



U.S. Department
of Transportation
**Federal Aviation
Administration**

NORTHWEST MOUNTAIN INTERCOM



Women's Equality Day, August 20

August 1994



(l-r) Dick Meyer, Marv Birt, Larry Andriesen, and Ina Reardon

Surprise!

*Maria Gaffney
Editor/Writer*

The month of June found Deputy Regional Administrator Larry Andriesen adding another year to his 49th birthday! Friends and co-workers helped him celebrate at a surprise party featuring our special FAA "medical" team: Dick (Paramedic) Meyer, External Affairs, Marv (Dr. Key Varkian) Birt, Civil Aviation Security, and Ina (Nurse Bentneedle) Reardon, External Affairs. From the smile on Larry's face, you might get the impression that he had fun that day!

1993 Northwest Mountain Region Terminal Facility of the Year!

*John G. Bunderson
Area Supervisor
Billings ATCT*



Temple Johnson (left), Air Traffic Division Manager, was in Billings, Montana, on June 6, 1994, to present the 1993 Northwest Mountain Region Level I/II/III Terminal Facility of the Year Award. Accepting the award on behalf of the Billings Airport Traffic Control Tower personnel is Ted Mason (right), Billings ATCT Air Traffic Manager.

Also present were Don Caruthers, Great Falls Air Traffic Hub Manager and Edward D. "Red" Henderson (retired), former Billings Air Traffic Hub Manager. Representatives from local Airway Facilities, National Weather Service, Airport Management, airline and FBO's were present, as were the local media.

Local pilots, Ruthmary and Jim Lovitt presented tower personnel with a poem honoring the occasion:

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From Moscow With Love

Raymond DiLeo

Cedar City AFSS

Two years ago, I spent 4 weeks in Moscow where I met Antuanetta (Ann), a 60-year old English teacher. We kept in touch, and she invited me back to stay with her and her family. Antuanetta has been a teacher for nearly 30 years, and says she is ready to become a pensioner. Her husband, Yuri, is a retired economist, and their 30-year old son Michael is between jobs as a businessman. Their flat is in the northeast district of Moscow and about 30 minutes from Red Square by the Metro (subway).

There is a 10-hour difference from Denver to Moscow, and after spending close to 24 hours in transit, I was ready for sleep when I arrived. It took a few restless nights before I became adjusted to Moscow time and could function again.

Because I was staying at a private residence and not a hotel with a tour group, registration with the police was required. It was a bit difficult dealing with the Office of Personnel at the police station (probably because that was their chance to show a little authority and power), but once that was out of the way and I had taken a few trips on the Metro, I was let loose on my own to see the city.

The Metro is very well laid out, but it helped that I had studied enough to read the Cyrillic alphabet. I could read the subway stations and after a few rides I could just glance at the signs and know I was going in the right direction. It was much easier to learn than the New York subway, and besides, most of the stations were so beautiful that it didn't matter much if you saw an extra station or two. You could buy 18 tokens for one dollar (100 rubles per token) and one token would take you anywhere in the

system. It was really inexpensive and heavily used, although two years ago it was two tokens for a penny, so everyone complains about the high cost.

Two years ago the exchange rate was 100 rubles to the dollar and you could only exchange at an official bank. Before that, 100 rubles was worth about \$180. When I arrived on March 29, it took 1740 rubles to buy one dollar and when I left on April 25, it took 1814 rubles to buy one dollar. Anybody that has a little money and wants to open a bank can now do so. It seemed like there was a bank on every corner, and apparently with little control over them. The banks advertise huge interest rates luring many people to gamble all their savings hoping to make the big bucks, and loosing all in the end.

The cost of everything is rising except the salaries; 70 percent of the Russians make 100,000 rubles a month, about \$60. Two years ago the biggest ruble note I saw was 50 and this time it was common to deal with 5,000 ruble notes. Using such big numbers - lunch for two was around 10,000 rubles - made me think I was a really big spender. The cost of some food items is very low by American standards - around 25 cents for a loaf of dark bread (my favorite), 25 cents for a really excellent Russian ice cream bar, 75 cents for a cheese sandwich at a snack bar, etc.

A flat (apartment) which can now be bought and sold, and utilities might only cost a few dollars a month; a very small percentage of

their monthly salary. But they really get hit hard on household goods, clothes, and department store type items. They are very close to American prices, and remember, they only make around \$60 a month, so an outfit for a child and maybe a toy would cost close to one month's salary. Two years ago there was very little available in the shops; now you can find almost anything but the prices are very high. Russian parents seem to really sacrifice for their children as most kids I saw were well dressed and appeared happy. To have three children is considered a very large family, and today many families have no children.

The kitchens are very basic with few modern conveniences, and Yuri did an excellent job of preparing our meals. Even though I ate only two meals a day, he cooked so much food and it tasted so good, that I gained weight. They aren't familiar with breakfast cereal, so breakfast usually consisted of sausage, eggs, bread, cheese, an occasional apple, and coffee (stronger than I was used to) or tea.

My second meal (lunch or supper) started with a salad (one salad had potatoes, onions, peas, carrots, cucumbers, and a mayo dressing; the other had beets, onions, and a couple of unidentifiable ingredients; with either a mayo or vinaigrette type dressing), then soup (either cabbage, pea, or red beet, yes borscht), main course (either fried or boiled), and dessert (usually very rich). A layer cake with chopped peanuts in it was very tasty and I really liked the Russian ice cream best of all. It surprised me to see the locals buying the more expensive American ice cream

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which is now available, but I guess it's a status thing. In my mind, you just can't beat a St. Petersburg ice cream bar. It's at least as good as Baskin-Robbins and for 450 rubles (25 cents), you sure can't beat the price. I usually drank water with my meals (it's common practice everywhere to boil the water first).

The flat was very comfortable and even on the cold days it was very warm inside, as most buildings are. They turn the heat on in the fall and off in the spring so you hope the outside temperature is on the same schedule. Nobody has a thermostat so if it gets too warm, you open the windows. For the month of June, the hot water is turned off all over the city so they can "clean the tubes." Clothes are washed by hand, and mail is delivered two times daily, six days a week.

