot's license. He is active in both civic and church affairs in Alexandria.



Donald S. King

Airport Service Welcomed Aboard

The Administrator announced the establishment last month of an FAA Airport Service.

Named as its director and deputy director were Cole H. Morrow (below) of Racine, Wis., and George R. Borsari, former chief of the now abolished Airports Division of AFS.

"Placing the responsibility of Federal aid to airports in a separate service will help assure the effective administration of this vital program," Halaby said.

Morrow is a licensed professional engineer and is a commercial pilot with an instrument rating. He has been associated with the J. I. Case Co., of Racine, Wis., since 1938 and has served on a number of national aviation boards.



President Kennedy Cites Safety Policy

On June 21, 1961, President Kennedy issued the following *Safety Policy for the Federal Service*:

In accord with our national concern for human life and the well being of all citizens, it is the policy of the Federal Government to safeguard from injury all those who work for it.

To carry out this policy, I charge the heads of Executive departments and agencies and, through them, their supervisory staffs to exert leadership in the establishment of vigorous accident prevention programs to achieve safe conditions of employment, and to promote safe practices by civilian and military personnel on and off duty. Safety programs of the Federal Government should also assure the fullest protection to all who visit our Federal Buildings, installations, parks, forests, and other public areas. Similarly, these programs should extend to the safety of the public and Government driver alike, in their use of our public highways.

In order that these programs meet current needs and reflect the rapid changes in both technology and character of the working force, the Federal Government will cooperate with management, labor, State and local governments, and safety organizations in developing and applying modern safety standards.

The Government will take all appropriate means to foster the safety of all of those engaged directly or indirectly in the world-wide activities of the Government. To this end, I have directed the Secretary of Labor to provide assistance to all agencies through the Federal Safety Council and its field affiliates.

/s/ John F. Kennedy

In transmitting the policy statement to Administrator Halaby, Secretary of Labor, Arthur J. Goldberg stated: "I think you will agree with me that the President's policy statement greatly strengthens our hands as administrators in our efforts to achieve this objective (to reduce to an irreducible minimum the economic waste and the human suffering that accidental injuries cause each year), and affords us a powerful instrument in exerting the safety leadership for which the policy calls."

The Administrator replied stating: "The Federal Aviation Agency is keenly aware of the need for a dynamic program to insure maximum safety of all its employees. FAA is a safety Agency, and most of our efforts and thoughts are directed at safety in the air. Many of the same fundamental principals required to achieve air safety can be applied generally to occupational safety for our employees. We intend to utilize the talents of all FAA employees in effecting an occupational safety record in which we can all take pride."



Beardslee To Central; Gale To Hawaiian Region

John M. Beardslee (above), Hawaiian Region manager will become assistant administrator of Central Region, and Robert I. Gale of Air Traffic Service, assistant administrator of the Hawaiian Region, in moves effective next month.

Henry L. Newman has been named deputy assistant administrator of the Central Region, effective immediately.

Beardslee has been with the FAA and predecessor agencies since 1928, starting as a junior civil engineer in the Airways Division of the Department of Commerce. In February 1954 he became the former CAA's assistant administrator for program operations, a post he held until September 1956 when he was named regional administrator and later regional manager of the Hawaiian Region.

Robert I. Gale, presently chief of the Regulations and Procedures Division, ATS, began his career with CAA in 1941 as an air traffic controller in the

Washington ARTCC, with subsequent tours of duty in Cleveland and Chicago ARTCCs. In 1950 he became chief of the Chicago Center and in 1951 moved to the CAA's regional office in Chicago where he held increasingly responsible positions before moving to Kansas City regional office as deputy chief, Facility Operations Branch, Air Traffic Control. He came to Washington headquarters in 1955 and in March 1959, he became chief of the Agency's Regulations and Procedures Division, ATS.

Henry L. Newman began his government career with the Department of Interior in 1936. Following World War II service with the Air Force, he joined the CAA in 1946. He has served in the Alaskan and New York regional offices. He became manager of the Kansas City office in 1960, a post he has held until now.

Christmas Tree Tips

The traditional Christmas tree, sparkling with decorations and aglow with lights, will take its time honored place in countless American homes this month.

Beautiful as they are, these gaily decorated symbols of happiness are often responsible for turning a joyous occasion into flaming tragedy.

