



U.S. Department of Transportation

Federal Aviation Administration



FAA and NATCA finalize contract agreement

Smiling faces, snapping photographers, pats on the backs and praise heaped on negotiating teams marked the official labor agreement signed between the FAA and the **National Air Traffic Controllers Association (NATCA)** May 1. The special ceremony and reception drew over 100 FAAers and union representatives to the **Rayburn House Office Building** in the shadow of the U.S. Capitol.

Acting Administrator **Bob Whittington** and Union President **Steve Bell** inked the three-year pact after lauding agency and union negotiating teams for hard work and cooperation. Bob, whose FAA

career started in the mid-1950s as a Kansas City controller, said he was "extremely proud" of the "great job" by negotiators on both sides.

"It shows that we have a new relationship between FAA management and our workforce. We want to keep that going," Bob said.

Steve, a controller at the New York Terminal Radar Approach Control (TRACON) before being elected union president in 1988, called it an "historic" event that "proved the skeptics wrong again." He said negotiating teams put away "all the baloney and the peripheral subjects" and got down to business by "putting our noses to the grind-

stone" in a "non-confrontational" way.

Bill Pollard, Associate Administrator for Air Traffic, said the congenial get-together was "indicative of the attitude that enabled us to

• See **Contract** on Page 4



Tiger teams prowl for new recruits

The FAA is wrapping a two-month recruiting blitz — spearheaded in part by ANM personnel — as a major effort to increase minority and women air traffic controllers (ATCs).

Tiger teams — lingo to describe the high energy, verve and vigor of a core group of recruiters and coordinators — are on the prowl in the New England and Southwest Regions. Although results won't be compiled until June, the two project leaders already see success.

"The project can't fail. There will only be different levels of success," predicts **Maureen Coulter**, Personnel Staffing Specialist, ANM-14, on loan to the special recruitment program since January. She and **Cathy Trujeque**, AWP-9, are encouraged by what looks like

significant improvements.

The dynamic duo says the blitz has necessary funding, commitment and resources to meet the challenge, along with the tiger teams. The **Staffing Policy** Division of the Headquarters **Office of Personnel** was instrumental in planning and initiating the blitz and came up with the phrase "tiger teams" because of recruiters' enthusiasm.

In New England, nine full time recruiters are detailed to the blitz while about two dozen coordinators devote half their time to Southwest's recruitment drive. The blitz began April 3 and ends June 2. Its goal is increasing the applicant pool of women and minorities by 50 percent in the two regions.

New England and Southwest were picked as **test markets** because of their ethnic and geo-

graphic diversity. They provide a base for identifying successful minority recruiting techniques before the program goes national. Attracting qualified women and minorities into ATC is tough: the FAA battles often-negative media images of the ATC system, and public lack of awareness about ATC jobs.

A 1988 FAA-sponsored analysis put it bluntly: "Many people in the general public are not aware of the job of ATC specialist, while

• See **Tigers** on Page 3

Moving onward and upward

FredGram

By
Fred
Isaac,
Regional
Administrator



In February, the **General Services Administration** awarded a contract for construction of a new building to house the Regional Office and local field offices. Size of the building will be 165,000 square

feet and about 925 of us will make it our business home. Completion is expected by May 1990.

This move will be no ordinary thing. Our intention is to build into the facility state-of-the-art features to help us be more productive and serve the field facilities in a more effective way.

□ An **imbedded cable system** will allow flexibility in configuration of workspace and easy hookup of telephones and microcomputers.

□ A **"still store" system** will allow us to store — in digitized form — airport layout plans, drawings,

maps, photographs and presentations for immediate call-up on any of the video monitors located in the building. It should be possible to transmit the same digitized information via modem to the field.

□ A small **TV studio/multipurpose video room** will allow us to do our own TV productions, including satellite broadcasts to field facilities.

When we get these new capabilities online, we will be able to communicate much better. The payoff will be a better product and a better-informed workforce.

Fred

Everyone's going to Seattle ARTCC

By Ed Henderson, Resource Management Specialist, ANM-575



Smiles, everyone, smiles! Air traffic controllers from around the world gather for a break in the sunshine on the lawn at Seattle ARTCC.

