

APRIL 1994

Message from the Administrator

Headquarters Intercom

As you all know, we are entering a new era in government spending. The Administration's plans to reduce the budget deficit provide us with the opportunity to fundamentally change the way we approach managing the agency.

Because the FAA is undertaking so many major initiatives, communicating with employees is essential. As part of my commitment to improve communications, I will be speaking to you through Intercom and other media to bring you the latest news about how we are developing the legislative package for the corporation proposal, and how we intend to meet our share of the President's challenge to reduce the number of personnel working for the federal government.

We have already proposed a number of cost-saving initiatives in the fiscal year 1995 budget, such as contracting out 25 Level I air traffic control towers, reducing administrative travel, eliminating the \$9 million subsidy of the Direct User Access Terminal System (DUATS) service, scaling back training, and numerous other initiatives. I fully expect that we can do more, and will be asked to do so.

The fiscal year 1995 budget shows minimal increases in our capital budgets. There will be no increase in our operations budget, which remains constant at \$4,581 billion. Although we will be doing some hiring in our safety work forces, we will maintain a hard-freeze on external hiring in all non-safety positions through the next fiscal year.

see Message back page

World's First GPS Commercial Approach

*Mitch Barker
Public Affairs Specialist
External Affairs Office, ANM-5*

Just before Christmas, Aspen's Sardy Field became the site of the world's first Global Positioning Satellite instrument commercial approach.



The satellite system, known as GPS, provides very accurate position readings. It was developed for military use by the Defense Department and is becoming ever more widely a part of civilian life and increasingly a part of aviation.

The flight was Continental Express 2035 (known to air traffic

controllers as "Jetlink") on a passenger carrying revenue trip from Denver which landed at Aspen December 17 at 1:15 p.m.. Equipment was an ATR 72.

The first two pictures show the historic moment just before touchdown. One from the tower looks toward the northeast. Colorado highway 82 from Glenwood Springs is visible running diagonally across the picture just past the end of the runway. In the ground-level shot, the Aspen ATCT is visible just under the plane's right wing, along with some of the rugged local scenery. In the third picture, Aspen airport manager Scott Smith



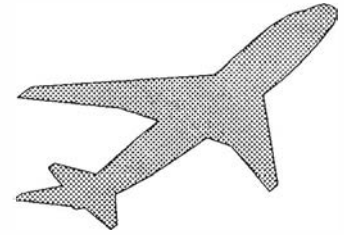
watches as Aspen ATCT manager Dick Weinberg gives a congratulatory handshake to Bill Jones, captain of Flight 2035.

Skywest Airlines, Inc., and the Salt Lake City FSDO

*Thomas L. Kuhlman
Operations Unit Supervisor
Salt Lake City FSDO*

Skywest Airlines, Inc., inaugurated passenger service in the CL-65 Canadair Regional Jet on February 15, 1994. The Regional Jet is the first turbo jet aircraft in passenger service for one of the largest regional commuter airlines in the Intermountain West. The Salt Lake Flight Standards District Office (FSDO) has been working with Skywest since last August when the St. George, Utah, based airline announced its intended purchase of ten of the Canadian built aircraft. Operations manuals and training programs for initial certification as an FAR 121 air carrier were submitted in October and training for company personnel began in November 1993. Skywest took delivery of the first of three aircraft in early January 1994, and completed proving flights by the end of January. Operations Specifications for operation of the Canadair Regional Jet under FAR part 121 were issued to Skywest on February 7, 1994. They currently have three Regional Jets in scheduled passenger service with delivery of another scheduled by the end of April, and six additional aircraft by the end of 1995. Skywest has an option for ten additional aircraft which would bring their fleet total to twenty Regional Jets.

The Canadair Regional Jet is a fifty passenger 530 MPH turbo jet aircraft powered by two General Electric CF34-3A1 engines that develop 9,220 lbs of thrust at takeoff with a maximum gross takeoff weight of 51,000 lbs. It has a 1,864 mile range and can operate



FAA Salt Lake FSDO Inspectors on the certification team for the Canadair Regional Jet for Skywest Airlines (left to right) Floyd Landon, Assistant PMI; Sam Shaw, PMI; Joe Walker, POI; Tom Carman, ASI; Dick Klarman, Assistant POI

up to 41,000 ft. msl. The \$17 million dollar Regional Jet is popular with commuter passengers for its 8'5" wide cabin and 6'2" center headroom.

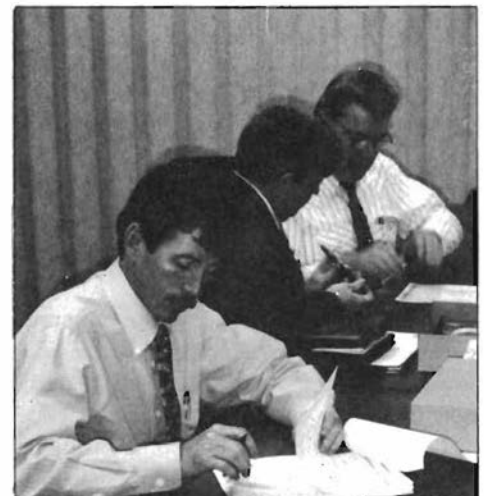
Springs, doubling the size of their operation overnight and adding several Metro IIs and IIIs to their growing fleet. By 1986, Skywest was operating 48 Metro IIs and IIIs when they purchased their first EmberAir Brazilia EMB-120 aircraft. As the market changed, all of the Metro IIs were replaced with Metro IIIs and many of the Metro IIIs are now being replaced with the EMB-120s. The current fleet consists of 23 Metro IIIs, 28 EMB-120s, and 3 Canadair Regional Jets.

Skywest operates as a "Delta Connection" with over 500 operations each day and serves over 50 cities in the Intermountain and Pacific West. With the addition of the Regional Jet and an agreement with Delta, which will be discontinuing service to some communities, Skywest will be expanding into the upper Midwest with service to Rapid City and Sioux Falls, South Dakota.



Operations Specification Signing (left to right) Brad Holt, Chief Pilot, Skywest Airlines; H. Michael Gibson, Vice President, Maintenance, Skywest Airlines; Sam Shaw, Principal Maintenance Inspector, Salt Lake City FSDO

Skywest Airlines was originally certified as a commuter air carrier in June 1972, when they began operation with two nine-passenger Piper Navajos between Salt Lake City and St. George, Utah. The small airline operated as a nine-passenger or less commuter until 1978 when airline deregulation opened up greater opportunities for regional airlines. As the larger 121 airlines discontinued service to the less profitable smaller communities, Skywest purchased their first Fairchild Metro II to fill in the void left by the larger airlines. This same year, Skywest purchased Sunair of Palm



(left to right) John Lightermeot, General Manager, Executive Vice President for Operations and Maintenance, Skywest Airlines; D. L. "Chris" Christensen, Manager, Salt Lake City FSDO

Outstanding Performance!

*Gene Marx
Quality Assurance Specialist
Seattle AFSS*

On February 11, 1994, Seattle Automated Flight Service Station (AFSS) received the National Air Traffic Evaluation Branch Service Award for outstanding administrative and operational performance.