As for the Russian people, they are somewhat cold if you have contact with them on the street - typical big city - but if they should invite you into their home, they are the most hospitable I have ever met. I can't say enough about how well I was treated by my host family. They did everything they could to make me comfortable and never complained about my coming and going and eating at odd hours. In a short time I felt like I was part of the family.

I knew a couple of other people in Moscow from my letter writing and they introduced me to friends who were interested in America so there was always someone for me to visit with and to show me around and to explain the sights. It happened that most of the people I spent time with were college graduates and were quite familiar with America. Usually they could

put me to shame with their knowledge of American history and literature and they all seemed to be familiar with our civil rights events. Until just a few years ago they knew only the current events of Russia and the world that their government allowed them to see, but now they can even watch CNN which they like very much. When their White House was under siege, they said that CNN was their best news source. Toward the end of my vacation, I spent most of my time with Svetlana, a woman who was knowledgeable of Moscow and enjoyed showing off her city.

Many times I just walked the streets taking pictures and soaking up the atmosphere. My guidebook and map helped me figure out what I was seeing, but some places like Red Square, the Kremlin, and St. Basil's Cathedral needed no explanation. To "hang out" in Red Square was a favorite pastime, partly because of the historical buildings surrounding it and partly because of the political and military significance of the Square. There are no more military parades, and sometimes there is talk about removing Lenin's body from the mausoleum in Red Square; however, enough people rebel at this and the government backs down. Numerous roadways around the city have had their names changed back to their pre-Revolutionary name. This was a bit confusing, but it keeps the map-makers happy. Some of the cathedrals and artwork go back hundreds of years; the city itself is over 800 years old. Although history isn't my favorite subject, I couldn't help but be impressed.

I visited the school where Ann teaches and sat in on several English classes. The students work hard and discipline is good. Several of them wrote letters for me to

deliver to a school in Colorado. They take English three days a week beginning in the fifth grade and before the first year is over, almost the whole class period is conducted in English. Some of the kids are so interested in the language that they stay after school for a couple of hours twice a week for extra lessons. I enjoyed my contact with the kids and they were all happy to pose for pictures.

The FAA's senior representative in Moscow is Dennis Cooper. He arranged a tour of the Domodedovo Airport control tower, just south of Moscow. This airport is only used for flights to and from the old Soviet Union, and be used for international flights in the near future. I had originally been scheduled to see what could be considered the Moscow ARTCC, but roof repairs prevented this.

I met with the chief controller, Vladimer, who did his best to show me everything I wanted to see and answered all my questions. He said I could ask whatever I wanted and could take pictures of anything. Two years ago I was told that I couldn't visit the tower unless I filled out a form explaining who I was, why I wanted to see the tower, and what questions I would ask the controllers. So Vladimer's openness was a welcome change. This openness might have been because of changes in the country or it might have been because of Dennis Cooper's help. Local and ground control were in the cab; approach control was on the floor below. Being from FSS, I could only guess what the equipment was, but it looked like GCA radar for approach. Most of the equipment was old, but probably as modern as what I have used in some FSS's. Vladimer said they have all the necessary equipment for international

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Antuanetta (Ann) and Ray with Ann's seventh grade English class.

flights and they will soon become a reliever airport for Sherametyevo 2, the main Moscow airport. Domodedovo Tower did have a work area for VFR traffic and they said they handled about 15 VFR's a day.

I visited the weather office but I couldn't understand exactly what went on. One monitor appeared to be providing an AWOS type readout but I'm not sure how automated it was. Everything was metric and Celsius, and ATIS had an English channel for broadcast.

One of the museums I visited in Moscow was the Armed Forces Museum. It dealt primarily with the World Wars, but it did have a Vietnam section. Among other things, it contained a helmet from a U.S. Navy pilot, pieces of a shot down American plane, and some of the more often seen photographs of the war. There was a cockpit from a Mig 21, and the woman in charge of this was very happy to have me, an American, view it. She went out of her way to explain everything in her section of the museum. She also had many questions about my experiences as a U.S. Air Force pilot and about my impressions of Moscow. All the Mig



October Square, Monument to Lenin.



The building that the FAA is in. New American Embassy on the left.

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from Moscow page 4

I had an opportunity to meet with a retired Colonel from the Soviet Air Force. He flew the Mig 15 and then went into a staff job before retiring. Because I am also an ex-fighter pilot, we had many questions for each other; however, Ann had some problems translating the somewhat technical terms. On my next trip, I hope I will be able to speak more Russian so it will be easier to trade war stories. Like most of my other visits, I was served tea and also a variety of delicious pastries.

Now for some general observations that come to mind. All Russians obtain a passport with their date and place of birth and current address.

They can move around freely and change jobs as they like, and they can also be laid off. To find a job in an area away from the address on the passport is very difficult. Major life events, such as marriage and divorce, are also recorded on the passport.

Because of news stories in America, I was a bit concerned about crime. I usually carried a camera bag and judging by how the souvenir hawkers came up to me, I must have had "I am an American" written in large letters across my forehead. I felt I would be as likely a target as anybody, but as the days went by, I felt more and more comfortable and in fact, never felt threatened at all. I was told it is more dangerous at night, so I was usually off the streets after dark. However, to see St. Basil's Cathedral and Red Square under the lights was worth what little risk there might have been.

So now you have my impression of life in Moscow. I realize that you can't meet just a few people and from these limited contacts determine what a whole city or country is about, but my observations should give you

a hint of what Russia and the Russian way of life is like. It was a fantastic trip for me and I'm sure if you had the chance, it would be just as good for you. I don't think you could find a nicer group of people anywhere!



Ray in front of a Mig fighter at the Armed Forces Museum.



Ray in Red Square



Celebration of a Goal!