On May 3, a group of 70 air traffic controllers from around the world visited Seattle Air Route Traffic Control Center as guests of the **Boeing Company** and **LTU Charter** company. LTU took delivery of a new Boeing 757 this month.

The controllers came from Spain, Greece, Germany, Eurocontrol (Brussels) and France. All understood English well and were an interesting group to meet. They toured the control room, **Dynamic Simulation, Computer Based Instruction (CBI)** and concluded

with a discussion period. They were particularly interested in comparisons of military airspace arrangements between their countries and ours.

When the group returned home, it was aboard LTU's shiny new jetliner.



Smooth takeoff for Bond Drive '89

Contributed by **David Duff**, Public Information Specialist, ANM-5

Patriotic investors take note: The **1989 U.S. Savings Bond Drive** kicked off May 15 and runs through June 15. This \$111 billion program is currently at 25 percent participation in our region. Nearly \$10 billion

in bonds are sold annually.

Several special features are available to new buyers. The **Educational Provision** allows purchase of tax-exempt bonds to pay for qualified college or vocational education expenses. **New rates** are likewise available. Further

details and printed information are available from your facility bond drive coordinator of **Bob Sudderth**, the region's **Treasury Department** representative for the Savings Bond Drive. FTS 399-4536/COM (206) 431-4536



Close call averted by Billings Supervisor's flight assist

By Dick Joswick, System Effectiveness Specialist, ANM-578

On Feb. 22, a student pilot from Billings, MT became lost and low on fuel on the return leg of a cross country flight to Billings from Miles City, MT. The Billings approach controller issued a **transponder code** to identify the aircraft, but a target never appeared in the pilot's reported position. Salt Lake City Air Route Traffic Control Center (SLC ARTCC) reported seeing the transponder code sixty miles northeast of Billings.



After an extended amount of time, the aircraft still did not appear on Billings Approach Control radar, and was no longer on SLC Center's radar. The pilot was uncertain of her position and the VOR (**Very High Frequency Omnidirectional Range**) in her aircraft was unreliable.

At Billings **Terminal Radar Approach Control** (TRACON), Area Supervisor **John K. McDermott** used his knowledge of the local area, unreliable VOR reporting and reference to prominent land marks. He was able to determine a general location of the lost aircraft. With darkness approaching, locating the aircraft became critical.

SLC ARTCC transferred an **Air Force B-1** to Billings TRACON frequency to provide assistance. The B-1 was directed to proceed to the area in which the lost aircraft was believed to be. "We were struck by the contrast," said Air Traffic Manager **John J. Alex**, "of a highly trained flight crew, flying one of the world's most sophisticated and technological aircraft, assisting a student pilot flying a C152 training aircraft."

Both aircraft were asked to turn on their landing lights, which enabled the B-1 to sight the lost aircraft. The lost plane was led to the Forsyth, MT airport for a successful landing — *with only four minutes' fuel remaining.*

The diligence, inventiveness and skill of those involved prevented what could have been an unfortunate event.



• Tigers from Page 1

many who are aware do not see ATC specialist as a viable occupational choice for themselves. The problem is especially true for females and members of minority groups." The report also says few people contacted about becoming a controller are interested enough to take the controller exam.

Dismal statistics are already being reversed by the blitz. Over 40 interested people, mostly women and minorities, showed up recently at a community center in a minority neighborhood of Providence, RI for one of many orientations. From the group, 27 completed the test a few days later.

One key to the drive, Maureen and Cathy say, is a decision to find minorities and women in neighborhoods by using local media popular with minority segments of the

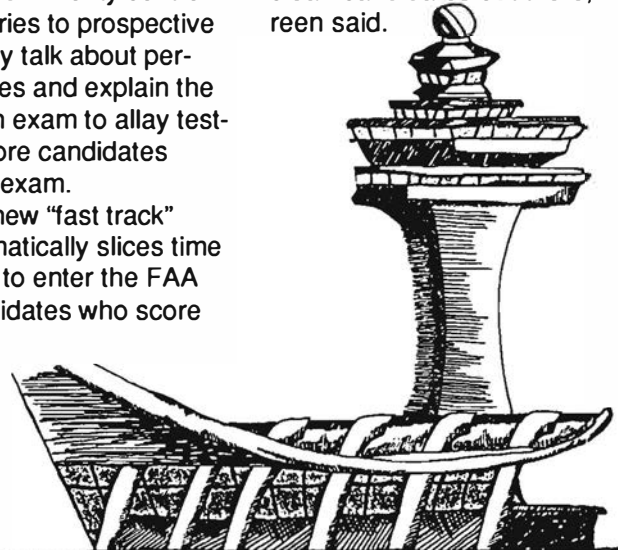
community. Instead of trying to get prospective ATCs to travel long distances to an FAA facility, recruiters now show up practically on their doorsteps.

