



U.S. Department
of Transportation
Federal Aviation
Administration



Alaskan Intercom

Anchorage Facility Wins National Award



Thomas C. Accardi, Director of Flight Standards Service, presented the 1992 Flight Standards Field Office Award for 1992 to the Anchorage FSDO. Pictured left to right are **Jacqueline Smith**, Regional Administrator; **Dick Gordon**, Anchorage FSDO Manager; **Accardi**; and **Tom Stuckey**, Flight Standards Division Manager.

The Anchorage Flight Standards District Office (FSDO) won national honors for its outstanding achievements during the 1991 fiscal year, significantly contributing to the success of the Flight Standards Service safety program.

FAAers at the facility completed 100% of their required inspections — up 40% from the prior fiscal year. Through innovative ideas and partnership with the aviation industry, the total number of aircraft accidents in the district decreased by 15%, while air carrier accidents were reduced by 32%. The facility also excelled in equal employment

opportunity, total quality management, human resource management, and customer service.

The Anchorage facility received a plaque signed by the FAA Administrator and a framed certificate from Tony Broderick, Associate Administrator for Regulation and Certification.

The top regional FSDO's with which Anchorage competed were: Kansas City, KS, Central; Pittsburgh, PA, Eastern; Rapid City, SD, Great Lakes; Windsor Locks, New England; Portland, OR, Northwest Mountain; Kentucky, Southern; Albuquerque, NM, Southwest; and Honolulu, HI, Western Pacific.



Total Quality Management: *Comparing Old and New Management Styles*

Old Way of Thinking

- Managers see employees as extension of themselves.
- Manager takes credit for performance of subordinates.
- Priority is placed on managing "the work" rather than on managing people.
- Managers/supervisors tend to be paternalistic.
- In crises, manager steps in to "handle crisis"; underutilizes employees and focuses on taking over.
- Manager asks the question: "How can I get my staff to do it my way?" or "How can I get them to perform as flawlessly as myself?"

New Way of Thinking

- Managers see employees as dynamic resource for process review and change.
- Leader enables/empowers employees to develop behaviors required to reach organization's objectives.
- Leading people is the primary function.
- Leaders empower employees as they pursue organizational objectives.
- Manager leads employees in problem solving and problem management. He/she facilitates their problem-solving efforts.
- Asks the questions: "How can I empower employees to achieve organizational goals?" or "How can I create an environment in which employees will succeed at achieving their goals?"

Adapted from Western Pacific Region *Intercom*

From our Retirees

George Cooper sent us a change of address for *Intercom*, and says, "Even though it has been 37 years since I transferred from ANC to the states, I still feel a strong attachment to the Alaskan Region...none other like it!"



Recycle the INTERCOM today!

Intercom

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Intercom is published for the employees of the Alaskan Region by the Public Affairs Office. Articles and photographs are welcomed.

The submission deadline is the first Friday of each month.

If you have questions, suggestions, or complaints, please call the Editor at 271-5169.



Sexual Harassment

Not a New Issue

Not a new issue. Although the Clarence Thomas and Anita Hill hearings before the Senate and the Navy's "Tailhook" scandal focused new awareness about sexual harassment, it's not a new issue.

Back in 1979 and 1980, Congress held hearings after the U.S. House Post Office and Civil Service Committee received numerous telephone calls and letters from Federal employees alleging sexual harassment at work.

In 1980, the Merit Protection System Board surveyed 23,000 Federal workers. An astounding 85% of men and women returned the questionnaire. Over 40% of the women and 15% of the men responding reported having personally experienced sexual harassment during the 24 months prior to the survey.

A follow-up survey in 1987 showed similar results. As a result,

the Equal Employment Opportunity Commission required each agency to write its own policy on sexual harassment.

Don't jump. Don't jump to conclusions. That's some of the advice given at a recent seminar on preventing sexual harassment.

Here's a checklist of things *not* to do.

- *Don't* brush aside a complaint by treating it lightly.
- *Don't* listen to a complaint and react by sexually harassing the complainant.
- *Don't* express disbelief about the seriousness or extent of the complaint.
- *Don't* jump to the conclusion that the accused co-worker is not the type of person to commit such an act or decide to rush out and "get" the alleged perpetrator.

Be sensitive. When confronted with a sexual harassment com-

plaint, supervisors and managers should handle every complaint with objectivity, sensitivity, fairness, and seriousness.