*Chuck Grimm
Electronics Technician
Eastern Washington RAGAR, Pasco Office*

How does it feel to achieve a goal you set over four years ago? Well, in the words of Gary Baines, Electronics Technician assigned to the Pasco office of Eastern Washington RADAR, "It's the biggest personal achievement of my life, so far."

Gary was expressing the emotion he felt after winning the 1994 Tri-Cities, Eastern Washington Body Building Championships Overall Award and the title of "Mr. Tri-Cities."

The competition was May 7, but the preparation started long before that. Gary started training as a body builder six years ago, two years later, he stepped on stage in Eugene, Oregon. In his first competition, Gary placed third. He said that "It felt great to walk away with hardware, especially since it was my first show." Gary knew that third place would not be enough, so he set his sights on a first place trophy and the Overall Award.

When asked how body building competitions work, he explained that in each competition there are separate weight classes, with awards given for the top three or some-



times five competitors. After the last weight class has been given their awards, all the first place competitors go on stage together to be judged and compared to one another. At that time, the Overall Title is awarded to the best of the best.

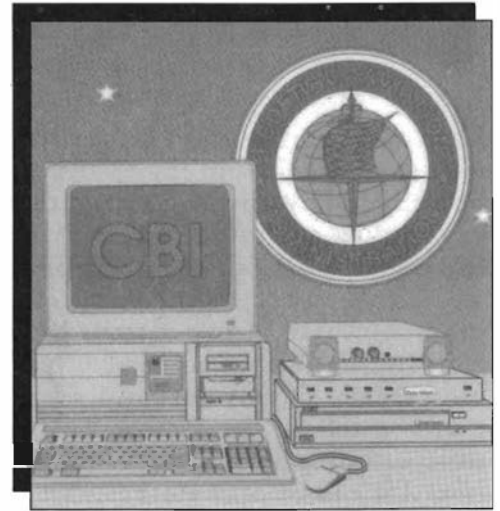
In amateur body building, men and women compete for years and never achieve an Overall Award. Gary placed first at the Oregon Coast Classic in SeaSide, Oregon, and first in the Eastern Washington Tri-Cities show last year, but missed the Overall Title in a split decision.

Laughing, he mentioned he had some second place trophies but that he didn't like to talk about those much, although he keeps them out front in his trophy case as a reminder to work hard in the off-season.

Just what is this "off-season?" Off-season is when you have your fun. You go in and bang weights for two or three hours, four nights a week, limit the amount of cardiovascular exercise you do, and most importantly you can EAT!

Being a natural body builder means NO performance enhancing drugs, so he keeps his calories up as high as 2800 calories a day to gain the muscle mass he needs to make improvement. His diet stays low-fat for the most part, but he doesn't

see Goal back page



CBI - Computer Based Instruction!

Available Across the Field and Now in the Regional Office!!

*Rachel Allen
Secretary
Human Resources Division, ANM-15T*

Computer Based Instruction (CBI) is a part of the Distance Learning "wave of the future" that has been sweeping across the FAA. In addition to providing employees with hands-on access to a variety of technical and non-technical training courses, CBI can also be used to access various career development tools, software training, and video based training. The CBI terminals use a "windows" format making them easy and enjoyable to use.

CBI has been available in various Airway Facilities, Air Traffic, and Flight Standards field offices for several years. July 12, 1994, marked the grand opening of the Regional Office CBI room located in suite 312 on the third floor. If you are interested in participating in CBI training or have any questions, please contact your division training coordinator, or call the Employee Development Section, ANM-15T, at (206) 227-2017.



Doc Talk

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

Not a Simple Virus!

There is nothing "simple" about herpes simplex virus. It is a tiny organism but it can cause some big problems. Infection with type 1 virus is usually found above the waist, particularly around the lips. Herpes simplex virus type 2 usually affects the genital area.

When an individual is first infected, they may have nonspecific symptoms, such as fever, muscle pain or swollen lymph nodes. The most well-recognized feature is burning and itching of a seemingly normal spot of skin, followed by eruption of painful blisters. These fluid-filled sores rupture soon after they appear. The sores crust over and heal without leaving a scar. Eruptions can occur anywhere on the skin, but they usually are found where the virus entered the body. Episodes often last 7 to 14 days, although usually the first one is the worst and later ones are milder and shorter.

Virus particles are present in fluid of herpes blisters and at the base of active sores. They can enter the body through tiny breaks in the skin if someone comes into direct contact with someone who is infected. Common methods of spread are kissing (type 1) and sexual activity (type 2). If someone is pregnant, they should tell their doctor. Infants can be infected during delivery, even if the mother has no obvious sores at the time. Women who have had genital herpes may have to deliver by cesarean section. The virus cannot live outside the

body, so it cannot be spread through contact with toilet seats or doorknobs.

So far, no method has been found to destroy herpes simplex virus. It remains dormant in nerve tissue until something stimulates a flare-up. Exposure to sunlight or emotional or physical stress may provoke eruptions. The use of sunscreens, eating well and avoiding fatigue are often helpful. Keeping sores dry may make the sore less painful. Skin-to-skin contact with others when the infection is active should be avoided. Recurrence varies greatly among individuals. If episodes are frequent or severe, an individual may benefit from the use of special prescription medication. Support groups are available and can be a source of information, understanding and comfort.



For the Health of It

Pat Hawley
Health Promotion Director
Human Resources, ANM-10

Reduce Risk and Increase Benefits

Cross Train

What exactly does cross-training mean? Some believe it's a way in which to market another exercise shoe! There is some validity to the term cross-training. It is very important to vary your exercise program from a day-to-day basis. It is best to involve all three components of exercise, strength training, cardiovascular (aerobic), and flexibility in each of your work-outs.

The Exercise Rut

Cross-training (varying your exercise) is an excellent way to reduce boredom in your program. Just by changing from biking to swimming, running to biking, stair climber to cross-country machine, adds enough variety to your program to keep you motivated. It is also beneficial to change the way in which you use your muscles to strengthen muscles that are not being used as much. This causes the weaker muscles to work harder, which in turn gives you a better aerobic work-out and also utilizes more fat for energy. Another reason to cross-train is to lower your incidence of injury. As mentioned, cross-training exercises a larger variety of muscles and maintains muscular balance.