David Kohn, Seattle AFSS Air Traffic Manager, and Don McLennan, NAATS Facility Representative, accepted the award. Presenting the honor was Bill Ellis, Manager, Office of Air Traffic System Effectiveness, ATH-140, and Joan Bolyard, lead evaluator of the December 1993 full-facility evaluation. Also present and representing the Northwest Mountain Region Air Traffic Division was Helen Parke, Assistant Division Manager.

In order to receive the ATH Service Award a facility must earn an evaluation conformity index of at least "95" overall and be rated commendable in one or more items per section. The Seattle AFSS commendables, including an operational "quality of service," and a second consecutive "98" index led to this month's recognition, the first of its kind awarded to a Northwest Mountain Region facility and the third ever from this office.

Wrinkles? Oh, No!



Doc Talk

Christopher Taylor, M.D.
*Deputy Regional Flight Surgeon
Aviation Medicine, ANM-300*

Wind, heat, and chemicals and the natural effects of aging cause a certain amount of wrinkling in everyone, but it is much worse in people who have spent a lot of time in the sun. Years of exposure to the sun cause "photoaging," which includes freckles, yellowing, roughness, visible blood vessels, and dark spots, as well as wrinkling.

You can't truly repair deeply furrowed skin or the tiny blood vessels that appear with photoaging, but wrinkles, dark spots, and rough skin may be improved with the use of tretinoin (Retin-A). This medication must be prescribed by a doctor and rubbed on daily for several months before improvement is noticeable. Tretinoin is usually used to treat acne. Using it to treat wrinkles is considered experimental, so health insurance may not cover the cost. It is not effective if you continue to sunbathe or use a tanning bed.

In some cases, a doctor may apply a chemical to the face, causing the skin to peel as it would after a sunburn. This improves fine wrinkling but can cause scarring if it is not carefully limited to the surface layers of skin.

You can prevent further damage by following these tips:

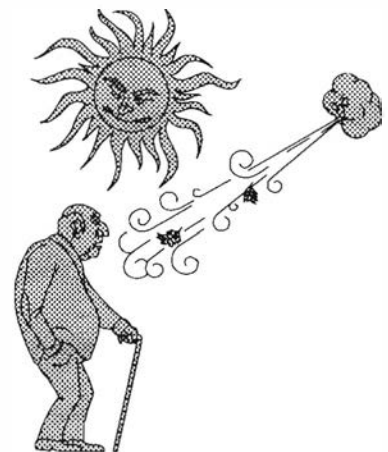
- Never use a sun lamp or tanning bed or lie in the sun to get a tan. What you are getting is wrinkles!!
- When you can't avoid being out in the sun, wear a wide-brimmed hat, sunglasses, and

tightly woven clothing. The sun can cause damage even on cloudy and winter days, especially between 10 a.m. and 3 p.m.

- About 30 minutes before you go out in the sun, apply a sunscreen with a sun-protection factor (SPF) of at least 15. If you have a fair complexion or sun-sensitive skin, you may need a higher SPF, such as 30 or even 45, especially in a southern climate or at a high altitude. Remember that water, sand, and concrete reflect the sun's rays and increase the likelihood of sunburn. Rub plenty of sunscreen on all sun exposed skin, paying special attention to the back of the neck, ears, nose and shoulders. Don't forget to protect the bald spot!

- If you choose a sunscreen that is not waterproof, reapply it after swimming, perspiring heavily or toweling off.

Harmful effects of the sun build up over a lifetime, so protection with sunscreen should begin in early childhood. Infants should be kept out of direct sunlight entirely. Although sunscreens are very helpful, they do not protect you completely from the sun's damaging rays.





For the Health of It

Pat Hawley
 Fitness Center Director
 Human Resources, ANM-10

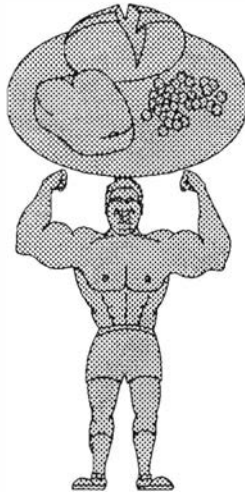
When a person wants to lose body fat it is very common for them to skip meals. The philosophy behind this is that if they eat one meal a day they will lose pounds, which is true. However, it will most likely be the wrong kind of pounds. When starving the body of calories and needed nutrients, lean body weight will be lost instead of body fat. This works against the efforts of fat loss in several ways:

- 1) Men need a minimum of 1500 calories a day and women need a minimum of 1200 calories a day. When calorie intakes are lower than these numbers, the metabolic rate slows. A goal of a person who is trying to lose body fat is to increase their metabolic rate, not slow it down.
- 2) When lean body weight is sacrificed to supply glucose to the brain, the body does not burn fat stores as efficiently. The body will choose to use muscle before fat when the calorie intake is too low.
- 3) As a result, the lean body mass is lower and the metabolic rate is also lower. The higher the lean to total body weight ratio, the faster the metabolism. This is why holding onto or even increasing the lean body weight is very important.

How do you increase lean body weight?
 Exercise is the answer. Weight bearing activity such as walking, jogging, or aerobics are the best. Swimming and bicycling will also increase muscle but not at as fast of a rate as the three aforementioned. Weight lifting increases muscle faster than any other activity and is very important in the strengthening of ligaments, tendons, and other connective tissue.

What about eating?
 Breakfast is the most important meal of the day. The body needs food in the morning to provide energy for the demands of the day

(both physical and mental). When waking up in the morning, the last meal was approximately 10 to 12 hours prior. The body needs food after 10 to 12 hours! If you skip breakfast, the metabolism slows to use the energy stores from the night before more efficiently. If you also skip lunch, the metabolism slows even more. Then you go home, starving, grab for the first thing that looks edible and eat constantly until bedtime. You then go to sleep, the body is in the most inactive portion of the entire day. Not a good time to have all that food laying around trying to digest.



Small meals for a small waist.
 The best way to fuel the body with food is to eat many small meals per day. They are small enough that most of you would probably not even consider them meals. This is very effective because it allows you to keep your blood sugar more even without the large drops that occur when you skip meals. Keeping your blood sugar under control also enables you to make healthier choices because you are not starving. I realize that this takes planning and behavior changing, and both of those are hard with a busy schedule. Start out slow by eating a light breakfast every day. Include taking snacks such as bagels (no cream cheese unless it is low fat), fruit, and pretzels. Try eating smaller amounts throughout the day. You will feel better, and have more energy.

National SUPCOM Awards

Barbara Porter
 Management Analyst
 Airway Facilities Division, ANM-402A

The National Airway Facilities Supervisory Committee (SUPCOM) Executive Board presented two national awards to Airway Facilities (AF) managers in the Northwest Mountain Region.

Mel Yoshikami, Manager, Airway Facilities Division, was selected as the National Division Manager of the Year for 1993 by the AF SUPCOM Executive Board. Yoshikami was praised for his active involvement in shaping SUPCOM's role in AF's changing managerial functions.