Other "do's" from a recent sexual harassment prevention seminar include:

- Develop a working knowledge of Federal policies regarding sexual harassment.
- Know the avenues of relief available to employees.
- Work to create an atmosphere and environment that is free of any form of sexual harassment in your area of responsibility.
- Serve as a role model for the employees you supervise.
- Treat all employees under your supervision in a fair and equal manner.
- Work closely with the Civil Rights office to ensure that complaints received are treated with confidentiality and are reviewed and investigated thoroughly.



Reprinted from Headquarters
Intercom

A Job Well Done!



The South Alaska AF Sector recognized its Field Maintenance Support Staff (FMSS) for outstanding support for the past several years. Sector Manager Larry Bevil presented letters and Certificates of Appreciation to each member of the FMSS. Pictured are: (First Row) **Ron Frizzell, Paul Kurtti, Dave Williams, Lyle Vanzee.** (Second Row) **Joe Mello, John Been, Ron Cook.** (Third Row) **Joe Tichenor, Fred Brown, Larry Bevil, Lloyd Clarkson, Mel Ogle.** Not pictured: **Jim Morse and Annie Good.** Due to an upcoming reorganization, the FMSS at both South and North Alaska Sectors will be dissolved by the end of the fiscal year. The function will be centralized in the FMP Group, AAL-466, in the Regional Office.

ANICS

The Alaskan Solution

Since late 1989, the Alaskan Region has been working and planning for a network of satellite earth stations with on-demand backup for sites with critical air traffic control services. The Alaskan NAS Interfacility Communications System (ANICS) will establish an FAA backbone communications system. The network is designed to meet demanding requirements for reliability, performance, economy, maintainability, flexibility, and system capacity into the future.

ANICS is more than just an Airway Facilities program. It spans virtually every operating and support division in the Alaskan Region, as well as several organizations in Headquarters. It has visibility in the private sector and is of considerable interest to the Congressional Budget Committees.

The ANICS project over the past 3 years has cleared many hurdles as a justifiable and cost-effective solution for improved facility performance and air traffic safety. This project is very important to the Alaskan Region. It is our vision to have the highest level facility performance of all the regions when the ANICS Program has been implemented.

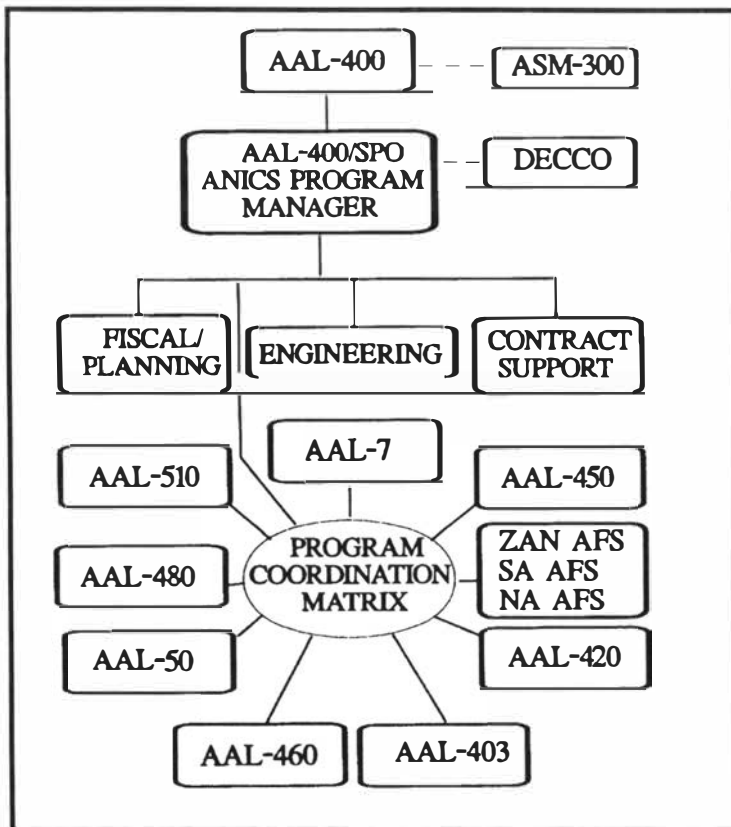
After careful consideration, regional Airway Facilities Division Manager, **Robie Strickland**, has established a Special Program Office for the ANICS Program. The establishment of the Special Program Office was solidified July 23, 1992, and will strengthen the role of the Airway Facilities Division in managing the program. **Mike Melum** was assigned as the ANICS Program Manager.



Mike Melum,
ANICS Program Manager

The matrix management team concept will be exercised and each organization in the Alaskan Region will have a clear, responsible role in the future planning and implementation stages of this major acquisition. The placement of the program management at the Airway Facilities Division staff level will ensure proper visibility and prompt attention as issues arise.