Get Ready, Set, GO

Always warm-up before exercising by engaging in slow movement of the large muscle groups (legs) for 5 - 10 minutes. The warm-up can be bicycling, brisk walking, jump roping, climbing stairs, etc. Remember,

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this is just a warm-up and you don't need to strain your cardiovascular system. That would be defeating the purpose of the warm-up.

After the warm-up you can start right into the aerobic phase of your program by increasing the intensity of the activity. If you are planning on moving right into your strength training program, it is advisable, but not absolutely necessary, to do some light stretching before you start your weight training portion. If you are running, warm-up by walking first. Slowly increase your walking pace to warm-up the muscles of the legs. You can then start into your run, or stretch your calves, (lower legs) Achilles tendons, (tendons above the heels), hamstrings (back of the legs), and quadriceps (front of the legs) before taking off into a run.

The Riskiest Phase of Exercise

Always cool-down at the end of any aerobic activity. So, what exactly is a proper, safe cool-down procedure? The basic principle is never stop exercising suddenly. The drop in blood pressure during the cool-down phase should take place gradually. After you've completed the most vigorous phase of your workout, follow these all important *DON'TS*:

Don't stand still or sit afterwards.

Don't stand motionless while taking your pulse.

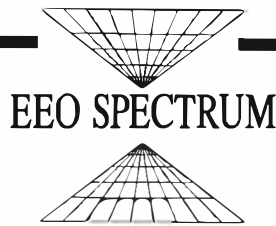
Don't come to a complete halt at a stoplight or stop sign when jogging or brisk walking.

Staying Motivated

Remembering what George Allen (the past chairman of the President's Council on Fitness and Sports) wrote in his inspirational document. "A workout is 25 percent perspiration and 75 percent determination. A workout makes you better today than you were yesterday. A workout is a personal triumph over laziness and procrastination. It is the badge of a winner, the mark of an organized goal-oriented person who takes charge of his or her destiny."

Your health is your most fragile and important commodity. Ask anyone who is ill, they would give just about anything to have their good health again.





Recipe For Success!

Civil Rights Staff, ANM-9

When Janie Inaba, Manager, Civil Rights Staff (CRS), ANM-9, accepted an assignment as Executive Officer in Brussels, Belgium, in March 1994, she and the staff explored options for backfilling her position. The CRS agreed that the self-directed work team (SDWT) was the most viable option that would ensure the continuation of a strong civil rights program. (A key premise was that the CRS would have the same organizational and working relationship with ANM-1 and the other direct report divisions.)

The primary reasons for the recommendation were: 1) the staff was a seasoned and cohesive team; 2) customer feedback indicated working directly with the program managers was highly effective; 3) it would meet the agency's expectations to empower employees and to streamline organizations (reduce the number of GS-14/15 positions and the supervisory/employee ratio); and 4) and it would provide the six-member team with additional opportunities for professional growth.

In addition to individual program expertise, the CRS as a team has the full range of "soft" skills which would enable it to meet any unexpected or unusually difficult challenges. For example, Gregory Pender has outstanding presentation skills and Marie Portis has exceptional writing and editing skills. Stephanie Raquer is an expert in planning and research. Diane Bredehoft has excellent interpersonal and networking skills, Jo-Marie Bonwell has strong coordination skills, and Venecia Gore, Stay-In-Schooler, is a talented ap-

prentice with a strong orientation for customer service.

The team also has a good mix of "seasoned" and "greener" folks. Gregory, Stephanie, and Marie each have 20 years of civil rights experience. With the addition of Diane, former Air Traffic Control Specialist, in 1992, the staff gained valuable field experience in a major straightlined division. Jo-Marie has 17 years of administrative experience in both the federal and private sectors. Venecia has 2 years of federal government service and brings a "fresh" perspective to the team.

The team was willing to undertake this challenge primarily because the team members have a great deal of respect for and trust in each other. Several members have worked together for 9-14 years, and the newer members have enhanced interpersonal interactions as well as the team's overall competence.

Working without a manager is nothing new to ANM-9. Between 1987 and 1993, the CRS maintained its professionalism in the absence of a permanent manager for extended periods of time. In the last 10 years, the staff also demonstrated its flexibility under varying management styles (7 managers and/or actors in 10 years).

Effective July 24, 1994, coinciding with Janie's departure for Brussels, the CRS began functioning as a self-directed work team. The team has a rotating spokesperson to represent the team at RMT meetings and to perform the administrative functions of the office. Major decisions affecting the CRS will be made

by the team, and individual team members are empowered to make decisions in their program areas.

The team prepared for the transition by taking the following steps.

-Developing ground rules and written administrative procedures which covered all functions normally performed by the manager.

-Attending a workshop "Dealing With Conflict & Confrontation" by Career Track. (The team set conflict resolution training as a priority because self-managed teams traditionally have the greatest difficulty with interpersonal interactions and not with technical competence.)

-Viewing three video tapes also by Career Track and attended a training session on self-managed teams by Fred Pryor.

-Participating in a 2-day training session on self-managed teams facilitated by Allan Silverthorne, Senior Organizational Development Specialist, ANM-15. Allan's expert assistance enabled the team to come to consensus on its guiding principles and mission/vision statements.

-Meeting with ANM-1 and -2 to discuss mutual expectations, and with other RMT members to surface and resolve problems.

-Gathering data from other managers who are aware of the self-managed team concept and reviewed performance standards developed for other SDWTs.

The literature indicates that it may take several years for an SDWT to reach peak performance and effectiveness. The CRS team, however, because of its cohesiveness and the support of upper management, anticipates a much quicker time frame.

from 1993 page 1

CONGRATULATIONS to the Air Traffic Controllers at Logan Field, Billings, Montana - the FAA Facility of the Year!

Billings Approach, this Skylane 8484 Mike.
We're five miles out at 20,000 feet with Zulu.
We'd like to dive bomb in opposite direction traffic
Practicing light signals. Is that OK with you?