Another plus is solid support of ATCs who voluntarily "talk up" their jobs. Women and minority controllers tell their stories to prospective candidates. They talk about personal experiences and explain the four-hour written exam to allay test-taking fears before candidates show up for the exam.

The FAA's new "fast track" processing dramatically slices time to get approved to enter the FAA Academy. Candidates who score

high on the exam, are in good physical health, do well in pre-employment interviews and are squeaky-clean can be offered a job and at the academy within 45 to 90 days.

"There are a lot of squeaky-clean candidates out there," Maureen said.



Agency cracks down on false medical records


The FAA plans enforcement action against over 1,000 pilots who failed to report required information about alcohol- or drug-related convictions on their applications for FAA medical certificates. Offenders could have medical certificates revoked and airmen certificates suspended or revoked for falsification, depending on the violation's seriousness.

The DOT's **Office of Inspector General** obtained 6,000 names by using a computer match of FAA medical records, FBI criminal history records and Florida State motor vehicle records. The search

turned up "a significant number of airmen who appear to have falsified their applications for airmen medical certification with regard to drug convictions and drug- or alcohol-related traffic convictions," according to a **Notice of Enforcement Policy** published in the Federal Register April 14.

In all cases, the FAA reviews individuals' medical eligibility and takes action if appropriate. Airmen are also required to correct records when applying for new medical certificates. Regulations allow the agency to impose stiff penalties since the entire medical qualifica-

tion system's integrity depends on the applicant's truthfulness.

Due to the large number of cases and the FAA's limited investigative and legal resources, the agency focuses enforcement on cases involving convictions since Feb. 17, 1984. It provides a three-year "lookback" from the original date of the DOT's initial computer check. However, the FAA reserves the right to take action against airmen based on aggravated circumstances, regardless of the age of the conviction. 

• Contract from Page 1

negotiate the contract in record time. The relationship that we have established with NATCA is one that is based on trust and emphasis on our common objectives. We hope to sustain this type of relationship for many years."


The FAA and NATCA's tentative agreement in January was ratified April 18 in a 3,920 to 748 vote by union membership. About 68 percent of the 7,000+ NATCA members cast their votes by mail

with 83 percent voting in favor of the contract.

It contains 77 articles covering such issues as union participation in facility advisory boards and the national **Employee Assistance Plan**; establishment of a national **Equal Opportunity Committee and Occupational Health and Safety Committee**; controller immunity; vacation scheduling; maternity leave and part-time employment.

It also provides for establishment of professional councils

composed of FAA and NATCA representatives to investigate areas outside the purview of the collective bargaining agreement and make recommendations for possible changes.

The contract is the first for controllers since the **Professional Air Traffic Controllers Organization** (PATCO) was decertified in 1981 for calling an illegal strike against the government. NATCA was certified in June 1987 after winning a national election among controllers. 


Oil spill brings surge in Valdez air traffic

America's largest oil spill turned the tiny Valdez Airport in Alaska into one of the state's busiest. Only Merrill Field and Anchorage International are busier these days. FAAers are pitching in by operating a temporary tower to handle the dramatic increase in air traffic.

The last time the FAA had such a large contingent at the Valdez airfield was in the days when the **Alaska Pipeline** was under construction. Now, three FAA controllers and a manager are working

alongside two military controllers in a decommissioned tower building. They handle over 400 operations daily — from helicopters and bush planes to C-130 cargo aircraft. Before the oil spill in Prince William Sound, operations averaged 10 to 15 daily.

In addition, an FAA Flight Standards inspector and two electronic technicians are working at Valdez. Two more agency controllers have also been stationed on the Coast Guard cutter

Rush to issue air traffic advisories on the sound. One day in early April, for example, the ship had 1,490 radio contacts with 311 aircraft. 