"The Alaskan Solution" will be achieved by people working with people, sharing responsibility, and dedication in doing their job.



Aviation's Newest Leader

FAA Administrator Sworn In



DOT Secretary Andrew Card swears in Thomas Richards as FAA's 12th Administrator. Richards' wife Meredyth holds a Bible.

Thomas Richards was publicly sworn in as FAA's 12th Administrator during a July 17 Headquarters ceremony.

In his first speech to FAAers, Richards said he has been asked how he plans to lead the FAA.

"They want to know if I will change the organizational framework, or bring in a new management team," Richards said. "The answer to both questions is no. Absolutely not."

Richards describes himself as decisive and "a firm believer in the power of teamwork." He likes to solve problems through collaboration, cooperation, and consensus.

Micromanaging isn't his style, he says.

According to Richards, one of the very real rewards of working at the FAA is knowing that agency problems have practical solutions.

"We're not paralyzed by a sense of futility, no matter how complex the problem," he said.

"We know that we can reduce the hazards of runway incursions by equipping our airports with enhanced surface detection systems.

"We know what we must do, in cooperation with the industry, to make sure that the aging transport fleet remains safe.

"We know that pilot error and other failures in human performance can be minimized by a comprehensive program of human factor research and training.

"And we know that we must protect air travellers against acts of terrorism."

According to Richards, FAA, more than most Federal agencies, "must be future-directed, acting today to cope with tomorrow."

The new leader stated that "between now and the early years of the next century, FAA will literally reinvent itself through technological innovation...on a scale perhaps unprecedented in our nation's history."



Scholarships



Congratulations to Ana Dunbar, AAL-4D (above), and Carmen Surber, AAL-52A (below). They each received a \$500.00 scholarship from the Federal Executive Association/Federal Women's Program.



North Alaska SFO Cruise Brothers Dominate!!

by Craig Loudon, MM, NA SFO

The memorandum was dated June 18, the subject was "A NEW CHALLENGE," and it was addressed to "Any Takers." Selected portions read "It's triathlon time again!" and "We (Kathleen and Robin) have decided to enter in the relay division as a two-person team. We are challenging teams of any size, any age, or any number of men (or women)." And furthermore, "So look out TSU and NASFO men! We're out to give you a good race. **Catch us if you can!**"

Now, I don't consider myself a chauvinist; I believe in equal pay for equal work, equal opportunity, etc., but when I get an inflammatory challenge like this, something inside me rises up with an, "Oh yeah? We'll see you GIRLS on the battlefield!" And we did.

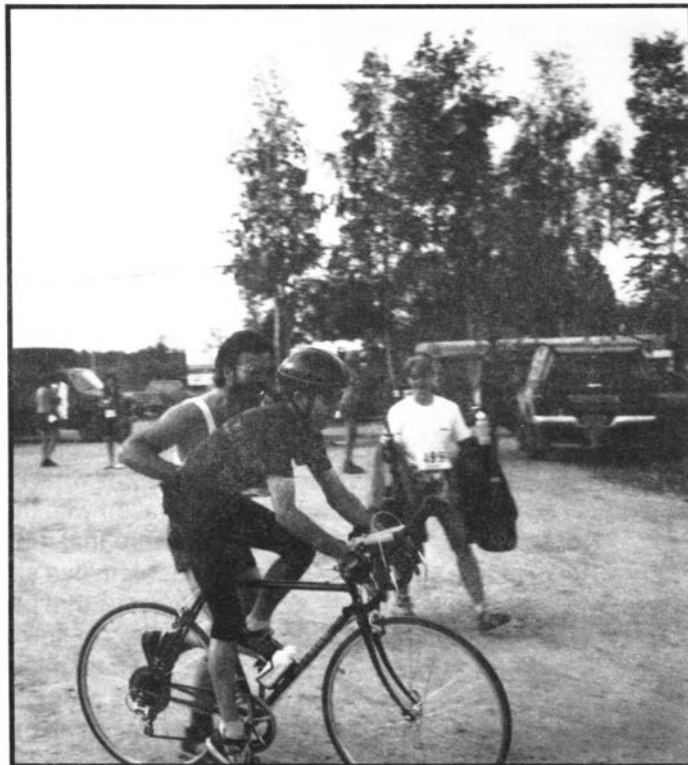
Since last year's demise at the hands of the TSU team, "FAA TEAM ONE," we "FAA CRUISE BROTHERS" had been strategizing and plotting on how to beat them out at this year's Pumphouse Triathlon. With a new team on the block, "FAA GIRLS," and with an attitude like they were displaying, we redoubled our determination and turned up the intensity of our preparation.