Hundreds of fires each year at this time could be prevented if a few common sense safety precautions were observed.

Here are a few advocated by fire safety experts:

- There are a number of fire retardants that can be sprayed on the tree, but one of the safest methods is to keep the base of the tree in a container of water.
- Don't leave the tree up too long or it will become dry and inflammable.
- Keep it well away from a fireplace, stove or other heating units.
- Check to see if tinsel and other decorations are fire resistant.
- Don't use light fixtures that have worn insulation, and never overload a socket.
- Disconnect tree lights about a half hour before going to bed or leaving the house.
- Watch those cigarettes.

A final word of caution—stand clear of the tree when the youngsters first sight it Christmas morning.

ARTC Awards

M. Sgt. Wallace E. Vaught, USA, and the FAA's Chicago Air Route Traffic Control Center were named "Air Traffic Controller of the Year" and "Air Traffic Control Facility of the Year" by the Air Traffic Control Association at the conclusion of its sixth annual meeting in Miami Beach, Fla., on November 1.

The Air Transport Association of America, representing U. S. scheduled airlines, sponsors the controller awards in recognition of the vital role controllers play in the daily safety and efficiency of civil and military flight operations.

Senator Jennings Randolph of West Virginia, served as toastmaster for the occasion which was attended by nearly 700 Federal and military controllers and aviation officials.

Presentation of the bronze medallion awards, inaugurated in 1958, was made for the fourth consecutive year by David D. Thomas, director of the FAA's Air Traffic Service.

Sergeant Vaught, a graduate of the FAA Training Center's air traffic control course, was cited for his service as tower chief at Gray Army Air Field, Ft. Lewis, Wash.

Chicago ARTCC earned the "Facility of the Year" title for its development of new air traffic control procedures and techniques, and for minimum delay in moving the Nation's second largest volume of traffic with fewer personnel than six other high-activity en route facilities.

Chief Controller Raymond G. Belanger, who heads the 300-man facility located at Midway Airport, Chicago, accepted the award, newly designated "The

CHICAGO'S Raymond Belanger accepts plaque from Director David Thomas.



Earl F. Ward Memorial Trophy," in honor of the founder of the Federal Air Traffic Control Service, 25 years old this year.

Allan A. Ramerman, FAA approach controller at Oakland International Airport tower received ATCA's scroll award as runner-up in the individual category for locating and radar-vectoring to safe landings, minutes apart, two lost aircraft with a total of 67 persons on board, on November 25, 1960.

Certificates of Meritorious Recognition were presented to five FAA air traffic control facilities located at Atlanta, Atlantic City, Indianapolis, Los Angeles and Newark.

Awards for technical writing also went to four other FAAers. The new award for writing was established this year to stimulate interest in disseminating knowledge of the science of air traffic control.

Robert C. Huber, Los Angeles Tower controller, was the first winner of the new medallion award. His article, "Radar Alignment—A Natural Challenge," will be published in the ATCA's Journal of Air Traffic Control.

Certificates of Meritorious Recognition for writing went to: Paul E. Chatelain, Moissant Tower, New Orleans and John P. Hutton, Knoxville Tower, for their joint article on "Omni Radial Tolerance from the ATC Standpoint," and to George L. Denny, Atlanta ARTCC for his "Operation Cut-Over."

Senator A. S. Mike Monroney of Oklahoma, Senate Aviation Subcommittee Chairman, principal speaker at the ATCA awards banquet, was presented a bronze medallion award "for dedicated leadership and achievement for the safety of life and property in America's airspace."

At a banquet given in his honor two nights earlier, Administrator Halaby told the ATCA assembly that the nation's total aircraft operations would increase 150 per cent within the next decade. "We must have available efficient and expeditious traffic control services that will meet the requirements of tomorrow's aircraft volume," he said.

Administrator Halaby also discussed the Federal Aviation Service, a reserve force of civilian controllers and other



Mr. and Mrs. Halaby with ATCA's Sec. Grayson during ATCA banquet.

critical specialists proposed in legislation introduced in Congress last September. If the bill is passed, FAS members would be subject to active military duty to meet defense needs for air traffic control services during wartime or emergencies.

"I can't help but feel," Halaby told the convention, "we took an important step forward in just getting the bill introduced in Congress."