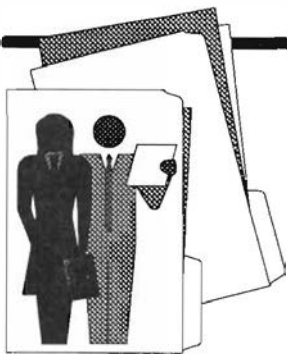
Marvin Duane Odneal, Manager, Billings Airway Facilities Sector, was chosen as the National Sector Manager of the Year for 1993. Odneal was honored for his consistent support of regional and national SUPCOM activities.



Bruce White, SUPCOM National Chair (left) and Mel Yoshikami



Marvin Duane Odneal (left) and Bruce White



Human Resources Division Digest

Aviation Safety Through People

MPP Vacancy Announcement Update

*C. J. Berge-Korn
Resource Management Specialist
Air Traffic Division, ANM-500*

The MPP Vacancy Announcement Quality Action Team will be requesting approval from the Direct Report Organizations to install a 16 dial-in port, and LAN user accessible, Bulletin Board System. The purpose of this installation is to reduce the cost and improve the accuracy and timeliness of communicating regional MPP vacancy announcements to all ANM employees.

This user-friendly system will allow all employees to access job announcements from both their desktop PC and their home PC. In addition, this communication system can be used to disseminate other valuable Human Resource information to employees.

The present system of sending hard copies through the mail, costs approximately \$44,000 dollars annually. The operating expense of sending job announcements electronically will be negligible compared to the current cost. This new process only affects the process of getting the job announcement to the facility, the standard distribution and posting process of job announcements will remain unchanged. Information concerning implementation phases and timelines will be included in the May edition of the Intercom.

The Gift of Discovery

*Dr. Ann Kauffman
EAP Counselor
Denver ARTCC*

The woman sits, listening intently to the speaker in front of her. She is at a conference and the presenter is an inspiring one. Yet, her face registers puzzlement, as though she is trying to connect what the speaker is saying to what is going on in her life. The speaker continues. The woman shakes her head from side to side and lowers it, pauses for a minute or so, and then looks up in surprise.

The look on her face is a different one. Gone are the tension lines from her deep concentration. In her face one could read the true light of discovery. An insight had come to her. Something the speaker had said connected with her experience and she had learned something new. Her experience was one of excitement, and she nodded up and down in the affirmative recognition of, "Yes, that makes sense!"

Discovery comes to us in many ways. But in order to experience the delight of discovery, one must position oneself to the world in certain ways.

SEE YOURSELF AS AN EXPLORER. A person of wisdom recognizes how little he or she really knows. It's as though the more you know, the more you realize what you don't know. Picture yourself as an explorer involved in many puzzles in life. Some of those puzzles are personal understandings about yourself. Others have to do with data and things that happen around you. Puzzles can be exciting, because at some point the pieces do fit—as long as you are willing to explore for the answers.

RECOGNIZE THAT UNDERSTANDING REQUIRES A TIME OF REST.

When you receive heavy input or work hard at understanding something new, often we push on for more information without resting and we find ourselves stuck. The wonderful computer in our brains requires time to collate information in order to make sense of it.

It is absolutely vital to withdraw from exploring to absorb what has happened to you and to make room for your mind and body to design those experiences into something that fits for you. Each of us is unique in our experience of the world. A quiet time for meditation several times a day will help, even if only for a few minutes. Then your conscious mind can keep up with the vast array of information presented to you.

TANTALIZE YOUR CURIOSITY.

A questioning mind is a learning one, and you won't view your life as boring at any time if you see curiosity as a high value. In many ways we are still children, in that we really understand so little about life. Observe the curiosity of a small child and recognize that inquisitiveness is still in you if you pay attention. Your own curiosity can be a nice discovery.

What feels good about a discovery? Think about these ingredients: You understand a technique that you've been working on for a long time; you recognize the reason for a friend's behavior; or you enjoy the beauty of something you've never seen before. You'll experience the rush of a high feeling that comes with discovery. Why not give yourself that gift.

Stop by and talk with your EAP counselor about ways to enhance your experience of life.

Northwest Mountain Region Federal Women's Program Committee (FWPC)

How the Federal Women's Program Got Its Start

You may have been hearing a lot lately about the Federal Women's Program (FWP), but do you really know why the FWP exists? It was established in 1963 based on recommendations from the President's Commission on the Status of Women. The Commission was led by Eleanor Roosevelt, who was given the responsibility of looking into problems encountered by women employed or seeking employment with the Federal government. In 1969, Executive Order 11478 brought the FWP into the total equal employment opportunity program. It is an integral part of the FAA's continuing affirmative action program for equal opportunity in employment. It is designed to give special attention to matters affecting the employment and advancement of women.

The Northwest Mountain Region Federal Women's Program Committee (FWPC) was established to further the goals and objectives of the Federal Women's Program. As a service to all employees, informational articles regarding the FWPC will be presented monthly in the *Intercom*.



Recognition Subcommittee Highlights

The Recognition subcommittee developed plans for Women's Equality Day, is in the process of gathering results from a "Secretary's Week Survey", and is working on activities for National Women's History Month. The results

of the "Secretary's Week Survey" have been consolidated and published in this month's *Intercom*.

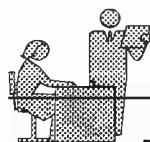
Subcommittee members include Chairperson Barbara Sordahl, Candy Ducharme, Mary Ann Allen, Lori Emery, Gina Mina, and Judy Triplett.



Sexual Harassment Subcommittee Highlights

After a successful year of Sexual Harassment Discussion Groups at the Regional Office, the Sexual Harassment Subcommittee has proposed taking their show on the road. The subcommittee is proposing to conduct the discussion groups in alternating months at SeaTac Air Traffic Control Tower and Seattle Air Route Traffic Control Center. The format will be essentially the same as the sessions held at the Regional Office. If the proposal is approved, sessions would begin in the Spring.

Subcommittee members include Chairperson Denise Harrell, Dee Knapp, Janne Potter, Connie Coleman-Lacadie, Sharon Varney, and Diane Bredehoft.



Mentoring Subcommittee Highlights

The Mentoring Subcommittee has received over 100 applications from both the field and regional office for mentors and mentees in the Northwest Mountain Region Mentoring Program. Many of the mentee applications were received with corresponding mentor applications. The subcommittee is working to group the ap-

plications into similar areas of interest. Mentors and mentees will meet and make final commitments to the program during a training session.

The Employee Development Section of the Human Resources Division has been working with the subcommittee to finalize plans for the training session that will be held in the near future. Training materials, supplied by the Department of Transportation, will be used.

Subcommittee members include Chairperson Therese Baty, Co-Chairperson Marianne Menahan, Diane Bredehoft, Connie Coleman-Lacadie, Sharon Varney, Carol Cota, Candy Ducharme, Betty Strah, Nancy Yenney, Jim Clark, P.J. Mercouriadis, Bev Rudd, Shirley Rutherford, and Stephanie Fuller.



Self-Development Subcommittee Highlights

The Self-Development Subcommittee has focused on identifying the development needs of the FWPC members, as well as those of all employees. Areas identified include communication skills training, effective participation on a Quality Action Team (QAT), Career Point and Workteam Advantage interactive computer training, Meyers-Briggs assessment, HIV/AIDS awareness, and presentation skills training.