Category introduced for personal-use aircraft

Proposed FAA regulations may simplify certification procedures for designated **primary category aircraft** intended solely for personal use. The rules are aimed to foster development of a new category of personal use airplanes — safe to fly but less costly to certify, build, buy and maintain than now possible under rules for **standard category aircraft**.

Aircraft in the new primary category would be limited to 2,500 pounds maximum gross weight and a single normally aspirated engine rated at no more than 200 horsepower. They must have unpressurized cabins and accommodate no more than four persons.

"By acting on a joint AOPA/ **Experimental Aircraft Association** petition for a primary aircraft category, the FAA has opened a new chapter in aviation innovation and entrepreneurship, said **John L. Baker**, president of the 285,000-member **Aircraft Owners and**

Pilots Association. "Simplifying certification, production and maintenance procedures for certain aircraft will pave a new road for the U.S. aviation industry."

The proposed rule permits owners of primary category aircraft to perform an expanded range of special instructions and preventive maintenance, provided they successfully complete an FAA-approved maintenance program for the particular aircraft involved. This encourages pilot owners to obtain maintenance training and result in more frequent inspections, fewer deferred maintenance items and greater safety.

"This proposal will give the aviation community, as well as those who want to break into the industry, a real boost without compromising safety," said Baker. "AOPA has long believed that some aircraft flown purely for personal use should not be required to meet the same rigid, costly and time-

consuming regulations governing large, sophisticated aircraft flown for hire. Currently, a simple two-place trainer has to meet the same requirements as a 19-seat turbo-prop aircraft flown by the airlines. As a result, small aircraft have become too costly to buy, produce and maintain."

The proposal allows owners of standard category aircraft meeting primary aircraft criteria to obtain a special airworthiness certificate in that category also. This would enable them to take advantage of expanded maintenance privileges. Aircraft certificated in the primary category would not be eligible for certification in any other category.

"We are pleased that the FAA concurs with us in the need for such a category," said Baker, "which could include aircraft from powered ultralight vehicles to aircraft similar to four-place, single-engine aircraft currently available." ✈

Quick Scan radar plugged in on east coast

The FAA's **Quick Scan** radar recently kicked off a year-long test and demonstration at the Raleigh-Durham Airport, NC, and promises to be a major airport capacity stretcher into the next century.

Quick Scan greatly reduces the "update rate" of aircraft movement as depicted on air traffic controllers' screens. While current radar updates aircraft positions every four seconds, Quick Scan reduces that to as little as half a second.

The demonstration aims to learn if the new radar — in conjunction with automated alarms and high-resolution color displays — helps controllers prevent or resolve aircraft blunders into airspace between closely-spaced parallel

and converging runways.

Savings in both time and money could be enormous since the new radar allows safe opera-



tions in poor weather when runways are closely spaced or converging. In the year 2000, for example, it's

estimated Quick Scan could save airlines \$106 million a year at Raleigh and cut delays by more than 66,000 aircraft hours. Raleigh has independent parallel runways. At airports with converging runways, similar savings are also predicted. At Boston's Logan International, Quick Scan could save airlines \$155 million in the year 2000 and slice delays by more than 96,000 aircraft hours.

In the Raleigh demonstration project, tightly-controlled tests use aircraft simulators flying instrument approaches to the airport. The simulated aircraft are vectored into the real-time traffic flow and displayed on monitors as if they were actual aircraft on approach to Raleigh. ✈

Features



At the *Pre-Flight/Weather Observation* station, Air Traffic Control Specialist (ATCS) *Gena Babcock* enters Boeing Field weather info into the computer.

For those of us who have been around aviation for a number of years and remember the old, out-of-the-way Flight Service Stations, touring an **Automated Flight Service Station** is like visiting the *Enterprise* on *Star Trek*.

On a typical Northwest November day I walked into this windowless room with subdued lighting. Sitting in with various positions, it was easy to lose track of time and environment.

But in some respects I am wrong when I say windowless; windowless in the ordinary sense of the word. They have a magical window — the computer — that illuminates the world of flying.

Briefing consoles

The facility is broken down into areas of operation. First you have **briefing consoles**. Here, air traffic control specialists brief pilots,

accept flight plans and answer questions. When pilots call, this is where they end up.