"Membership in the Service," he continued, "will be optional. If you elect to stay out, you will not lose your job. If you join, you must agree to go anywhere in the world, as may be required in the nation's interest. This will apply in peacetime . . . as well as during an emergency."

The Administrator said that the FAS is part of an overall Agency plan to meet the goals of an integrated long range National Aviation System, encompassing provisions and improvements for personnel, a National Airspace Utilization System, a National Weather Data System, a National Airport System, and Federal Aviation Regulations.

SCROLL of honor is presented to Allan Ramerman by Director Thomas.



Agency Completes Project Slush Tests

Visitors to Atlantic City, N. J., during September and early October of this year might have rubbed their eyes in disbelief if they could have witnessed certain incidents that took place at near-by NAFEC.

Although local temperatures ranged into the 80s, one section of a NAFEC runway was ankle-deep in ice and slush. Through this, a huge jet transport made repeated takeoffs, spraying the icy mixture high into the air each time.

This weather phenomenon was not a freak of nature. It was man-made and had the code name Project Slush.

Purpose of the strange tests was to collect data on the slowing effect of slush and standing water on jet takeoffs. Also to obtain braking traction data under extreme runway conditions.

Project Slush tests were made with one of the Agency's newest jet transports, a Convair 880-M, made available to ARDS by the Aircraft Management Division of FSS.

The 880 made extensive power-off deceleration runs at different speeds and slush depths. It also made takeoffs at varying weights and depths, as well as braking runs at different speeds and under various runway conditions.

Eight large ice crushers pulled by van trucks were used to spread the ice over the test strip. An average of 340 tons were required for each test.

Information gathered during Project Slush may be used for future Agency regulations.

Just A Reminder

Annual Employee Performance Ratings are due next month.

The Performance Rating Act of 1950 requires the Agency to establish and use a performance rating plan for evaluating the work performance of its employees.

Objectives of the rating program are: To recognize the merits of employees and their contributions to efficiency and economy in the Federal Service; To improve the effectiveness of employee's performance of duty; and to strengthen supervisor-employee relationships.

Ratings are required for all paid employees of the FAA except: officials appointed by the President with the consent of the Senate; employees serving probationary or trial periods; employees outside the continental U. S. who are paid in accordance with the prevailing local native wage rates; and employees paid on a fee basis.

The regular rating date in the FAA is January 31. Each employee who has had three months of service during the rating period and who is on the rolls on the rating date is entitled to a regular rating assigned by his supervisor. An employee appointed less than three months before the annual rating date is not rated until the next annual rating.

Law to Protect Federal Drivers

On September 21, 1961, Public Law 87-258 was enacted providing that the Government shall be the defendant in any suit resulting from an accident involving any motor vehicle operated by any Government employee acting within the scope of his office or employment.

This action will result in financial relief for FAA employees in areas where a sizable insurance premium is charged for coverage while driving on official Government business. It is emphasized, however, that this protection doesn't become effective until March 21, 1962.

An Agency Practice on "Tort Claims" will be issued soon which will cover the pertinent details of P.L. 87-258.

During FY-61, the FAA administratively settled 41 claims resulting from motor vehicle accidents, not including those settled for amounts exceeding \$2,500.

Plans are now being finalized for strengthening the Agency's Motor Vehicle and Traffic Safety program. The new program will require closer supervision and control of the operator licensing program and will provide for remedial driver training where necessary. Of more concern that the monetary aspects of motor vehicle accidents, is the employee and family suffering associated with the more serious accidents.

All employees are urged to accept driving as a privilege rather than a right, and exert a positive effort to develop safe driving habits.

GRACEFUL 880 creates minor blizzard as it takes off during recent Project Slush test conducted at NAFEC, by FAA.





EXOTIC scenes like this Bangkok, Thailand temple are offered FAAers overseas.

Overseas Assignments

AN OVERSEAS ASSIGNMENT! What glamor, travel, new experiences it offers! And with the jet-age upon us, few spots on earth are more than a few hours away from home.

But getting the FAA-Specialist who is called upon to contribute his skills to the international aviation community in his new job, keeping him equipped and informed while over there, and getting him home again involves a myriad of details that, if not done absolutely correct, can spell the difference between success and failure of his mission or can make his life miserable—instead of rewarding—while abroad.