The subcommittee is working with the individuals responsible for conducting each type of training to develop a sched-

see FWPC page 7



A Note From the Chairperson

ule which allow for maximum participation. C.J. Korn, At-Large Member, who is certified as an instructor in HIV/AIDS Education and HIV/AIDS Education in the Workplace, gave an informative presentation regarding HIV and AIDS. A follow-up session will be conducted regarding the impact in the workplace.

Committee members in chairperson Suzanne Shanks, Bev Rudd, Christine Ott, Mary Ann Allen, Lori Emery, C.J. Korn, and Ilene Peck.



Publicity Subcommittee Highlights

The Publicity Subcommittee focuses its efforts around events taking place throughout the FWPC and the region. Some of the projects have included creating posters and flyers for Sexual Harassment Discussion Groups and the Northwest Mountain Region Mentoring Program, and disseminating varied information throughout the Regional Information and Federal Women's Program cc:Mail Bulletin Boards. The main goal of the Publicity Subcommittee is to keep everyone informed of what happens in FWPC programs.

Subcommittee members include Chairperson Lori Butler, Gina Mina, Kathryn Hughes, Shirley Rutherford, and Ilene Peck.

I would like to take this opportunity to express my sincerest thanks to all the FWPC Division and Field Facility Representatives, and to all At-Large members for a very productive year thus far. The Mentoring Subcommittee completed their research regarding a formal mentoring program within the Northwest Mountain Region and provided an Open Season for all regional employees to apply as a mentor, mentee, or both. The response was overwhelmingly positive with over 100 applications. The Sexual Harassment Subcommittee completed the monthly scheduled awareness discussion sessions in December with a high rate of attendance. The Self Development Subcommittee researched several options to provide self development training sessions that would benefit all employees as well as further develop the FWPC members. The subcommittee focuses on training that will enhance an employee's skills and will not involve travel or already limited funds. The Recognition Subcommittee focused on promoting Women's Equality Day through distribution of pertinent information and circulation of a video reflecting the struggle to achieve women's equality. The subcommittee also produced and circulated a survey through the Secretarial Management Team for all administrative personnel to comment on Secretary's Day and Secretary's Week. The subcommittee has consolidated the responses and is in the process of writing a news article. They are also working on promoting National Women's History Month. During the holiday season I contacted the Salvation Army regarding their Adopt-A-Family Program and requested a single parent family to sponsor for the holi-

day season. We received the needs and wish list of a single mom with a 10 year old daughter and 3 year old son. I was impressed at the response from the FWPC members and deeply moved in knowing we were able to fulfill nearly every need and wish on their list. Overall this has been a very productive term for me and an outstanding experience to work with the FWPC members on so many important and worthwhile issues. I want to commend each of you for fulfilling your responsibility to your division/field facility and to the FWPC team.

Connie Coleman-Lacadie

Secretary's Week Survey

Over the years, the role and responsibilities of the secretary have changed. Yet, many of the traditional forms of celebrating Secretary's Week have remained the same. These forms of recognition are intended to show appreciation for the services performed by secretaries. However, when the recognition is given because of social expectations and is perceived as insincere, recipients may not feel honored at all but embarrassed or humiliated. In order to provide a forum for discussion, the Federal Women's Program Committee decided to poll secretaries for their opinions about Secretary's Week and how it is observed in their specific areas.

The FWPC survey was distributed to all secretaries within the Northwest Mountain Region. Of the 248 individuals polled, 53 responded to the three-question survey. The survey elicited a variety of reactions. The most consistent answers came in response to the first question which asked "How has your office

see FWPC page 13

FEDERAL WOMEN'S PROGRAM COMMITTEE (FWPC)
FWPC EXECUTIVE COMMITTEE

Diane Bredeloft (FWP Manager)	ANM-9D	x2095
Connie Coleman-Lacadie (Chairperson) (FAX 227-1010)	ANM-10a	x2010
Sharon Varney (Vice-Chairperson)	ANM-464A	x2327
Barbara Sordahl (Secretary)	ANM-610a	x2610
Mary Ann Allen (Membership Director) (FAX 351-3586)	ZSE-1a	351-3502

FWPC DIVISION REPRESENTATIVES

Dee Knapp (ANM-1/1/6/7/9)	ANM-7	x2758	Carol Cota	ANM-4641	x2330
Suzanne Shanks (ANM-5/10/300)	ANM-15	x2082	Minh (Ann) Nguyen (Alternate)	ANM-457	X2363
Bev Rudd (Alternate)	ANM-15	x2227	Gina Mina	ANM-540b	x2540
Sue Munion	ANM-60M	x2965	Kathryn Hughes (Alternate)	ANM-544	x2544
Therese Baty	ANM-55	x2855	Candace (Candy) Ducharme	ANM-724	x2724
Lori Butler	ANM-103	x2139	Denise Harrell (AT) (FAX 351-3586)	ZSE	351-3506
Debby Wilson (Alternate)	ANM-108	x2159	Lori Emery (AIO/AT) (FAX 351-3586)	ZSE-8.3	351-3583
Marianne Menahan	ANM-123	x2423	Betty Strah	ANM-223	x2223

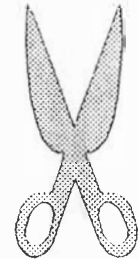
FWPC FIELD REPRESENTATIVES

Lisa Thompson	DEN TRACON (303)342-1500/(F)398-0816	Mary Jane Webster	COS ATCT (719)596-1202/(F)597-5872
Stephanie Fuller	BEI (565-6961) 764-6611/(F) 764-6542	Renee L. Hurst	DEN ARTCC (303)651-4582/(F)651-4160
Janne Potter	SEA TRACON 764-6614/(F)764-3808	Hene Peck	Casper AFSS (307)235-3315/(F)261-5577
Christine Ott	McMinn AFSS (503)472-0281/(F)434-4344	Margaret Skowronski	Grant Cnty ATCT (509)762-5344/(F)762-2781
Barbara Prater	ANM-103S x2185	Nancy M. Yenny	Spokane ATCT (509)353-2960/(F)353-2959
Jo Crookston	Tri-Cities ATCT (509)376-7450/(F)376-0699	Janice Wilson	Boise AFSS (208)334-1704/(F)334-9158
Sandra Parker	SEA ZSE AFS 351-5311	Tonja Hiebert	Boise AFSS (208)334-1704/(F)334-9158
Janna Gowthrop	DEN FSDO (303)286-5641		

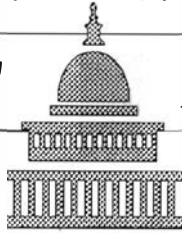
FWPC AT-LARGE MEMBERS

Shirley Rutherford	ANM-456C1	x2319	Jim Clark	ANM-457C	(303)361-0405/(F)361-0676
PJ Mercuriadis	ANM-1a	x2001	Tamara Nay	Cedar City AFSS	(801)586-1412/(F)586-4661
CJ Korn	ANM-549	x2553	Kay L. Saxton	Spokane ATCT	(509)353-2960/(F)353-2959
Austa Johnson	ANM-451	x2455	Judy L. Triplett	Spokane ATCT	(509)353-2960/(F)353-2959
Barbara Ohlinger	DEN ARTCC (303)651-4252/(F)651-4104		Lee Hiltz	Helena FSDO	(406)449-5270/(F)449-5275
Jodie McDade (Alternate)	ANM-DVX	x1360			

NOTE: (F) = FAX Revised: 3/9/94



Headquarters Highlights



HBCU Support

Headquarters Intercom

President Clinton recently directed all Federal departments and agencies to increase their support of Historically Black Colleges and Universities (HBCUs).