Flexibility is built into the system so more briefers can work during periods of bad weather when there is more phone activity.

In-flight

On the other side of the console wall are **in-flight** positions. Here specialists monitor all incoming frequencies for the entire area of the Automated Flight Service Station's responsibility.

The in-flight position is a typical voice on the radio. He/she activates and closes **visual flight rule (VFR)** flight plans and responds to a multitude of in-flight questions.

Flight data

Along the same row are **flight data** positions. With the help of computers, flight data tracks each

At the *Flight Watch* position, ATCS *John Knauff* selects one of many frequencies.



Seattle AFSS is located at the north end

A tour Auto Flight Serv in toda

Gue

Brian Holm
Washington State
Aeronautics
Division S

flight. Long gone are the old "strips" which used to be handwritten and stacked. Now flight plan data is entered into the computer. The computer automatically time-sequences all flight plans and

Features

Flight watch

On the back wall of the facility is **flight watch** and the **NOTAM** (Notice to Airmen) **Edit** desk. This is where all pilots should report weather that is different from what is briefed. Here the specialist looks at overall weather in the region, comparing what is forecast and what is reported. **Pilot reports** (PIREPs) are prepared and entered into the system.

The NOTAM Edit desk is where NOTAMs affecting flights are filed and entered into the system. Here

(center, approach, tower etc.)?

The computer knows and shows.

- Terrain, military training routes, warning areas, restricted areas, terminal areas and **terminal control areas** (TCAs) are all depicted on the screen.

Other data available with the punch of a key or two:

- 1 Transponder codes
- 2 Temperature conversions
- 3 Tower operating hours
- 4 Pilot reports
- 5 Calendar of events



Boeing Field in Seattle, WA.

of the nated ice Station r's FAA



Area Manager Rolf Odenbach (r) monitors ATCS Barbara Gamble at the In-Flight position.

they are also tracked to make sure current weather information is up to date. If weather or other messages come into the facility that are garbled or do not make sense, this station works out the problem.

Now that we have a general idea about the new facility, let's look at a few of the station's many capabilities:

- Various sources provide weather information, including surface observations, forecasts, winds etc.
- When pilots give specialists their intended route, the computer shows (in a map pictorial) flight precautions along the route of flight.
- Need to know a frequency

The more information a pilot gathers, the better prepared that pilot is for the unexpected. Pilots owe themselves the responsibility to prepare for each and every flight.

Having spent an afternoon with personnel at the Seattle Automated Flight Service Station, I can tell you they have a wealth of information. Avail yourself; call and ask. Specialists I talked to indicated willingness and desire to serve pilots.

Note to aviators: The key request repeated by specialists is, "Please do not airfile if you can avoid it." If it's the only way you can file a flight plan, of course, they will take it. Again, please remember, airfiling disrupts the normal flow of data, causing delays for other users.



Writer



flashes a warning if an aircraft does not close on time.

This position has the capability to immediately contact all towers, approaches, controls and centers in cases of overdue aircraft.

F L A S H B A C K

By Tom Prosser, AF Sector Field Office-I Mgr., Lovell, WY

This article, adapted from Tom's recent presentation to a supervisory group in the Billings AF Sector, expresses his views from experience and research. It's interesting food for thought: although Tom's piece relates to AF, the role's evolution is true for all supervisors. —Lynn Montgomery, AF Administrative Officer, ANM-403.

I thought explaining an Airway Facilities supervisor's role would be easy. However, as I dug into the assignment I discovered it's not so simple. Right off, I came up with two to-the-point definitions:

Supervisory Job: Get FAA work done well, on time and at minimum cost

Supervisory Role: Maximum operational effectiveness
We have used both to describe our responsibilities since the FAA was created 31 years ago.



Changing times

As a supervisor for 26 years, I've seen many changes in the way we supervise; but the definitions remain valid. How so? Let's take a closer look at styles used over the years to learn how our role has evolved.

Since 1958 we have gone through three phases of management style. They generally align themselves to the decades of the '60s, '70s and '80s. Information here comes from old performance standards, job descriptions, appraisals, etc.

Up and running

In the early '60s, *technical* was the 'in' word. Everything hinged around it. In our all-out effort to get the airspace system up and running, we had little concern for people except to get them trained and on the job.