In addition to its own international activities, FAA participates in programs overseas under agreements with the Department of State, the International Cooperation Administration, the Department of Defense, and directly with foreign governments.

In each situation the ground rules are different. An employee transferring to the Department of State gets a Foreign Service Reserve appointment under the Foreign Service Act. Under ICA programs he gets an excepted appointment under the Mutual Security Act. If he is assigned to a foreign government, the terms of employment are defined in an agreement negotiated between the FAA and the government involved.

Briefing Required

The new employee must be extensively briefed on a wide variety of subjects. The Foreign Service Institute of the Department of State provides political and cultural indoctrination and language instruction. ICA may provide intensive lecture courses, and FAA's own

International Aviation Service provides briefings on technical and program policy, personal problems, travel arrangements, passport procedures, communication channels, allowances and transfer of household and personal effects.

For overseas employment, the employee, his wife and family undergo scrutiny, since family conduct often spells the difference between success and failure of an employee's mission. The entire family is investigated for suitability, rigid physical examinations are conducted, and finally, clearance by the host country is required. Also, a completely different concept of security clearance is required. This process takes six to twelve weeks, and washing out at any stage means FAA has to start over again with a new candidate.

Automobiles Cause Many Problems

The privilege of shipment of automobiles can be a mixed blessing. Before arranging for car shipments, the laws of the host country must be carefully checked. In some countries the individ-

ual may have to pay import duties equal to the new car price if he does not have diplomatic status. Even the make of the car may govern whether it can be taken, and colors of cars must be considered, since they may conflict with those used by government officials or police cars. Any appearance of flamboyant display must be avoided and certain kinds of cars should not be taken because of lack of maintenance facilities. For example, the right to ship a 1950 Cadillac was recently denied an FAAer because it was the same year and model of the car used by the Minister of Communications in the host country. Some countries have a limit on the value of cars to be imported by employees. In others he must sign an agreement to take the car out when they leave.

Financing Is Different

Financing arrangements are complicated by fiscal programs that are individually developed, with procedures varying for each country. Differences in country programs require constant review to assure proper control of charges. Procedures for charging costs to country programs can change overnight due to the potential existence of an oversupply in the U. S. Treasury of the local currency of the country. For example, in Turkey, if an employee's household goods can be shipped on a Turkish ship, they are payable in Turkish lira; if not, they are payable in dollars.

Further complications arise because ICA's program requirements are developed and controlled at the country level and essential facts are often not available when FAA's fiscal program deadlines are reached. Therefore, estimates must often be prepared without benefit

SUPERVISING airport construction and installations take personnel overseas.





REGIONAL ATCC at Tunis, Tunisia, has typical architectural lines of country.

of current information and accordingly must be subsequently revised. Finally, a minute breakdown of ICA authorizations received from programs in 35 countries create a tremendous volume of accounts to be maintained. At present there are more than 400 such accounts. It is not unusual for a host country to ask for a breakdown of all costs for their country supported by vouchers. This kind of detail is very difficult to supply. Nevertheless, FAA does provide as much data as can be made available to avoid creating obstacles for our employees in achieving their objectives in the country.

Communication a Special Challenge

Communication of all kinds is difficult and often haphazard because of distances and lack of facilities. It is hard to realize that efficient mail systems (which we take for granted in the U. S. and Europe) are not available to many overseas locations. Chances of uncensored, pilfer-free mail delivery in many countries are poor. The reason for this may be as simple as that the postal clerks cannot read addresses written in English. Wire

communication facilities are usually better than radio or mail but are still unreliable. Failure to get a message through has caused many an embarrassment and even some actual hardship on traveling employees.

The State Department pouch is the only satisfactory means of sending messages, and even this method has problems. A message to which an immediate reply is needed may occasionally wind up being sent by surface pouch rather than air and may thus take three months or more to reach its destination. The decision on method of transmission is the responsibility of the Department of State which does not always agree with the request for dispatch by air or wire. And, of course, security is always a problem in the use of mail or wire services.