The executive order instructs each agency to set an annual goal for grants, contracts, and cooperative agreements awarded to these colleges and universities. The goal for each fiscal year is expected to exceed that of the previous year, and each agency will be required to develop an annual plan for doing so. Agencies are also to provide technical assistance to the institutions in preparing applications and proposals for grants and contracts.

In response, the FAA's Office of Civil Rights will soon issue a brochure to inform HBCUs of the programs and opportunities offered by the agency. The publication will also be a source for FAA officials seeking information on the capabilities of the colleges and universities and ways to involve them in agency-sponsored programs.

The FAA has participated in the HBCU program for the past 10 years. The Office of Civil Rights urges that all managers and key staff examine their programs and services to find the areas in which the FAA can best implement the new order.

To obtain a copy of the executive order, or for additional information, contact George Thomas, HBCU program manager, ACR-5, (202) 267-3267.

800 "Info Line"

Headquarters Intercom

To ensure adequate customer support, the Financial Programs Staff, AAA-60, has established an "Info Line," which will be in operation 24 hours a day.

The new line will allow FAAers to obtain time-sensitive and critical program guidance when staff members are not available. It can be accessed by dialing the toll-free number, 1-800-333-4260.

The effort is in support of the Federal Managers Financial Integrity Act Program, which requires that "all federal managers protect the resources entrusted to them through effective management controls, and carry out certain reporting requirements."

The telephone line contains a recorded message which includes information on basic program objectives, guidance on reporting requirements and deadlines, and available training. Callers can interrupt the recording to access staff members during regular business hours and, if necessary, leave a message.

For more information, contact Mickey Hostetler, (202) 267-3089.

Streamlining Update

Headquarters Intercom

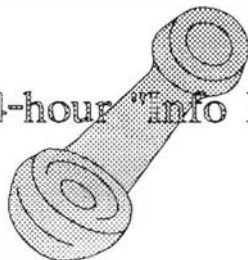
As *Intercom* went to press, Congress was considering legislation which would authorize federal agencies to offer incentive payments to their employees who resign or retire. These payments, called Voluntary Separation Incentive Payments (VSIPs) and popularly known as "buy-outs," have proven effective in the last few years in helping the Defense agencies reduce the size of their work forces. VSIPs are usually offered in conjunction with the Voluntary Early Retirement Authority (VERA), also known as "early-outs," which allow employees with 25 years of service to retire at any age, and those with 20 years of service to retire at age 50.

If the legislation is enacted, the FAA will formally announce its buy-out and early-out plans—including specific information on which segments of the work force might be offered the incentives, and when they might be available. The proposed bill—as of press time—does not include any changes to the retirement system such as raising the retirement age or removing the reduction for retiring before age 55.

During the next few months, in this column, *Intercom* will feature a series of articles on early-outs, buy-outs, and other streamlining initiatives.



24-hour "Info Line"



Voluntary Separations

Early Out Authority Approved for DOT

Headquarters Intercom

FAA Administrator David Hinson issued a letter to all employees on March 2 explaining the status of early outs and buyouts in the FAA. In it, Hinson confirmed that buyout legislation is still stalled, but announced that the FAA plans to offer early retirements beginning March 14.

At the time *Intercom* went to press, Congress was still considering legislation to allow federal agencies to offer Voluntary Separation Incentive Payments (VSIPs) to employees who resign or retire. These payments—also known as buyouts—are usually offered along with Voluntary Early Retirement Authority (VERA) or early outs to help agencies downsize. Currently, they are not available.

Although both the House and the Senate have passed buyout bills, there are major differences between them. It remains unknown when and if the differences will be resolved and buyout legislation enacted.

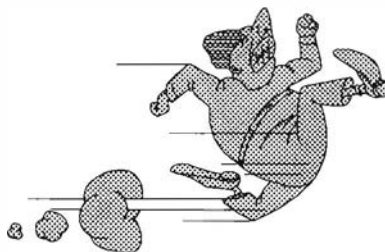
If buyouts become available, they may be offered on short notice. For this reason the FAA wants to provide its employees with as much preliminary information as possible to help them understand their options and make informed decisions regarding early outs and buyouts.

An interactive phone system has been established by Human Resource Management to provide an additional, Easy-to-use source of retirement annuity estimates for FAA employees. The toll free number—800-888-4412—will be available 24 hours a day, starting March 14. A written retirement estimate will be mailed to the employee's home the next workday after calling. The system re-

lies on current data from the FAA's Consolidated Personnel Management Information System.

When calling the interactive voice response system, employees need to enter their social security number to protect the confidentiality of their personal data. They may request estimates for two different dates and may project a retirement date through December 31, 1999. Employees should have their most recent statement of earnings and leave available when calling. They will be asked to project their accrued sick leave which will be factored into years of service.

Estimates will be calculated based on current actual high three annual salary. During the first phase of the program, estimates will be available for Civil Service Retirement System (CSRS) eligibles for both optional, as well as early retirements, with applicable age reductions. Estimates for Federal Employees' Retirement System (FERS) employees will be available in phase two. The system will also give estimates for eligible air traffic controllers under Public Law 92-297.



"These decisions are entirely voluntary, and no employee should feel forced or coerced to leave," said Hinson.

A complete package outlining the status of early outs and buyouts, accompanied by a fact sheet, was distributed to each employee on March 2. The retirement specialist in each human resource management division can provide counseling, information, and necessary forms.

Dialogue With the Administrator

Hinson Invites Employees to Express Areas of Concern

Headquarters Intercom

Employees with questions about the future of the agency can pose them directly to FAA Administrator David Hinson on March 29.

In a unique, first-of-its kind live satellite broadcast, the Administrator will personally answer questions from FAAers across the country. From the Headquarters auditorium, Hinson will first address employees on issues such as the proposed buyouts, the corporatization of the air traffic control system, and various streamlining initiatives. then, in addition to taking questions from the audience, FAAers in field facilities can call in on a special phone line.

The satellite broadcast is scheduled from 11 a.m. to 12:30 p.m. PST (12 to 1:30 MST).



TSP Rates			
Monthly rates of return were:			
	C-Fund	F-Fund	G-Fund
Jan	3.40	1.33	0.51
Annualized rates for the twelve months ending January 1994 are:			
	C-Fund	F-Fund	G-Fund
	12.90	8.92	6.07



Buyouts and Early Outs: The Basic Facts

What are VERAs and VSIPs?