Came the day of the race, July 11, we assembled along with dozens of other triathletes at the Pumphouse. As **Rob Kincheloe** and I held our place in our canoe on the Chena River, we received the instructions for the event, and then we were off and paddling furiously at the sound of the gun. As the four miles slipped beneath our canoe, we found ourselves ahead of the TSU team (**Jim Lomen** and **Dale Greely**), but, horror of horrors, trailing the "FAA GIRLS" (**Robin Moilanen** and **Kathleen Edic**)!! At the end of the

canoe portion, we had about a 2-minute deficit to make up, and over a 4-minute lead on "TEAM ONE."

During the 13-mile bike portion, "CRUISE BROTHER" Art Chase caught and passed "FAA GIRL" **Robin Moilanen**, gaining a lead of a minute and a half. "

BROTHER" **Charlie Williams** returning. After what seemed to be an eternity of expectant and increasingly impatient waiting, he came into view! As he drew nearer, his face seemed twisted in pain, and he appeared to be holding his side with his right hand. Once across the line, we



CRUISE BROTHER Craig Loudon tags biker Art Chase during the Pumphouse Triathlon.

TEAM ONE" was still in third place after the biking event, trailing by 5 minutes overall, although **Dale Greely** was faster than Robin.

Sometimes I think waiting for the runners to finish the 10K course is harder than doing the event! The time seems to drag by, and when the runners do begin to arrive, there is the constant straining to see who is in the lead. In this case, I was earnestly looking to see "CRUISE

descended on him with congratulations and concern for his health, until we found out he was holding his shorts up as they were too big! Next year he wears spandex! Following (and I stress, FOLLOWING) the "CRUISE BROTHERS" time of 2:17:48," TEAM ONE" runner **Jim Lomen** arrived in second place, earning a total time of 2:19:50. Finally, the "FAA GIRLS" runner Kathleen Edic pulled into the finish earning their



Self Sustaining Outlet Developed

team a time of 2-27:17. (I think they celebrated with a big slice of humble pie...)

Although we didn't come close to placing first in the overall triathlon, we did in the FAA division, and it felt great. We brought glory to NA-SFO, and taught the challengers a lesson! More important though, was the pre- and post- event friendly banter and inner agency relationship building. It's a fun event, one which I hope will continue on an annual basis. And, by the way, there's plenty of room for more teams, Fairbanks SFO, Nome, Bethel, and all of South Alaska Sector! Can anyone take a challenge?

FAA CRUISE BROTHERS (NA-SFO) 2:17:45

Canoe - Craig Loudon, MM; Rob Kincheloe, ET

43:17

Bike - Art Chase, ET

47:23

Runner - Charlie Williams, MM

47:05

FAA TEAM ONE (NA-AFS-TSU)

2:19:50

Canoe - Jim Lomen, CE; Dale Greely, EE

47:40

Bike - Dale Greely, EE

47:48

Runner - Jim Lomen, CE

44:22

FAA GIRLS

2:27:17

Canoe - Robin Moilanen, ST; Kathleen Edic, EV

41:22

Bike - Robin Moilanen (Supply Tech, NA-SFO)

50:31

Runner - Kathleen Edic (Env. Engineer, TSU)

55:24

Alignment with customers is a popular phrase being bandied about these days. In Airway Facilities and Air Traffic, it's a phrase with real meaning as the two divisions work together to serve the public. One recent innovation giving evidence to the concept is the development of a Self Sustaining Communication Outlet (SSO), a battery-powered radio transceiver package.

The device is designed to provide radio coverage for low-level flights in mountainous terrain where air-to-ground communication is impaired by the terrain.

Monte Larsh and Joe Simonet, Systems Maintenance Engineering Branch, came up with the design to meet Air Traffic's needs to communicate with general aviation pilots in Alaska.

"Weighing only 8 pounds, the self-contained suitcase houses a transceiver/FM link which acts as a high-site repeater station,"

says Monte. The transpeater routes the received audio from the aircraft through the FM link to the flight service station serving a pilot.

The new units replace their more expensive prototype, which were heavier (50 pounds) and more costly to maintain. The new packages are assembled in Fairbanks by a local company for less than \$3,000 per unit.

Robie Strickland, Airway Facilities Division Manager, says the new SSO's will greatly increase reliability and service to the flying public.

The first transpeater was installed for testing this summer at Myers Chuck mountain top facility which is controlled by Ketchikan FSS. Reports gathered during the past 3 months have indicated high reliability, solid audio quality, and good site-specific user coverage area



Monte Larsh shows the SSO.