My 2-1/2 page position description in 1962 devoted *two sentences* to employees: "Evaluate the competence of subordinates in such applications as prelude the assigning work or delegating responsibility to them," and "Improve and develop subordinates through on-the-job training."

Groundwork for problems

Performance appraisals seemed to be formalities and were sent by mail for signing. These years laid groundwork for problems we would attempt to solve some twenty years later.

For each decade, I tried to get a feel for how we divided our technical, administrative and personnel responsibilities. The '60s came out 60 percent technical, 30 percent administrative and only ten percent human resources management (HRM).

Supertechs and autocrats

The role then was much as it is today. We were responsible for planning, organizing, staffing, directing and controlling work units

to assure maximum operational effectiveness. However, *how we went about it* was considerably different.

We were basically "supertechs" who bordered on being autocrats in our management style. We gave employees no real part in decision-making, and in most cases were very directive. We used employees for their technical skills and did little about appraisals or self-development.



Schools and unions

Toward the end of the '60s, equipment was installed and running. The agency started to settle down and mature. It was obvious the type of management we used could not continue. At Lawton, OK's **Management Training School (MTS)**, every supervisor began training in basic personnel management. Job descriptions and performance standards began to reflect this new image. People were to become a more important part of our job.

A review of the role of FAA supervisors over 30 years

However, we basically failed. We complacently went along thinking we were doing a good job and keeping everyone happy. The first real indication that should have told us all was not well was the coming of unions. It forced us from a unilateral to a bilateral management position, but did little to warn us what lay ahead.



Lack of commitment

The '70s saw supervisory responsibilities broken down to 35 percent technical, 30 percent administrative and 35 percent interactive skills. We realized employees deserve attention equal to technical/administrative duties. We received training and tools necessary to bring positive change in management-employee relationships, but we came up short.

The '70's supervisory role can best be defined as *lack of commitment*. We did our job of getting work done well, on time and at minimum cost — so we thought. Our technical requirements were reduced, appraisal systems were improved, and we began hearing terms like *management by objectives* and *participative management*; but we really lacked commitment by all management to make positive change in our relationship with the work force.

A ten-year program

The '80s era started abruptly. While the simple definitions were still valid, *how we did our job* would never be the same. The first employee survey showed there really was a problem out there, but this time, the FAA committed to fix it. It wouldn't be easy or quick. It would be a minimum ten-year program to change the way we managed employees.

Supervisory responsibilities in the '80s are broken down to 25 percent technical, 20 percent administrative and 55 percent personnel-related. Increased importance is placed on human skills. The 55 percent isn't really representative of the importance placed on HRM activities, since every part of our operation — technical and administrative — involves our employees and seeks their participation.

SIDP skills

Instead of two sentences, we now use pages describing responsibilities concerning our employees. Listed are skills required by supervisors today:

- Employee participation
- Communications skills
- Recognition
- Motivation
- Management decisions/directions
- Organizational goals and objectives
- Leadership
- Interpersonal skills
- Employee development/training, IDPs
- Developing positive attitudes and team spirit
- Labor-management relations
- Handling change

How many do you think we could accomplish without getting employees involved? Individuals must possess these skills to get into this region's **Supervisory Identification and Development** program (SIDP). I think we agree the two

original definitions still apply and we have the same functions. The main difference is how we go about it.

Goals and development

The FAA's goal is to have the safest air traffic control system in the world for the flying public. It's accomplished by unit supervisors and employees establishing goals and objectives through participative management. This gives units a purpose, and good leadership builds positive attitudes and team spirit. The challenge to achieve goals and influence the agency's direction leads to an environment for developing a highly motivated workforce.

Good interpersonal communication skills are necessary. They help explain management decisions and disciplinary actions. Performance appraisals give employees a measure of how well he/she performs, point out areas for improvement and provide a platform to recognize good work. It's also an important tool to help employees identify training needs and begin **Individual Development Plans** (IDPs).

Changing times, again

The supervisor is responsible for working with unions and getting union support in achieving the agency's goals and objectives. The supervisory role also involves ability to handle change. Changes always take place, and one must always be ready, willing and able to confront them and provide positive action and followup.