Billings Approach
This is 8484 Mike.
Do you read us?
Or did you take a hike?

Where are you guys
In your tower in the sky?
We'd feel a lot better
If you'd just say "Hi."

Oh year, it's Monday
And the hour is two.
The FAA is there
To present an award to you!

Congratulations! for being named
FAA Facility of the Year
For the manner in which you handle
Aircraft far and near.

I remember my first experience
With the Billings tower crew
When I got lost on my student cross-county
And couldn't get found without you.

I was flailing around in nowhere land;
It turned out to be Judith Gap.
You found me on your radar
And vectored me in without any flap.

You never made me feel stupid.
In fact, quite the contrary was true.
You praised me and gave me confidence
And merrily away I flew.

I moved to Billings a few years later
With mixed emotions about flying here regularly.
I remembered that the tower crew was great,
But it's the crosswinds that used to get me.

You've been patient for practice approaches
When the wind's blown us way off course.
You've been cautious and caring and observant
With helpful hints, but never brute force.

Jim remembers with great appreciation
The day of his very first solo
When he followed the UPS 757
With your familiar voice on the radio.

You cautioned him about wake turbulence
And kept plenty of distance and a good pace,
And you didn't laugh when he flew almost to
Huntley before beginning to turn base.

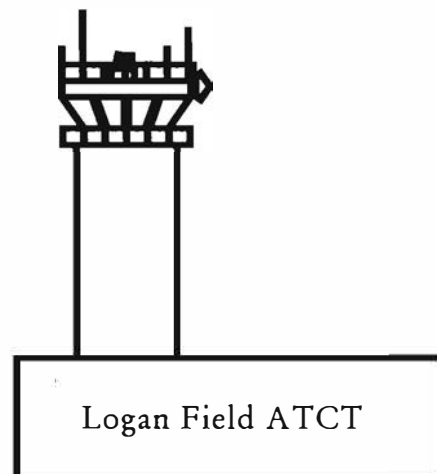
We've flown into various Class C and D airports
Noting how different control towers can be.
That the FAA has recognized you
Is a pleasure, but no surprise for us to see.

You are truly an extraordinary bunch
Of pilots and non-pilots alike.
We only wish we could put names and faces
With those familiar voices on the mike.

You're a part of the lifeblood of flying
With voices so distinct and clear.
Calmly, politely giving guidance
To all who are close enough to hear.

We are filled with gratitude and appreciation
For the way in which you do what you do.
You enhance our experience of flying,
A well deserved CONGRATULATIONS to
each of you!

Ruthmary and Jim Lovitt



Benefits Brochure

Personal Statement Mailed to Employees

Headquarters Intercom

FAA employees enjoy several unique and valuable benefits programs.

To help FAAers and their families understand the agency's total benefits package and how they work together to provide a comprehensive program of financial protection, the FAA is again issuing the annual "Employee's Personal Statement of Benefits."

It goes to FAAers covered by the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS).

The 1994 statement, produced again in a convenient fold-out format, shows benefits that cover various events in an employee's life—illness, retirement, disability, etc. It is also valuable in planning for future financial security and in helping FAAers use and understand their benefits.

The statement was mailed to employees on July 12. Allowing time for mail delivery, all employees for whom statements were produced should have received them by the end of July.

The information in the statement is calculated as of February 19, 1994, and will be mailed to employees' W-2 address of record for that date.

Employees who were not on FAA payroll records, or for whom complete payroll records were not available on February 19, will not receive a statement and one cannot be produced for 1994.

Eligible employees who have not received the statement by the end of July should contact their servicing human resource management division.

Human Resource Management divisions will collect names, addresses, and social security numbers through September 15 for use in producing replacements for statements lost in the mail.

Pointing With Pride

'94 Savings Bond Campaign Huge Success!

*Maurice Caldwell
U.S. Savings Bond Coordinator
Human Resources Division, ANM-10*

The Regional 1994 U.S. Savings Bond Campaign resulted in accomplishing 153 percent of this year's goal. By the time all of the returns were received, we had 109 new bond savers and 71 current employees who increased their payroll allotments for a total of 180 new savings bond actions. The regional goal was to increase bond participation by 10 percent, or 118 new actions.

More than fifty division representatives pooled their resources to provide information and answer questions to make the campaign a success. Other activities included a campaign kick-off, video, and drawings for tickets to the Seattle Super-sonics basketball games. A warm thank you to all of you who made this year a success.

Pictured pointing to exceeding the regional goal is Naticia Backstrom, Division Representative for Airway Facilities and Maurice Caldwell, Regional U.S. Savings Bond Coordinator, Human Resources Division.





Headquarters Highlights

Safety Strides

Headquarters Intercom

FAA Outlines Agency Actions for Commuters During NTSB Forum

Top agency officials recently emphasized the tremendous strides the FAA has made in enhancing commuter airline safety during a recent, two-day National Transportation Safety Board open forum in Atlanta, GA.

Earlier this year, the board launched a safety study on the commuter airline industry. It included a comprehensive representative sampling of operators on issues ranging from pilot training and qualification to maintenance and inspection programs. Data collected was used to set the stage for the Atlanta forum.

Government and industry officials participated in panels, discussing commuter safety issues such as scheduling and dispatching; flightcrew training and qualifications; maintenance and inspection; cabin safety; aircraft certification and design; management oversight and safety programs; and FAA surveillance and oversight. Since 1978, there has been a steady decline in the number of accidents involving commuter aircraft. Agency officials pointed out that the FAA has recently:

- Testified before Congress that it is moving quickly to increase commuter pilot training requirements to meet the standards of large jet carriers, including crew resource management. Proposals for improved commuter pilot training, which are a high priority for both Part 121 and 135 air carriers, are being developed on an accelerated schedule.

- Required, effective October 1991, a cockpit voice recorder for turbine-powered aircraft with six or more seats and a two pilot crew requirement, and a flight data recorder for aircraft with 10 or more seats.