The question of which publications and instructions to send our overseas offices is one of the biggest headaches. Routine handling has been unsuccessful because each country program has different requirements, and the cost of shipment is often expensive and thus wasteful. Maintenance of manuals and files is done by local clerical personnel who may think that a filing system is a quaint American custom having no place in their life; and finally, no one in Washington can really know the full range of subjects on which a given country may need information. One thing is sure: The decision as to what material to send out can not be a clerical job. This problem is shared with all Services in the Agency with opinions differing widely on the applicability and desirability of sending a particular docu-



HIGH in Andes FAAers may find transportation a mixture of old and new.

ment to all or a selected group of offices overseas.

The Trip Itself

Getting an employee ready to travel and assisting him and his family to his assignment is like putting together a large jigsaw puzzle with pieces missing. Almost every circumstance is different and every year the briefing list grows longer to cover all contingencies.

The new traveler must be led through the steps involved because errors can be very expensive to him. FAA must assure that he has made arrangements for power of attorney, banking facilities, insurance, storage of effects and has sufficient funds to last until pay checks arrive. He must be advised on acceptable modes of transportation, how to

SPECTATORS watch with interest as FAA technician runs equipment test in Iran (below left). One of big problems facing Washington is that of supplying some overseas facilities. Rugged terrain and ancient methods often cause delays.





PORTABLE equipment such as this being tested at El Minya, Egypt, is often used.

arrange for overseas packing and shipping of effects, how to handle bills of lading, vouchers, and foreign exchange. Allowances for housing, education, separation from family, temporary quarters, and post differentials must be explained and the related documents prepared and processed. Weight allowances are governed by grade of the employee and family status, and vary depending on the set of applicable regulations.

Once the traveler is under way, FAA must follow up on such matters as notification of actual arrival dates at the post and notification to other interested offices, location of lost shipments due to faulty shipping instructions, dock strikes, embargoes on shipments or shipments unloaded at the wrong port.

Maintenance of exact records of actions, dates of arrival at post, shipment weights and dates, and many other items are essential, as they may determine whether an employee suffers a loss at some later date. For example, FAA is currently explaining an audit exception taken to an employee's home leave because he departed from his post six hours before completing his two-year tour of duty.

Passport procurement—a simple thing for the tourist—is quite another matter when it comes to official travel. An Official Passport is the document used by all Federal employees traveling overseas, and the State Department is most concerned about who is given such a passport. It makes the bearer an official representative of the U. S. Government, with prerogatives and obligations not shared by the ordinary tourist. State must know a good deal about each such traveller so that they can advise the Embassy and make other arrangements appropriate to the circumstances. It takes time to work out these details with State and to get visas from foreign governments. For these reasons it usually requires about thirty days to get an Official Passport for an FAA man going overseas.

Embassies of the countries to be visited by the FAA specialist may have to get permission from the home government before issuing a visa. It may seem strange, but an FAA official visiting a Swiss commercial firm may be arrested unless he first gets permission from the Swiss government, because of their commercial secrecy laws. The same

thing can happen when traveling from Israel into an Arab country. Time means little to officials of some countries and pressure for action can often result in further delay. Americans often forget when they are abroad that they become the foreigner.

Supplies Create Problems

Procurement of supplies and materials is a constant source of difficulty for our own people and for other U. S. and foreign agencies abroad. Delays caused by our domestic system requirements are rarely appreciated or understood by those overseas. Conversely, we in this country may not understand why there is so much pressure for speed. Questions are often raised why supplies such as hand tools, wire, switches, office supplies, and similar objects cannot be procured locally; the fact is that such things as a hardware store may be non-existent in some countries. The lack of such items can often hold up a project. Further complications arise out of the buy American policy. Those charged with supporting the overseas program must constantly press for expedited action.

All of such endless details are important. Over the years the American way of life has been held up as a model of progress and efficiency. Whether we like it or not, every U. S. project overseas is compared to those of other systems of government. The well-executed ones are taken for granted—the failures are publicized.

In this real sense, FAA programs overseas have an important impact on America's image in the world, and everyone who has a share in making them function also shares in helping America put its best face forward.

ANCIENT Iranian city of Isfahu, more than 3,000 years old, offers contrast to palm-lined Waikiki Beach. PanAm Photo.



Joseph D. Blatt ARDS Director

Joseph D. Blatt assumed duties as director of the Aviation Research and Development Service in October. He had been serving as acting director of ARDS as well as deputy director of the Aviation Facilities Service.