As you can see, there is no short, easy definition for the supervisory role in today's FAA. ✈



Human Resources Division Digest "Aviation Safety Through People"

Compiled by Robyn Collyer, Employee Relations Specialist, ANM-15

Reminder

The **Performance Management Rating System (PMRS)** rating cycle for managers and supervisors ends July 31. Rating officials may begin completing appraisals on or after June 2. ANM-15 FTS 446-2018/COM (206) 431-2018

Pay Demo Project Status

This is a status report on the **Pay Demonstration Project** described in *Intercom* Nov. 30, 1988 and April 18, 1989. The **House Appropriations Committee** has recommended a reduction in the FAA request for a supplemental appropriation with which to fund the project. The committee's action would legislatively direct the project to be limited with respect to scope, allowance percentage and duration.

Specifically, they recommend the project's scope be reduced from eleven facilities to two, Chicago O'Hare tower and Chicago center; the allowance percentage be reduced from 20 to ten percent; and the duration be limited from five to two years.

The DOT and the FAA strongly objected to and appealed the House Committee action. If final congressional action requires modification of the project, you will be promptly advised.

The **Senate Subcommittee on Appropriations** began considering the matter the early this month. Following subsequent action by the Senate Subcommittee and the full Senate, any differences between the House and Senate versions of the appropriations bill will be referred to a **Joint House-Senate Conference Committee** for resolu-

tion. ANM-15 FTS 446-2018/COM (206) 431-2018

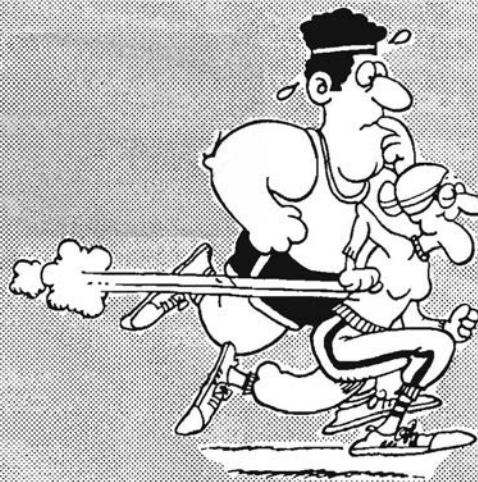
Life Insurance Changes

Effective April 5, the **Office of Personnel Management (OPM)** issued new regulations within the **Federal Employees Group Life Insurance Program**:

They eliminated a requirement to

be under age 36 to enroll or increase one multiple for each added family member under **Option B - Additional**.

They eliminated the requirement to be in a pay and duty status to add **Option C - Family** due to marriage or acquisition of an eligible child. ANM-11 FTS 446-2308/COM (206) 431-2308



Weight control for better health

This article is another in a series on physical fitness. It provides tips on balancing eating and activity.

Both eating and activity affect our weight — eating provides our bodies with calories while physical activity burns calories off. So, the key to successful weight loss is finding ways to balance calories we take in (when we eat) with calories we put out (when we're active).

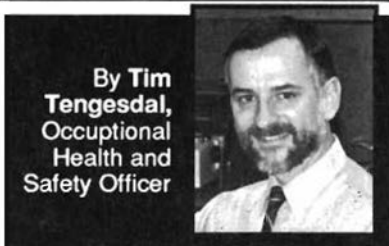
A calorie is a unit of energy. Just as we need an energy source like fuel to power our cars, so we need calories from food to power our bodies. Calories we take in can be stored or burned. Everything we eat contains calories and everything

we do burns calories. The goal of weight loss is to use up calories stored as fat by burning off more calories than we take in.

Balancing calories we take in with those we put out is the safest, healthiest way to control weight. It takes about 3,500 calories to make one pound of fat, so to lose one pound, we have to burn 3,500 excess calories. You might be tempted to just cut back on food intake by 500 calories a day for a week, but it's far healthier to cut back 250 calories a day and burn off the other 250 calories in some form of daily exercise. ANM-11 FTS 446-2011/COM (206) 431-2011

Buyer beware!

Tim's Safety Tips



By Tim Tengesdal, Occupational Health and Safety Officer

flea markets. However, keep the following hazards in mind before buying:

- Avoid electrical appliances with their grounding plugs (the third prong) snapped off. The item may still work, but could be dangerous to use.
- Be wary of older shower or storm doors. They may lack safety glazing now required.
- Check the width of slats on older cribs. If they are dangerously wide,

they could choke an infant. It may be best to avoid older cribs completely, as newer cribs meet strict safety standards.