VERA, Voluntary Early Retirement Authority, or early out, is authorized by current civil service retirement law. Its purpose is to increase the number of employees eligible to retire by reducing the length of service and age requirements. Early outs are used to avoid or reduce the severity of RIFs, furloughs, and other actions agencies must take to reduce their budgets or cut employment levels. Specific information about VERA is listed below.

VSIPs, Voluntary Separation Incentive Payments, or buyouts are one-time, lump-sum payments made to employees who voluntarily retire or resign from their jobs. Currently, they are not available. Federal agencies normally do not have the authority to make such payments, so special legislation is required. In the past, individual agencies have been given legal authority to offer VSIPs; but now, as part of an effort to reduce the size of the entire Federal service, Congress is considering a law authorizing VSIPs throughout the government. Further information about VSIPs will be provided in subsequent issues of *Intercom*.

Who will be offered early outs and buyouts?

The general strategy is to offer VERA, and VSIP if it becomes available, to all FAA employees **except** those directly involved in safety-related functions such as air traffic control and field maintenance.

Why will early outs and buyouts not be offered to the entire FAA work force?

The current budget situation required the FAA to make hard decisions about where it should take staffing cuts. Every employee in the FAA is important and contributes to mission effectiveness. The safety of the flying public will always be the FAA's number one goal, and our high standards must be maintained in spite of cost reductions and

streamlining measures. We do not believe we can do that if we lose large numbers of our front-line safety work force and have to backfill the vacancies and retrain new employees while absorbing reductions in personnel, training, supervisory, and management work forces. In some limited circumstances, it may make sense to offer early outs and buyouts to some parts of the safety work force, e.g., in level I towers scheduled for contracting out.

VERA/Early Out

Who is eligible for voluntary early retirement?

Unless you are excluded because your job is on the "Coverage" chart on page 14, you are eligible for early retirement as follows:

- If you are under the Civil Service Retirement System (CSRS), you must have served in a position covered by the CSRS for at least one year out of the two years immediately before retirement. If you are under FERS, this rule does not apply.

- You must be at least 50 with 20 years of service, or have 25 years of service at any age.

- You cannot be serving in a temporary appointment.

When can I take early retirement?

The FAA plans to open an early retirement window in mid-March 1994. All employees will be notified as soon as the dates of the window are firmly established. Covered employees who are eligible may separate from the agency under an early out at any time during the window.

If I take early retirement, is my annuity reduced?

CSRS employees who retire under the voluntary early retirement authority (VERA) will have a reduction in their annuity of two percent per year for each year they are under age 55 (the reduction is 1/6 of 1 percent for each full month. This is a permanent reduction in annuity. Employees with only FERS service will not have their annuities reduced. Employees with both CSRS and FERS service will have a reduction only for the CSRS portion of their service. This reduction does not apply to employees who retire under the special air traffic controller provisions. Special rates apply to the calculation of annuities of employees who have part-time service after 1986. Your retirement specialist can give you more details.

VSIPs/Buyouts

The following information is based on proposed legislation. The legislation may not pass or may be changed before it passes.

Who will be eligible for an Incentive payment under the proposed VSIP law?

The FAA will offer VSIPs to the same groups of employees who are to be offered VERA. In addition, employees in these groups must meet the following requirements:

- Have 12 months of continuous service.
- Not be eligible for disability retirement.
- Not be a reemployed annuitant.
- Have an appointment without a time limit.
- Not be in a position the FAA has excluded.

If I retire or resign now, and a buyout is approved later, will I be eligible for a VSIP?

No. VSIPs will be paid only for retirements and resignations which occur during the buyout window.

see Buyouts page 14



EEO SPECTRUM

RUMOR OR FACT?

Over the years, we have heard many rumors about Equal Employment Opportunity (EEO) and Affirmative Action (AA) concepts, the EEO Discrimination Complaint process, and what Civil Rights does. We hope the following information clarifies some of the rumors.

RUMOR: Only women and minorities file EEO complaints.

FACTS: Over the past 20 years, Caucasian men have consistently accounted for 35 percent of all complaints, women 45 percent, and minorities 25 percent. Caucasian men file on the same bases as women and minorities—race, sex, age, handicap, etc.

RUMOR: Management has “sold out” (compromised integrity) and paid hundreds of thousands of dollars to make the complainants “go away.”

FACTS: This region (formerly Northwest and Rocky Mountain) paid \$800,000 to complainants (and their attorneys) between 1972 and 1994. Five-hundred complaints (informal and formal) were filed in this 22-year period which is 23 complaints per year.

Of the \$800,000, the agency paid \$650,000 because a judge either found discrimination or made rulings on the evidence which in effect forced the agency to settle. (Half of the \$650,000 was paid to two complainants.) The remaining \$150,000 was paid to 15 other complainants in the 22-year period for three primary reasons: the government could not present a defense as witnesses had retired or were otherwise unavailable; the agency had made errors or mistakes which affected the complainants; and the administrative and travel costs of a hearing or trial would greatly exceed the settlement costs.

RUMOR: Filing an EEO complaint will stop or reverse a proposed personnel action, e.g., termination or reassignment.

FACTS: Once a complainant has contacted

an EEO Counselor, the division or office is required to coordinate all proposed actions with Civil Rights but we have no authority to stop the action. In the past 10 years, we objected to two proposed terminations. In these two instances, the divisions delayed the terminations pending additional inquiries. Both employees were eventually terminated.

RUMOR: In recent years, a few employees have filed complaints alleging that their managers or co-workers harassed them by making a single (and sometimes ambiguous) remark. They allege that the remark not only offended them but also created a hostile work environment. In a few instances, complainants have done something unwise in response to the comment—thinking the action is justified because they will “win” on the allegation of discrimination.

FACTS: To prove sex discrimination, complainants must show the action would not have occurred but for their gender. To prove harassment, a complainant must generally show the behavior (especially when subtle) was repetitive and also “unreasonably” interfered with their performance or the work environment. A single incident is generally insufficient to prove a hostile work environment.

Filing a complaint will not shield complainants from disciplinary action for misconduct.

RUMOR: Civil Rights represents the complainants. **SECOND RUMOR:** Civil Rights represents management.

FACT: Civil Rights represents no one. We are neutral and cannot “represent” any party.

RUMOR: If a manager selects a candidate who is 40 years old or older, the non-selectee

who is also 40 years old or older, cannot prevail in an age discrimination complaint.

FACTS: Similar to cases filed on the basis of color, where employers have discriminated against darker skinned minorities by hiring lighter skinned candidates, so can selecting officials be found guilty of discriminating against older (e.g., 50 and above) persons by hiring younger (e.g., 40-49) candidates.

RUMOR: After a final decision had been issued that management did not discriminate against an employee, managers are “safe” to vent their feelings against complainants since they have been vindicated.

FACTS: Management cannot take reprisal against an employee for participating in the complaint process. Managers who have kept tight control of their anger and frustration throughout the protracted complaint process must maintain their composure once vindicated of discrimination, or they may retaliate against the complainant **and be found guilty of reprisal.**

RUMOR: Complainants will often ask that management take specific disciplinary action against a co-worker or manager as a remedy to their complaint.