Telecommunications Management

Part 1 - Telephone and FTS2000

by Gene Matthews, AAL-481

Telephone usage management and auditing is required of all Government agencies by the Federal Information Resource Management Regulations (FIRMR). The FIRMR further sets forth the policy on use of Government telephone systems. These systems include any telecommunications system or service paid for, or reimbursed by, the Federal Government.

For FAA in the Alaskan Region, AAL-480 is responsible for the management of these systems which include traditional telephone service, cellular service, and pager/beeper service. As part of this management responsibility,



AAL-480 must validate and audit usage of these systems.

A study was done of telephone calls made from FAA offices on the CENTREX system, phones on the 271 exchange. Call detail records are provided to AAL-481 every 6 to 10 calendar days. The data is delivered on magnetic media and provides call details for every FAA telephone on the CENTREX system. A call detail record includes date, time, number called, duration of the call,



and several other elements of information.

The data used for the study was a random sample for a 10-day period and included only completed calls dialed out of the system, local access (9) and FTS access (8). There were over 30,000 calls made of which 70 percent were local access calls and the remaining 30 percent were FTS. The average FTS call originating from the FAA offices on the 271 exchange is 4 1/2 minutes in duration. The average local call is 3 1/2 minutes.

The monthly recurring charge for basic CENTREX service for FAA is about \$28,000. FAA owns and maintains the telephone instruments and the wire from the service delivery point.

Contrary to popular belief, FTS does cost the FAA money. FTS use is funded from the Administrative Telecommunications Budget (Admin Telco) which is part of the Airway Facilities operational budget. Our monthly FTS expenditure averages about \$12,000.

With FTS2000 in place, efforts are being made to provide the Regions with call detail records including costs. These should be available by October 1, 1992.

A plan is being developed to provide managers and supervisors with call detail reports periodically for review and awareness. These reports will include all local access and FTS calls made from the 271 exchange.



Next time:
Part 2 - Cellular Telephone Service



Happy Day at Anchorage FSS



Left to right: **Tim Lorenz**, Assistant Manager, Flight Standards Division; **Jenifer Hunter**, Palmer FSS; **Val Aron**, Accident Prevention Program Manager; and **Charlie Muhs**, Air Traffic Manager, Anchorage FSS.

July 31 was an especially happy day at Anchorage Flight Service Station. In addition to being Friday, it was the day the FSS received the great news that they received a 99 out of a possible 100 in their facility evaluation. Such an accomplishment is no mean feat, especially considering resource and scheduling challenges. The entire Anchorage FSS team can take justifiable pride in exceeding the national average of 91.

Additionally, **Jenifer Hunter**, based at the Anchorage FSS and working at Palmer, received the Flight Standards Hi-Flyer Award for her excellent

support of the Spring Fly-In at Palmer. Said **Tim Lorenz**, Assistant Division Manager, as he made the presentation, "Jenifer's driving energy in making this event an annual success is unequalled. She helps bring about all the players to create a superior example of FAA-industry partnership. This is also another illustration of the excellent teamwork between Air Traffic and Flight Standards. Jenifer's name will be added to our perpetual Flight Standards Hi-Flyer Plaque which continually reminds us that we have some outstanding coworkers helping make aviation safety a reality."

Jenifer was one of the original members of the Mat-Su Airmen's Association and an active member of the Mat-Su 99's. For the past 2 years she has been a driving force behind the Palmer Fly-In and Pancake Breakfast. She helped organize the outdoor static displays and methodology of communications, attracted organizations and vendors to answer pilot questions, coordinated with outside agencies, organizations, and individuals to assist with the event.



Victory in the Afternoon

Story and pictures by John W. Madden



Fred Roybal, son of Leroy Roybal, South Alaska AF Sector.

Nine teams began the FAA co-ed double elimination softball tournament on Saturday morning, August 8. By early evening, one team emerged the victor. It was the kind of day that reminded you why you live in Alaska. A bright, sunny August day in the 70's with the mountains watching over the fields at De La Vega Park and the fireweed eavesdropping from the edge of the dugouts.

With several Resource Management Division people on the organizing and rules committees, and serving as umpires at many of the games, the pre-game rumor was that both AAL-40 teams would be in the final match. Tournament results dispelled this rumor. Ron's Raiders (named for **Ron LaCoss** of AAL-42) won the tournament and Madden's Marauders (named for someone in AAL-44) was the first team eliminated from competition.