- Required, effective April 20, that turbine-powered aircraft with 10 or more seats be equipped with ground proximity warning systems—devices that alert pilots when the aircraft is too close to the ground.

- Required, effective at the end of 1993, installation of TCAS II (a traffic collision avoidance system) on all aircraft with more than 30 passenger seats. Beginning next year, the FAA expects to phase in a requirement that TCAS I be installed on all turbine-powered aircraft with 10 to 30 passenger seats.

- Put in effect, as of January 1994, new ground deicing regulations for commuter and air taxi aircraft. These regulations are similar to the stricter deicing standards that went into effect in late 1992 for larger jet aircraft.

Agency officials said the FAA is also considering changes to commuter flight and duty time regulations. In addition, it is reviewing its national and geographic inspection programs.

Previewing Progress

Headquarters Intercom

Late last month reporters and other members of the news media got a look at what the FAA had accomplished in building the new Denver Airport with the city. They also got a close-up view of how air traffic control works in Denver while touring the new control tower and radar control facilities.

The day-long event began in the Jeppesen terminal building at new Denver, or DIA. There they were briefed by FAA team members responsible for working together to accomplish the many tasks necessary to get a new airport up and running. Topics related to security, environment, real estate, low



Media briefings were held at the south end of the Great Hall (main terminal).



Jim Bishop, DVX Program Manager, explains the airport's Surface Movement Guidance and Control System to reporters.

visibility runway use planning, among others, said Tom Busker, FAA's airport project manager.

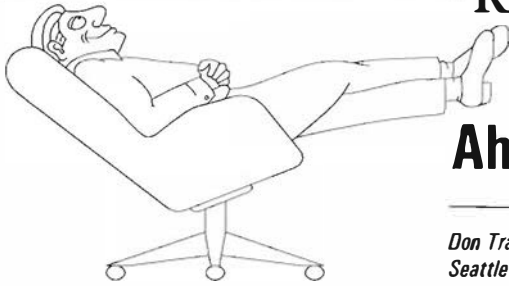
Later, Denver Air Traffic managers explained how aircraft are handled in the area, emphasizing the changes that will result from the addition of a new airport. The day wound up with reporters and photographers getting a tour of agency facilities.

Denver Airport has been touted by DOT Secretary Federico Peña as a "state-of-the-art facility that will reduce delays, congestion, and noise, and provide passengers, flight crews, and aircraft with the most efficient airport in the world."

The new facility will replace Stapleton International, which currently ranks as the sixth busiest in the United States and the eighth busiest in the world in terms of passenger traffic.

Approximately 33 million passengers are expected to pass through Denver International during its first year of operation.





Ah yes, I Remember It Well...

*Don Trackwell
Seattle ARTCC, Retired*

January 3, 1944, was the starting date of the next husband and wife team training class at the CAA training center on Airport Way at Boeing Field. Couples, and some singles, from all parts of the U.S. gathered there at 8 a.m. and were introduced to Mr. Gordon Pasco, the director of the training center. Among the instructors were such notable Morse Code operators as George Purves, John Piet, Karl Burley, and *others*. Among the administrative personnel was Miss Dorothy Wilcox, who later retired from the administrative staff of the Seattle ARTCC in Auburn. This class was known as the Alaskan Aircraft Communicator Training Class and destined to man remote airway communication stations throughout the Territory.

We were trained in Morse Code, aeronautical navigation, fundamentals of electronics, weather observation, navigational aids such as the old 5 tower, low frequency Adcock radio range, non-directional radio beacons, etc. Such things as VOR-DME's, ILS's, Radar and Inertial Navigation, and now GPS, were terms only a far-fetched dreamer would think about.

Our training was completed in July 1944, and we were transported to the Territory by whatever means was available—some by boat, most by military aircraft, and some by the chief pilot of the CAA in Anchorage, Jack Jefford, in an old NC14; a venerable DC-3 the CAA had obtained from a private company. We traveled to the Territory

with several of our classmates with Jack. On take-off at Boeing Field, the curtains were pulled since the make-believe town on the roof of the Boeing B-17 plant was not yet de-classified and nobody was supposed to know it was there as a decoy to confuse possible enemy bombers from hitting the Boeing B-17 plant.

Enroute to Anchorage, we stopped at Annette Island to let off a couple who had never been out of New York City, and their reception was heavy rain and lots of mud! From there we flew under the overcast at about 500 feet above the ocean, landed at Yakataga, a gravel strip on the beach, and dropped off another couple who were also greeted by heavy rain and a small station situated at the edge of a forest on the Gulf of Alaska.

From Yakataga, it was non-stop to Anchorage, arriving there about 9 p.m. After checking into our hotel we decided to have dinner and we found that a hamburger steak dinner that would cost at the most \$1.25 in Seattle, cost \$3.50!

We had to wait a week for transportation to Nome so with our classmates, Harry and Helen Haugan, we thoroughly visited Anchorage with all of its gravel streets and mostly old buildings—but one new hotel and a new Federal building which housed the Alaskan Communications System, the CAA, and other Federal agencies.

On a bright sunny Monday morning, we loaded up our bags along with some CAA carpenters and their tools into the old Boeing 247 and were on our way. We stopped at Unalakleet to discharge some freight (on which we sat) and arrived in Nome about 1 p.m. to enough mud that the guys had to carry the women across the mud to get to the car. We landed at the Army field which was filled with Russian lend-lease P-39's, P-69's and B-25's that were being ferried to Russia.

The Nome station was not a built-on-the-site-type; in fact, it was an old CCC barracks building from Tennessee that had been barged down the Mississippi River out to the ocean and eventually to Nome. It was definitely not a building designed for cold, windy weather. The cracks between the floorboards were wide enough to let the wind blow the snow up through the floor in little drift-rows—and that's the reason we put our feet on the desks quite a bit of the time. The old oil furnace tried to keep the place warm, but sometimes it would give up—mostly on the mid-watch!