FACTS: Complainants are entitled to remedies that make them “whole” if discrimination is found. They are not entitled to remedies affecting others. Management is responsible to take whatever corrective action is needed to stop any inappropriate behavior—not to punish or take retribution against the offender.

RUMOR: Some people think the EEO Discrimination Complaint Process ends with the hearing before an administrative judge.

FACTS: Once an administrative judge has made a recommended decision following a hearing, the Department of Transportation (DOT) can accept or reject the judge’s rec-

see Spectrum page 13

from FWPC page 7

and/or supervisor recognized Secretary's Day/Week in the past?". The majority (88%) said they had received gifts, lunch, and/or flowers; 6 percent did not respond; and 4 percent indicated that either no recognition or negative reactions were received. One response to the survey was particularly worth noting. This person stated that positive recognition was received continually throughout the year, not just during Secretary's Week..

The second question in the survey asked "How would you like to see Secretary's Day/Week observed?" Most responses to this question fell into one of three categories. A large percentage (43%) of respondents like the traditional observances such as lunch, flowers, and gifts; however, several commented only if it is not done as an obligation. Twenty-eight percent like to be recognized, but would prefer alternate forms of appreciation such as: being recognized through the formal awards system, being granted administrative leave, trading positions with a specialist or manager for a day, being respected as a team member, having articles published recognizing secretaries' contributions, or reclassifying/upgrading secretarial positions. Twenty-one percent don't want any special observance for Secretary's Week or would like to see Secretary's Week abolished. Only 8 percent expressed no preference.

The last question asked "Is there anything specific you do not like about Secretary's Day/Week?". Over half indicated there was nothing they disliked or did not provide a response to the question. However, nearly one-fourth of the respondents stated they did not like the pressure put on them or others to participate. Another 20 percent did not like traditional observances; some felt they were condescending or a waste of time. As one secretary said, "Appreciation should come from the heart."

The predominant theme from the survey is that sincere appreciation for a job well done is paramount. Traditional observances performed out of habit may not be perceived as

sincere, and putting deserved recognition aside until Secretary's Week may lessen its effect. Through this article, the FWPC hopes to increase awareness and sensitivity to secretaries' individual preferences, and to encourage communication between secretaries and their supervisors.

Do you know what your secretary would like?

from Spectrum page 12

commended decision. The complainant can appeal DOT's final decision to the Equal Employment Opportunity Commission and can also file a civil suit in U.S. District Court.

RUMOR: AA = Quotas.

FACTS: Absent a finding of discrimination, quotas are illegal. Managers may consider the race or sex of candidates (as one of several factors) when making final selections between candidates who are essentially "equally qualified" and when members of the selectee's race or sex are underrepresented.

RUMORS: EEO investigations are easy. Anyone can do them. EEO investigations don't require any judgment as do security or criminal investigations and inspections.

FACTS: EEO complaints are often very complex—frequently involving a myriad of issues. An investigator makes judgments regarding which employees to interview, what kinds of data to request, what exhibits to include in the file, etc. We seldom receive an investigative file that is fully satisfactory—regardless of the investigator's primary position and title. (EEO Investigators normally investigate complaints outside

their own region and discipline). When an investigative file is inadequate and/or biased, it compromises the EEO process. A competent EEO investigator should be able to do any kind of investigation.

Hearts and Voices

*Bob McCracken
Aerospace Engineer
Transport Airplane Directorate, ANM-111*

Lois McCracken, Airway Facilities, ANM-420, was surprised on Valentines Day morning when a barbershop quartet serenaded her in the Regional Office Building cafeteria. I learned through a daughter-in-law that the Northwest Barber Shop Chorus was offering the "singing valentine cards" as part of an annual fund raising effort. The quartet came complete with a three year old valentine girl who presented Lois with a rose and card. Lois said even after 35 years together, she never fails to be surprised at .



my antics, on the other hand, it's easier to get a quartet than "the right card!" The cafeteria was virtually empty because the singers showed up at 10 a.m. instead of 9 a.m. as planned. Usually the cafeteria is full at 9 a.m. and I had hoped to recoup the cost by selling tickets! Such a romantic guy?!

from Buyouts page 11

How much will I get if I take a VSIP?

The amount of your VSIP is \$25,000 or the amount of severance pay you would have been entitled to for an involuntary separation, whichever is less. (Severance pay is normally only for people who separate **involuntarily**. Leaving Federal service with an incentive payment is a voluntary action. VSIP is not the same as severance pay.)

Severance Pay Formula: One week's basic pay for each of the first 10 years of your civilian service, plus two weeks' basic pay for each year over 10 years. An age adjustment allowance of 10 percent is added for each year you are over 40. (No credit is given for military service unless the service interrupted otherwise creditable civilian service.) If you voluntarily separate, you are not eligible to receive the Alternative Form of Annuity (AFA)—the lump-sum refund of retirement contributions.

In Headquarters, regional offices, Aeronautical Center, and Technical Center, all employees will be offered FAA VERA/VSIP, with the following exclusions:

Aviation Standards: Doctors.

Flight Standards and Aircraft Certification: Non-supervisory field employees assigned to or co-located with Headquarters or a regional office and non-supervisory employees in the following series: 801, 850, 855, 861, 1701, 1801, 1825, 2181.

Air Traffic: Non-supervisory controller work force (CWF) employees in the Air Traffic Control System Command Center.

Airway Facilities: Non-supervisory F&E funded employees located in regional offices and responsible for new NAS equipment installation and non-supervisory technical employees in the Operation Support Service, i.e., those in the following series: 332, 334, 391, 801, 802, 808, 810,

819, 855, 856, 4742, 4749, 5716.

In all other FAA field facilities, FAA VERA/VSIP will be offered to:

Airports: All employees.

Civil Aviation Security: All employees.

Flight Standards and Aircraft Certification: Supervisors and Managers.

Air Traffic: All non-CWF employees including those in Flight Service Stations and Automated Flight Service Stations; CWF employees in Level I towers; CWF first-level supervisors; and all employees in the National Communications Center (NATCOM) in Kansas City.

Airway Facilities: All supervisors, managers, and non-technical employees plus all employees in NATCOM.

Those not being offered VERA/VSIP, include:

Flight Standards and Aircraft Certification: Non-supervisory employees including those at international field offices and at Aircraft Certification Division in Brussels.

Air Traffic: Non-supervisory CWF employees in Level II and above towers and in en route centers.

Airway Facilities: Non-supervisory technical employees, i.e., those in the following series: 332, 334, 391, 801, 802, 808, 810, 819, 855, 856, 4742, 4749, 5716.



Co-Op Profile

*Maria Gaffney
Writer/Editor*

This month in the Co-Op corner, we would like to highlight Jeannie Shearer and Albert Klukowski.

Jeannie Shearer works as a Co-op secretary in the training branch of the Human Resources Division. Jeannie is attending Highline Community College where she is majoring in the field of Air Transportation. Ambitions are to continue working with the FAA and opening her own travel agency. Jeannie likes to bowl, water ski, and play volleyball.



Al Klukowski works as a Co-op in the training branch of the Human Resources Division. Al is attending the Green River Community College where he is majoring in Computer Applications; Al is also in the Army Reserves. Long-term goals are to work in office automation or security in the FAA. To relax, Al likes to read, hike, camp, target shoot, fish, and pursue photography interests.