Mr. Blatt has been with the FAA and its predecessor agencies since 1937. He served in the CAA as assistant administrator of Civil Aeronautics for Planning, Research and Development and chief of the Air Navigation Facilities Planning and Control Staff. He led U. S. delegations to numerous meetings of the International Civil Aviation Organization.

Prior to returning to Washington in 1960, he was regional manager of what was then called Region One. He previously served as that Region's assistant administrator for about two years.

During World War II, he served as a consultant to the U. S. Army Air Force, with headquarters in Belem, Brazil, in the planning and construction of an airway from Miami to Natal, Brazil. He was the CAA representative on the first air defense planning board which established the basic concepts for the current air defense identification system.

Blatt is a graduate of the School of Technology in the College of the City of New York, from which he received BSE and MCE degrees. He is a Fellow of the American Society of Civil Engineers and has served as Chairman of the Executive Committee of its Air Transport Division.

Major Fish Awarded Air Force Medal

Maj. Jules V. Fish, USAF, former senior program analyst with the Aviation Research and Development Service's Operations Division, was recently awarded the Air Force Commendation Medal for his service with the FAA.

Joseph D. Blatt, director of ARDS, made the presentation on behalf of the Secretary of the Air Force, in a ceremony at FAA headquarters on October 23, 1961.

The accompanying citation read in part: "Maj. Fish distinguished himself by meritorious service as a staff officer

with the Airway's Modernization Board and its successor the Aviation Research and Development Service, Washington, D. C., from 4, September 1958 to 1 August 1961. During this period Major Fish demonstrated exceptional resourcefulness and initiative by assisting in the formulation, administration and execution of a complex technical system designed to manage the research and development programs aimed at modernizing the nation's common system of aviation facilities. . ."

Major Fish has since left the Agency for duty with the Office of the Comptroller, USAF, in Wiesbaden, Germany.



COMMENDED. Major Fish receives medal from ARDS Director Blatt.

Federal Women's Award

The second annual program to spotlight outstanding career women in Federal service has been announced.

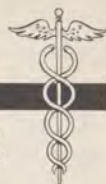
Under the program administered by the Federal Woman's Award Board of Trustees, six top-caliber women will be honored at a ceremony in Washington next February.

Federal agencies were notified to submit nominations to the Board by December 1. Each department and agency was invited to nominate not more than three women for the award.



HEALTH FOR ALL

ENVIRONMENTAL HEALTH DIVISION
AVIATION MEDICAL SERVICE



The Sneeze Menace

Atchoo! Atchoo! This is probably one of the more familiar sounds to mankind and identifies the sneeze. Billy Gilbert, of movie fame, capitalized on his version of the sneeze. However, for the average person it is usually a prelude to a cold or some other misery.

You could practically go into orbit on the propulsive power of a sneeze. Research shows that cough or sneeze shoots out germ-laden droplets at a rate of 150 feet a second. The larger droplets usually travel for about five feet before they fall to the ground. They've been known to hit the twelve foot mark, though. Small droplets float onwards and upwards for hours.

Many illnesses, including the common cold, flu, pneumonia, and tuberculosis, are spread from person to person by jet-propelled germs in somebody's careless cough or sneeze.

It is possible to have an infectious illness without knowing it. So—anytime you feel a cough or sneeze coming on, whip out a tissue and cover your mouth and nose. A handkerchief will do as well, though it seems silly to put germs back in your pocket. Paper tissues are best, but don't forget to dispose of them.

Use the same method to protect yourself if you see someone about to cough or sneeze in your direction.