We had a larger than normal crew at Nome because it was a relay station for synoptic weather material—some of it from Russia—copied by the boys at the Kotzebue station. During our time at Nome, we worked with the following people, some the reader may remember: Chiefs: Grey Pringle and Sandy Peterson; Communicators:

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Harry and Helen Haugan, Norman and Romayne Petosky, Lee and Dorothea Bates, Marshall and Vivian Moy, Ormond Robbins, Norman (Cookie) Kruke, Ed Mozeski, Bob Schmidt, Zelda Simms, Frances Abbott, Betty Seifert, Lola Larson, Marge Obach, and *others I can't remember right now*—but anyway, a good crew.

The station had an air-ground position, a CW administrative circuit, and two high-speed synoptic weather circuits using Bohme and Kleinschmidt Morse Code inked tapes received at approximately 120 words per minute and then transcribed onto teletype circuits for the Weather Bureau and Air Force forecasters.

The quarters were typical government issue—1 1/2 story houses heated by oil furnaces and water was supplied by a vendor who hauled it in from Moonlight Springs located near the base of Anvil Mountain. The CAA had a commissary that sold frozen meat and a few staples; anything else we needed could be purchased downtown—sometimes!

In November 1945, we had to leave Nome due to my wife's illness. On January 1, 1946, I entered on duty at the Burley, Idaho INSAC and served for one year and then received a RIF notice, but a month later was recalled to duty and reported in to The Dalles, Oregon INSAC and served for 1 1/2 years, and along came another RIF. RIF's were quite common right after the end of World War II. Rather than wait for a RIF recall, I bid on a CAF-5 trainee position at Boeing Tower and started there in June 1948, and lo and behold another RIF hit in July 1949! So another transfer to Seattle OFACS for one year and then into the Seattle ARTCC from which I retired in October 1974 after a long, worthwhile, and happy career.

Some of the Alaskan locations to which our class members were assigned are as follows: Baxters to Homer; Bates, Haugans, and Trackwells to Nome; Bargabus' to Tanana and later to Northway; Dick Inman to Kodiak, Fannings to Bethel; Stadts to Galena; Clays to Aniak; Mazurkas to Annette Island; and several others, couples and singles, that I have lost track of or *can't remember!*

We Have Ignition!

Vacancy Announcement QAT

One of the 16 Bulletin Board System (BBS) lines has been installed in the LAN room and can be accessed via the LAN and modems. System administrator's training occurred in July and selected user testing divisions assisted in verifying the system operation. Coordination with the unions on the BBS has been completed with general concurrence.

The system will be considered fully operational when the remaining 15 lines are installed. Focal point coordinators and system administrators will be identified in the next Intercom. In addition, a desk guide is currently being developed to provide all participants with the necessary operational guidance and instructions.

Soon, the Northwest Mountain Region will have the ability to access vacancy announcements electronically!

News From the Federal Women's Program Committee

FWP News from Helena

Lee Hiltz, Helena FSDO

The Helena, Montana, the Inter-agency Federal Women's Program (FWP) is putting on "Women's Equality Day" celebrations on August 26, 1994, at the Helena High School. They have been gracious enough to donate four rooms for the entire day.

Since taking over as chairperson for the Helena Interagency FWP, our size has been steadily growing and for this I am glad. We send letters with copies of the minutes to 36 agencies and have as many as 18 representatives from these agencies attend our meetings. Every other month we have a different agency put on a program of it's own choosing and make a brown bag luncheon. The mayor of the city and the governor have both issued proclamations for our function and hopefully the governor will conduct our opening ceremonies. We count ourselves lucky to have six dynamic speakers on subjects such as: The Empowerment of Women, Stress Management, Worth Defending, Women's Self Defense Organization, Managing Your Finances, and Foot Relaxation Therapy, a panel of women who have made it in a man's world.

I will be taping a television show called "Helena Today" on July 27th to be aired on August 1, 1994, and on the same day I will be taping a public service announcement that will air every day for two weeks. Also, our Helena Credit Union is going to send out an announcement for our celebrations to 6,500 people. Action Print will be donating 50 posters for us to put up in the surrounding areas.

As a new chairperson I am very pleased and proud of what we have been able to accomplish in 7 months. We will, I hope, continue to gain useful information and knowledge to pass on to others and in turn learn from them.

All of this could not be carried as smoothly and efficiently without the wonderful ladies who give of their time and effort to make us look good. I thank everyone for their support.

Recognize Women's Equality Day on August 26th!
Diane Bredehoft

Women became full participants in the democratic process on August 26, 1920, by gaining the right to vote through the 19th Amendment to the Constitution. Although we tend to think of the 1960s and 1970s as being the real beginning of the feminist movement, the efforts taken during those years were a re-emergence of a massive social reform movement which began in 1848, at the Seneca Falls Women's Rights Convention. The women's rights movement eventually focused its efforts on winning the right to vote, a campaign that reached a successful conclusion with the passage of the 19th Amendment. The amendment reads as follows:

Amendment XIX

The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex. Congress shall have the power to enforce this article by appropriate legislation.

The call for more legal rights and social freedoms for women grew out of the abolitionist movement prior to the Civil War. Women abolitionists found that work on behalf of freeing the slaves was hampered by the lack of women's own freedom. For many years, the two causes were closely linked.

In 1860, two national organizations were formed to work toward the goal of expanded legal rights for women. Eventually, the leaders of the movement became convinced that winning the vote was of primary importance, and that became their focus.

In every state, hundreds of thousands of women joined suffrage organizations. So much attention was focused on winning the vote as a means to achieving equal rights for women that when the 19th Amendment was finally passed in 1920, women throughout the country thought they had, in fact, achieved full equality. However, the battle was far from being over. Realizing that more legislation was necessary to achieve full equality of opportunity for women, Alice Paul, leader of the Woman's Party, drafted an Equal Rights Amendment, which was first submitted to Congress in 1923. Over 71 years later, the goal of constitutionally guaranteed equality still eludes women in the United States.