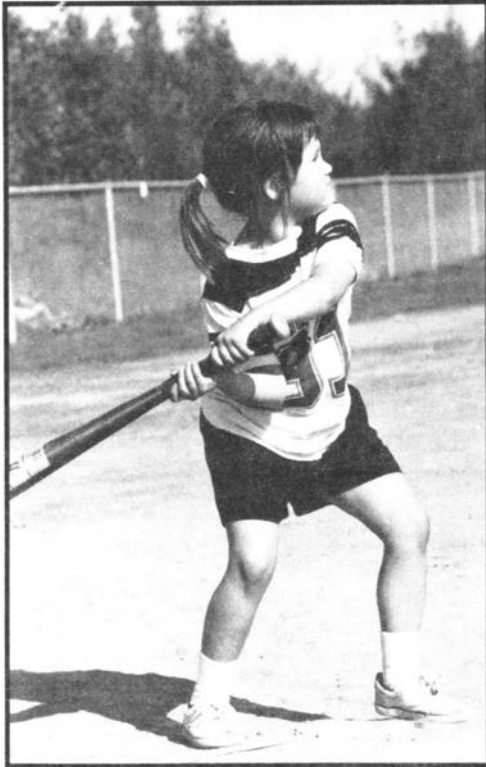
The rules of co-ed, six-player softball are confusing at first but become even more so with experience. Three men and three women on each team; the team at bat catches except for plays at the plate; batting order alternating by gender; three outs or six batters complete the inning.

The players' enthusiasm proved greater than their skills. Their hearts and minds were intent on playing well but their bodies needed more time to work out the details. The tournament was entirely accident and incident free. The only possible exceptions were one dislocated finger, seven scraped knees, one pulled hamstring, one fractured foot bone, and numerous cases of overeating. None of this slowed down the drive towards excellence. **Dick Clark**, AAL-42, scored a needed run with a pulled muscle and two scraped knees. He also had the presence of mind and body to divert the other team's attention and camouflage the two runners scoring behind him. This is a new form of sacrifice in softball.



*And the winners are — Ron's Raiders! Left to right: **Brett Klaff**, **Eric Hutchinson**, **Ron LaCoss**, **Lou Jenks**, **Bob Creighton**, **Sharon Young**, **Sherrie Frickell**, **Dionne Norris**. Not pictured, **Mike Schmidt**.*





Laura, age 6, is the daughter of Charles Monico, AAL-44.

The names of the teams ranged from the sublime to the serious. Besides the two from AAL-40, participating teams were Cuervo Gold (South Sector), Bertless (Logistics), the Hooters (Airway Facilities), Let's Get Busy and the Bimbos (Human Resource Management). Teams from Air Traffic and Flight Standards chose to take the high road and remain dignified by calling their teams Air Traffic and Flight Standards.

One disheartened player was overheard saying, "We would have won but you scored more runs. That's not fair." Another losing team characterized their situation more graciously. In their eyes, they had not lost but came in second. The other team had

not won, they came in next to last. Who can argue with logic?

The most valuable player of the tournament never made a play nor stepped to the plate. **Cissie Bryant**, chair of the organizing committee, coordinated the hundred details that made the day an enjoyable success. Her work and dedication are especially extraordinary because the day before the tournament was her last day with the Alaskan Region. Cissie and her family are en route to Wichita, Kansas, where her husband has been transferred.

The CivilAir Club sponsored the tournament with a generous donation to offset the equipment and food expenses.



Andre Felton, student aid of the Civil Rights Staff, was recently selected to assist the Fairbanks Flight Standards District Office (FSDO) with clerical relief. The FSDO name-requested Andre.

"I felt that it was a privilege and an honor to be detailed to another facility. While in Fairbanks I had the opportunity to work with Aviation Safety Inspectors (ASI). That factor was a learning experience within itself. I enjoyed the family atmosphere that the FSDO office possessed," said Andre.



"We Wanted to Make a Difference"

The CivilAir Club had planned a fund-raising chili feed for August 27. When word came of the devastation suffered in the South from Hurricane Andrew, an immediate decision was made to use the proceeds for relief to our fellow workers in need.

"We wanted to make a difference — and because we all got behind the CivilAir Club, we will be able to send a substantial contribution to South Florida. About 150 employees here had a good time at the chili/cornbread feed, to help the 150 or so employees who have lost so much due to Hurricane Andrew. (About \$1,500 received so far!!)

"If any of you would like to make a further contribution, the 'FAA South Florida Relief Fund' has been established by a joint FAA committee at Miami ARTCC for all of South Florida, and 100% of all donations goes directly to our employees.