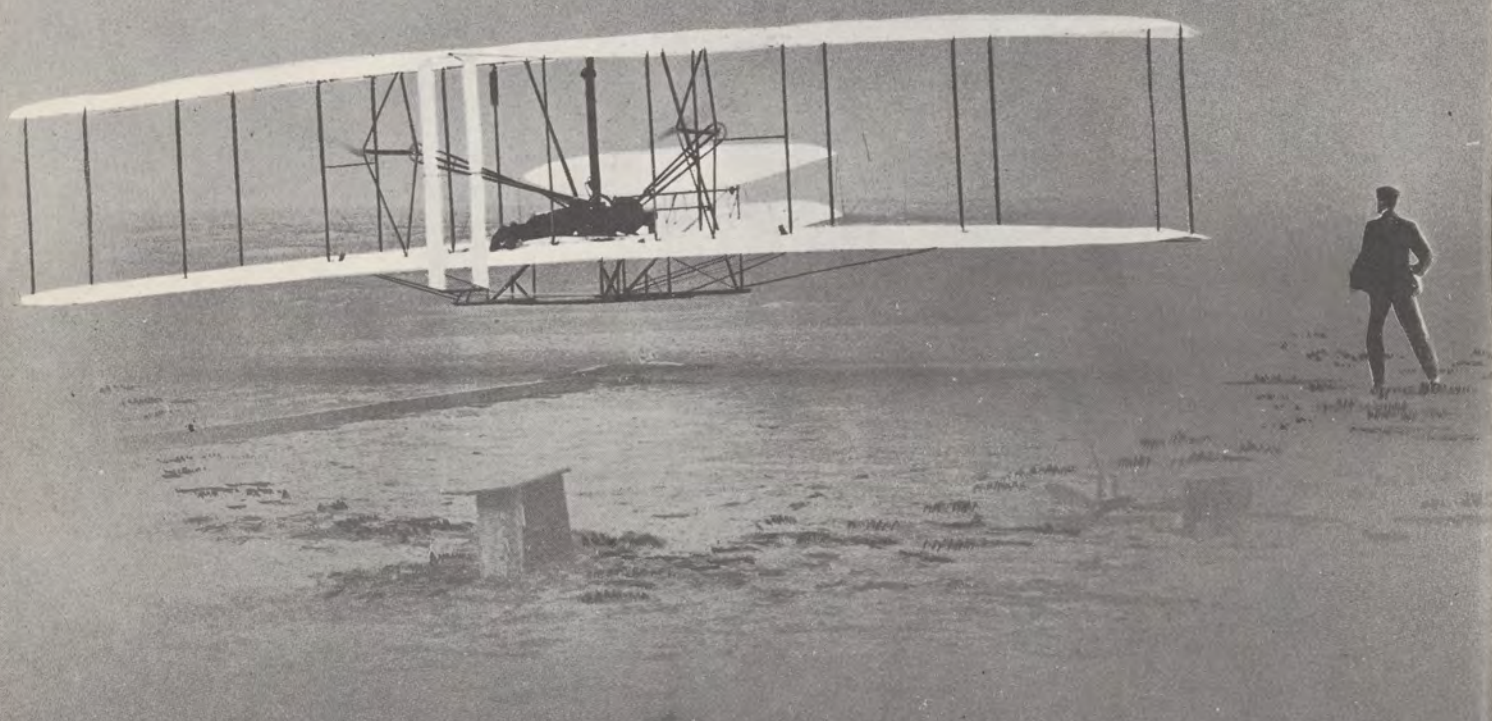
During the cold and flu season try to avoid large gatherings where the chorus of sneezes and coughs appears to be continuous. This is a perfect medium to disperse or contract the germs which produce infectious illnesses.

If you catch a cold, don't pester your doctor for an antibiotic. It won't do any good. You can keep yourself comfortable with nose drops, aspirin, and cough syrup. But if fever lasts more than three days, or you are short of breath or have a persistent cough, see your doctor at once.

Until medical science learns to prevent the common cold, let's do our part to prevent its spread by muffling that sneeze.

SINCE THE BEGINNING, man has coveted the ability of birds. Not content to remain earth-bound he has constructed an assortment of artificial wings, mechanical birds and other weird contraptions in his attempts to master flight.

Although succeeding in soaring aloft for short periods in gliders and balloons, it wasn't until this century that he conquered the problem. Fifty-eight years ago this month, two American brothers, Orville and Wilbur Wright, opened a new era in world history when they made the first successful powered flight in a heavier-than-air craft. It is recorded as the first sustained controlled flight by man.



ON DECEMBER 17, 1903, Orville Wright manipulated the strange looking flying machine from the sandy base of Kill Devil hill, four miles south of Kitty Hawk, N. C., flying 120 feet in 12 seconds. In the fourth flight of the same day, his brother Wilbur, flew the craft 852 feet in 59 seconds. Thus man's dream became a reality.

Today, man in many respects, has surpassed the bird. He has exceeded the speed of sound and penetrated deep into outer space. Like his ancestors, he is not content, but continues to reach upward and outward. To him the horizon is unlimited.