The Grand Junction FSS...Those Were the Days!

*Gini Bright
Duty Officer
Regional Operations Center*

The Grand Junction FSS (GJT/FSS) is no more...but a little of its history remains to be shared.

Grand Junction's first "Chief," as they were called back then, was Jim Campbell. Jim was also a part-time building contractor and retired from the FAA in 1965. Jim was replaced by Bob Burnett, the Grand Junction Tower Chief. To lower administrative costs, the regional office decided to combine these two positions, so Bob packed up and moved to Denver in 1967.

Ralph Calkins followed Bob as the Chief of both the Tower and Flight Service, and had worked in FSSs since 1949. In 1972, Ralph became the Chief of the Tower and retired after 26 years of CAA and FAA service.

From 1972 to 1975, Wayne Brimner took the helm. Wayne began in Thermal, California, in 1962 and also worked at Lovelock, Nevada; Northway, Alaska; Rawlins, Wyoming; and Imperial, California. Wayne is presently manager of the Denver AFSS.

Ed Marvin was promoted to the Flight Service Chief in 1975. Ed started his career at the Seattle FSS in 1956 and saw duty at Whitehall and Bozeman, Montana; Akron, Colorado; and was Chief at the Dickenson, North Dakota FSS. Ed also worked at the Cheyenne, Wyoming Tower and retired in 1988, but somehow managed to put in additional time at the Academy working with the computer based programs and as a Flight Service Instructor. Ed is back in Grand Junction planning the writing of a great novel (we think).

In 1974, an Assistant Chief position was established at the Flight Service. Glenn Johnson was selected from the Denver FSS to fill this slot. He started out with the U.S.

Army Signal Corps in 1940 during W.W.II as a radio operator, and enlisted as a civilian after the service to serve aboard a ship. He began his CAA/FAA career at Seattle FSS and served many other stations including Yakima, Washington; Bakersfield and Los Angeles, California; Wichita, Kansas; Joplin, Missouri; Tucson, Arizona; and Denver, Colorado. Glenn retired in 1980 and is still a Ham Radio Operator.

Mel Southam was awarded the Area Supervisor position at GJT/FSS while at the Oklahoma City Training Academy. He first began at the Salt Lake City ARTCC,



transferred to the Malad City, Idaho FSS, then to the Salt Lake City FSS. In 1979, he transferred to the Academy and then retired in 1987.

Chuck Torres came to GJT/FSS as the Manager in 1988, and returned to Denver AFSS in 1989. Because of the closing date, a permanent manager position was not filled. Specialists rotated through the position on 120-day details until closing on November 13, 1992.

The following secretaries were employed by the GJT/FSS since the early 1960s. The secretaries worked for both the Tower and the Flight Service Chief, half a day at each

place: Pat Kephart, Wanda Hardison, Kathy Egan, Bonnie Holloway, Judy Ousley, Arlone Larsen, Gini Kinkead Bright, Michele Guyton, and Nina Brake.

Many specialists have passed through the doors of the GJT/FSS. The original crew when the facility opened its doors were Jim Campbell, Manager; Merton Smith; Gerald Lisenberry; Joe Bertrand; and Sam Jones.

Al Weir joined the staff in 1955 after retiring with 23 years from the U.S. Coast Guard. Al spent his entire CAA/FAA career at the Grand Junction FSS and retired in 1974 with 42 years of federal service.

Wayne Jackson began working at the FSS in the late 1940s and moved on to Eagle FSS as the Chief in the late 1960s, then on to Denver where he was a Deputy Officer at the Regional Office.

The rest of the specialists, although no less interesting, are listed below:

George Wong, Sam Scharf, Stella Meyers, Harry Peck, Lannie Matthews, John Coffey, Harold Beddor, Bruce Daniels, George Cantrell, Ken Borrego, Sharon Buhl, Walter Kaminski, Carl Becker, Orvis Clark, Marvin Sutton, Ted Thompson, Eric Lillvis, Ray Drake, Jake Williams, Howard Clodfelter, Janet Cook, Tom Campos, Ron Broadbent, Steve Proesch, Rodney Shaffer, Beth Scherer, Dave Janz, Jim Wilds, Gini Bright, Lisa Worster, Fred Amend, Darrell Delarosa, Mark Spina, Denise Stahl, and Bill Landry.



Retiree News & Views

Attention All Retirees (and Wanabes)



Mark your calendars!
It's time to make plans for our annual Fall Luncheon!

Date: October 19
Location: Burien Elks
14006 1st Avenue South
Seattle, WA



T.G.I.F.

The last Friday of each month is the deadline for Intercom stories. Each issue takes 30 days to prepare, so material submitted by that date will appear a full month later.

For example, by the time you read this, next month's issue is nearly finished. So plan ahead when contributing articles--and of course, keep 'em coming!

from Message page 1

I am charging all of you to be creative in achieving our goals. Help me find efficient ways to do what must be done and to stop doing what is not absolutely essential. For example, the cornerstone of the administration's strategy for revitalizing the aviation industry is the proposal to create a government corporation to provide air traffic control services. This will redefine the fundamental structure of the agency and is one of the most important initiatives we are working on right now. A legislative proposal will be ready to go in April. This is exactly the kind of thinking we need to be doing.

In addition to challenges resulting from the next fiscal budget and the initiative to develop a corporation proposal, we are under a mandate to cut our staff resources by 12 percent by 1999, a reduction of 6,500 employees from our 1993 levels.

To meet this goal, create a more effective organization, and improve the way we do our work, we need to get closer to the customer, become less bureaucratic, and reduce management layers. As always, we will strategize to meet our objectives while maintaining the high standards of safety and performance the FAA is known for worldwide.

Right now, budget and streamlining plans are based on early retirement and buy-out strategies. If the buy-out legislation is not passed, we will begin contingency planning to reduce the work force through a reduction-in-force to meet the fiscal year 1995

budget levels if other cost-saving initiatives are not sufficient. I want to emphasize, however, that a reduction-in-force would be a last resort.

I look forward to sharing more information with you on these and other critical issues as they arise.

David R. Hinson

Earth Day Celebration



Cindy Felis
Environmental Specialist
Airway Facilities, ANM-400

The Northwest Mountain Regional Environmental Network is celebrating Earth Day 1994 by hosting an Environmental Awareness Week April 18-22. The main celebration will be Wednesday, April 20. There will be speakers covering topics of interest to our region as expressed some months ago in a survey conducted here in the Regional Office. Some of the topics are: The Importance of Biodiversity, Recycling, How To Ensure Your Home Is Free Of Asbestos, Radon and Other Toxic Substances, along with other topics of interest. There will be a continuous slide show in the lobby depicting some of our country's varied and beautiful wildlife. The Adopt-A-Highway Group will be sponsoring a clean-up on the FAA section of I-5 during the week.

Look for upcoming displays on bulletin boards and be sure to join us in celebrating the wonders of our planet.

NORTHWEST MOUNTAIN INTERCOM

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DEPUTY REGIONAL ADMINISTRATOR **Larry Andriesen**
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