"Similar to our upcoming Combined Federal Campaign, this is another opportunity for us to share with those who are less fortunate.

"Jacque Smith and I say a very big 'Thank you!!' to all of you."

— Dave Morse, Deputy Regional Administrator



How to Succeed with Procurement Requests

by Bud Britian, AAL-55

Have you ever sent a purchase request to Logistics only to have it returned with no action taken? Have you ever received a wrong part bought on a purchase order and wondered how it could happen? Frustrating, isn't it?

It's easy to point the finger at procurement, and we don't profess to be perfect, but there are things you, the requisitioner, can do to help yourself to ensure these instances are kept to a minimum.

Numerous purchase requests come into the Acquisition Branch absent important information that would allow any purchasing action to take place. Where possible, the customer is called for clarification of the requirement. The more confusing or inadequate ones are returned for additional information.

No one likes to have a purchase request returned for additional information, and we don't like to return them. Using the phone to correct an inadequate request is at the expense of other purchases not being made which equates to valuable time being lost on everyone's part and your project not getting done.

The statutory requirements we in contracting are bound by differ based on dollar magnitude or whether we're buying construction, services, commodities, or computer gear.

If you want a piece of equipment, tell us. If you want it with an operator, tell us. If you want that gravel, rebar, and cement installed, tell us that too. The more detail, the better. What you don't tell us often results in delays, protests, ratifications, irate vendors, and payment problems.

The General Supply Specialists in the sectors are well-informed sources of knowledge in purchase request preparation, and we in the Acquisition Branch are here to provide assistance if you need it. AAL-55, 271-5853.

*Most importantly,
tell us.*



JTPA Work Experience

by Kimberly Welch

I have had a very successful summer with JTPA/Job Training Partnership Act.

While I worked, I experienced things such as answering phones more appropriately, xeroxing paper, making deliveries, and shredding. The three things I enjoyed doing were xeroxing, making deliveries to the recycling center, and shredding paper. The things I disliked the most were making mistakes and putting together aviation booklets.

Some advice I would give a friend is don't rush yourself into getting a job, follow your hopes and dreams, and try to find a job that will have good experience that will help you later on in the future.



Kimberly Welch



Hassani Zimmerman

(Editor's note: **Kim** worked in the Public Affairs Office during the summer. She will attend West High School this fall. One of her last assignments was to write about her work experience and to take pictures of some of the other JTPA workers.)



LeeAnn Villafuerte

IN MEMORIAM

Former Alaskan Region flight service station employee **Brian Clark** passed away August 15 of cancer in Arizona. Brian was a journeyman specialist at Anchorage, Talkeetna, Gulkana, and Juneau during the 70's and early 80's. Mrs. Clark's address is
Audrey Clark
10237 Desert Rock Drive
Sun City, Arizona 85351

Kenneth Ruhle, 80, died in Bellingham, Washington, on August 23. He joined the CAA in 1940 in Grand Rapids, Michigan. He served as Chief of Airway Communications with CAA and FAA at Annette, Alaska, from 1951 to 1964.

Fred C. Allnutt, 84, died July 16 in Santa Barbara, California. When he was young, he spent a number of years with his cousin R.E. Olds, the developer of Oldsmobile and

REO cars and trucks. After World War II, he moved with the CAA/FAA to Alaska where he stayed until retirement in 1968. Fred's wife, **Marjorie**, writes that they both loved Alaska. They were in Anchorage when Mt. Spurr erupted in 1953, and Anchorage was darker at noon than a winter midnight.

Russian Airspace Commissioners

Jacqueline Smith, new regional administrator, got her first taste of international activities recently when the chairman of the Russian Federation Commission for Airspace Use and Air Traffic Control visited. The discussion was lively and intense as **Anatoly Pyshnyi** and several of his senior level associates attempted to delve into the operations of the FAA.

Pyshnyi's commission has been granted authority for all air traffic decisions under the new government formed by **Boris Yeltsin**. Usage of both civil and defense aviation routes are under his purview. The commission is considering several new routes across Russia which were to be discussed at a meeting in Khabarovsk July 31.

There were several proposals but only two new routes would be granted, according to **Victor Trezubov**, General Director of the Magadan Aviation Commission.

Among the many questions posed by the Russian delegation were several on how weather is provided to pilots, frequencies used for communications, and standards required by the FAA of carriers.

Both the Civil Aviation Security and Airway Facilities Divisions presented proposals to establish exchange programs to allow personnel from both countries to learn about the aviation

systems. The proposals are expected to be accepted by the Russian government.

In addition to the formal meetings, the Russian guests toured various facilities, including the Anchorage Air Route Traffic Control Center where they received a briefing by Center Manager **Joseph Woodford**.