- Look over all your potential purchases for concealed corrosion or painted-over defects. Also remember these tips when you are offered hand-me-downs from relatives or friends.



Spring and summer are popular seasons for garage sales and

SIDP results: This program works!

By Lynn Montgomery, AF Administrative Officer, ANM-403

Tom Gilbert has been selected **Assistant Manager for Program Support (AMPS)** at the Salt Lake City Air Route Traffic Control Center Airway Facilities Sector (ARTCC AFS). He was selected for this position on a bid in the **Supervisory Identification and Development program (SIDP)**. Tom fills the position vacated by **Joe Stromberg** who is now a **National Airspace System Manager (NAS)**.

Last June the AF SIDP program started and Tom applied for the program and made the **Eligible for Consideration** list. He bid on, and was selected for, the AMPS position. "I'm looking forward to the challenge of the AMPS job," Tom said, "and the opportunity to partici-

pate in the management arena of the FAA."

Tom has a **Masters Degree in Human Resource Management** from the University of Utah. He is affiliated with the military as a **Lieutenant Colonel and Commander of a Tactical Control Squadron** in the **Utah Air National Guard**.

Tom entered the FAA in August 1967 at the Reno, NV airport as an **electronics tech-**



Tom Gilbert

nician after 15 years of military experience in the electronics field. In 1971 he transferred to the Salt Lake City ARTCC AFS as an **Input/Output technician (I/O)**. When the position was phased out in 1974 he became a **computer display channel technician (CDC)**.



Ken Kerr pulls the plug

Retirees' Corner



By Jack E. Meade, Manager, Salt Lake City ARTCC

After nearly 38 years of dedicated government service, Ken

Kerr, presently **Assistant Manager-Airspace Procedures/Plans and Programs** at Salt Lake City Air Route Traffic Control Center has decided to enter a long and well-earned retirement. Ken has served the FAA for more than 33 years as a controller, regional specialist, and in numerous management positions.

A retirement dinner is being held in Ken's honor at **Woody's Wharf Restaurant** in Salt Lake City June 3 at 7:00PM. Those wishing to attend to wish Ken a big *Bon Voyage* may call **Marilyn Mayo** at SLC ARTCC for further details and reservations; FTS 586-3228/COM (808) 539-3228.





Carl R. Schwarz, formerly an Airway Facilities Radar Electronics Engineer, passed away March 12. He was 71, and had retired from the FAA in the mid-1970s. Carl enjoyed operating his **Meyers 145** aircraft, considered a collector's item, from his home and hangar in Crest Air Park, WA. "He loved to fly," recalled one colleague. "That was his whole life."

Clancy "CC" Steene, formerly of Airway Facilities in Salt Lake City, UT and Denver, CO, passed away April 1. He was 76. Clancy was an Engineer in charge of construction at all three Air Route Traffic Control Centers in our region. Before retiring, he had also worked for AF in the Western-Pacific Regional Office. Clancy is remembered as well-qualified, an assertive yet amiable gentleman.

Friends and associates of **Veronica K. "VK" Hamblin** were saddened to learn of her death April 15. Since her retirement from the Stapleton Airport Traffic Control Tower (ATCT) in Denver, she was in ill health resulting from emphysema. VK was a trustee of the **Rocky Mountain Fellowship Agreement** and in fact managed the entire operation from its inception. She will be sorely missed. **Nancy Beals**, Administrative Technician at Stapleton ATCT, will assume all functions of manager and operations of RMFA. All future correspondence and repledges should be sent to her at 7510 E. Easter Ave., Englewood, CO 80112; (303) 779-4346. ✈

Air Force grad heads for Texas

By **Marvin Odneal**, Asst. Mgr., Salt Lake City Hub Airway Facilities Sector
Ryan Odneal, son of Mr. and Mrs. **Duane Odneal**, will graduate from the United States **Air Force Academy** May 31. Ryan attained a class ranking of 126 out of 648. His next assignment is pilot training at Reese Air Force Base, Lubbock, TX. Congratulations, Ryan! ✈

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