*Jacque Smith, FAA Regional Administrator, offers FAA's friendship and presents **Anatoly Pyshnyi** with a copy of the book *Divided Twins* as a symbol of our commitment.*



***Henry Elias**, Air Traffic Division Manager, (standing, right) and Air Traffic Controller **Vincent Shobe** (seated) host three of the Russian visitors at the Anchorage Center. This was the first visit of **Anatoly Pyshnyi** (third from left) to any FAA ARTCC.*



A Format for Recovery:

Twelve Step Programs

During the 1930's, a couple of alcoholics found that talking with another alcoholic about their drinking and their lives seemed to help them stay sober.

The program of Alcoholics Anonymous grew out of these early meetings and has helped change the lives of people around the world through a set of guiding principles that became known as the Twelve Steps. The Twelve Steps are a list of suggestions that, if practiced as a way of life, can lead to sober, useful, and happy lives.

Everyone is faced with problems and challenges. Alcohol and drugs provide an escape from parts of life and ourselves that we don't want to deal with. When these intoxicants are removed, life may seem overwhelming. Twelve Step Programs offer understanding and help in a caring, non-judgmental way.

Many people also have some kind of behavior other than alcohol or drug abuse that causes them unhappiness. Sharing these experiences can provide relief. In Twelve Step Programs, groups of people with common problems share their joys and disappointments while attempting to practice the principles of the Steps. Solutions arise but often not as expected or planned.

Twelve Step Programs abound these days. Recovery groups based on the "Steps" meet to discuss food (Overeaters Anonymous), relationships (Alanon and CODA), gambling (Gamblers Anonymous), smoking (Smokers Anonymous), financial problems (Debtors Anonymous), and cocaine or narcotic (Cocaine Anonymous or Narcotics Anonymous) addictions among others.

A positive, creative model for life lived clean and sober can only enhance all our lives. Many have begun to change while practicing a Twelve Step Program, but others find the format restrictive or in conflict with their religious or other views. The meetings are voluntary and usually last for an hour. The choice is individual.

If you or a family member is having a problem and you think a Twelve Step Program or some other support group can help, call Human Affairs of Alaska (HAA), our Employee Assistance Program contractor. Talking with an HAA counselor will assist you in making that decision.

Human Affairs of Alaska:

Anchorage area	562-2812
Outside Anchorage	1-800-478-2812

FAA Alaskan Region:

Carol Marvel, EAP Manager 271-3572



HOW TO START AN ALASKA CAR

1. **CHECHAKO:** Owner, fresh from the States, dashes out at 7:45am, full of optimism and energy, chops off enough ice from the windshield to form a peephole to be used as a sort of sight over the radiator cap (theory being that a line from the steering wheel over the radiator cap will guide one down the street), injects a pint of ether into the carburetor, pours a pint of alcohol into the tank, (ukes a soort himself) steps on the starter which is connected to four truck batteries.

RESULT: Arrives at work three hours late.

2. **EXPERIMENTAL:** Owner becoming desperate having tried everything but arising early, he is now a gadgeteer, installs crank case heater, headbolt heater, carburetor heater, de-icers and fuel pump heater as well as dip-stick.

RESULT: Heated vocabulary.

3. **SOURDOUGH:** The accepted method tested by time:
 - a. Arises at 3:00am (reluctantly).
 - b. Digs car from ice and snow.
 - c. Kicks car soundly 3 or 4 times to establish respect for authority.
 - d. Appears disinterested in whether or not car starts, lights pipe or cigar, using gadget from the bonfire previously lighted to warm hands, hovers in the vicinity, musing aloud about the beauty of the scenery.
 - e. Raises head, shakes disapprovingly, mentions several reasons why the purchase of a new car is indicated.
 - f. Kicks car soundly four more times.
 - g. Returns to house with feigned intention of remaining.
 - h. Drinks cup of coffee, being sure car can see him through the window.
 - i. Nonchalantly saunters back and kicks the car four more times.
 - j. Prys open door with crowbar and removes icicles from dash, steering wheel and seat.
 - k. Unobtrusively pulls choke out three or four feet.
 - l. Turns ignition key on with pair of pliers . . . NOW-
 - m. (HURRIEDLY) jumping into car, he slams foot on starter, kicks car soundly with other foot three or four times, curses loudly, beats dash (preferable with hammer.)

RESULT: Arrives at work only one hour late.

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Winter will soon be upon us. It is time to consider such things as tune-ups, replacing batteries, installing heaters, studded tires, etc.