August 26th is observed as "Women's Equality Day" and is a time to reaffirm the commitment to full participation by women in the affairs of our Nation as well as the elimination of inequality based

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the affairs of our Nation as well as the elimination of inequality based solely on gender. This observance also recognizes the contributions of women to the workplace, to the community, and to society as we continue to work together to break down those barriers which discourage women from realizing their fullest potential and which prevent them from experiencing true equal opportunity in all phases of their lives.

Notes from the Chairperson
Connie Coleman-Lacadie
By Lori Butler

Because of the recent employee buy-out and retirements, our membership level has dropped significantly. We currently need division and field representatives for several divisions, members to serve on various subcommittees, and a new Vice Chairperson and Membership Director.

A *division representative* is a voting member who is selected through her/his division. They serve for a 2-year period and are required, annually, to complete a Letter of Commitment (Appendix 1-2 of FAA Order NM 1110.7A). The division representative agrees to perform, as a collateral duty not to exceed 10 percent of her/his total duty time, the responsibilities of the position. A *field facility representative* is an active voting member who represents field facilities and agrees to perform, as a collateral duty not to exceed 5 percent of her/his total duty time, the responsibilities of the position. She/he will serve a 2-year term under the same conditions as the division representative. Field facility representatives are also required, annually, to submit a Letter of Commitment. If you are interested in becoming a division or field facility representative or need for information, please contact Connie Coleman-Lacadie, FWP Chairperson, at (206) 227-2010.

The Federal Women's Program is also divided into several special emphasis subcommittees that are in need of additional members. The *Self-Development, Mentoring, Recognition, and Sexual Harrassment* Subcommittees are in particular need of more help from members. If you have time and talents to lend to any of these subcommittees, please call Connie Coleman-Lacadie at (206) 227-2010.

In addition to being comprised of several different categories of representatives, the FWP is also has four elected officers: Chairperson, Vice Chairperson, Secretary/Recorder, and Membership Director. Nominations are now being accepted for both the *Vice Chairperson* and *Membership Director* positions for the next 2-year term. Elections will take place and selection will be announced during the August meeting. If you are interested in being nominated for either of these positions, please contact Connie Coleman-Lacadie at (206) 227-2010 or Diane Bredehoft, FWP Manager, at (206) 227-2095.

For More Information, Contact Lori Butler, Publicity Subcommittee Chair at (206) 227-2115

Health Care Reform

A Look at the President's Plan for Change

Headquarters Intercom

As FAA employees we can tap into a good system of health care to protect ourselves and our families, so why should we support health care reform?

Experts agree that America already has the world's finest health care, doctors, nurses, and hospitals. But today, many also say, that everything that's wrong with our health care system threatens everything that's right. Millions fear they'll lose their coverage; costs are spiraling out of control; the system forces doctors and nurses to spend too much time filling out forms, leaving less time for their patients; and Americans are slowly losing the right to choose our own doctors.

The President's vision for reform proposes to build on the current system of private insurance with two critical changes: first, its guarantee of comprehensive health benefits that can never be taken away; and second, greater consumer power for people and small businesses to choose quality health insurance at lower cost.

If you're employed, you'll choose your health plan and your employer will make a contribution to help pay. If you're unemployed or self-employed, you'll sign up by mail or telephone. Every American citizen and legal resident will receive a health security card that will protect you from ever losing your coverage. Benefits will be as comprehensive as those most Fortune 500 companies offer: doctor and hospital care, prescription drugs, and preventive care, including prenatal care, immunizations, and disease screening for adults. There will be no lifetime limits on benefits.

Every American will have a choice of health plans, and plans will enroll everyone who applies, regardless of age, occupation, or medical history. Medicare, with new coverage of prescription drugs, will be preserved, and options for home and community-based long-term care will be expanded.

And it will be easy to get care. Once you've picked a plan, if you need to go to the doctor for a check-up or if you get sick, you'll simply take your card and show it at the doctor's office. Afterwards, you'll fill out one standard form, and you're done.

Although the vast majority of funding for the plan will come from building on our current system and asking all employers and employees to take responsibility for paying for health coverage, some additional money will be needed. To close the gap, the Health Security Act includes a cigarette tax and corporate assessment, and savings from slowing the growth of the cost of federal health care programs.

Costs to you each month are estimated at \$73 for a two-parent family with children; \$64 for a single-parent family with children; \$64 for a married couple with no children; and \$32 for a single person.

For more details on health care reform, call the Government Printing Office on (202) 783-3238 and order:

- Health Security: The President's Report To America (136 pages), stock number 040-000-006-338, \$5.
- Health Security: The President's Health Care Plan (pamphlet), stock number 040-000-006-311, \$1.

Happy Anniversary

Administrator's Hotline Approaches 10 Years of Operation

Headquarters Intercom

"Helping employees deal with concerns and complaints in a timely and efficient manner is as important today as it was when we started it 10 years ago," said FAA Administrator David Hinson of the Administrator's Hotline.

Since August 3, 1984, when the late Joe Stevens and a small group of volunteers initiated the service, the hotline staff has handled over 10,000 calls—ranging from questions on pay and leave errors to the availability of drinking cups for bottled water at a terminal radar approach control facility.

FAAers Mary Couch and Valerie Veney, the two full-time staffers assigned to the hotline, can usually provide a response within 14 calendar days. "We can also handle matters of extreme urgency more quickly," said Veney, "and we maintain confidentiality when the employee requests it."

Employees can use the hotline to discuss pay, travel, training, or administrative issues that they are unable to get resolved through other avenues. The hotline staff cannot, however, intervene if an employee has filed a grievance, discrimination complaint, or any other type of formal complaint.

The hotline staff is available to employees Monday through Friday, from 8 a.m. until 4 p.m. E.S.T. The office is located in the FAA Headquarters building, room 1004A, and walk-ins are welcomed during business hours. Written correspondence can be sent to FAA Administrator's Hotline, AOA-20, 800 Independence Avenue, SW, Washington, DC, 20591.



The hotline operates 24 hours a day, 7 days a week. After regular working hours, simply leave your name and telephone number on the hotline's VMX answering system, and one of the staff will get back to you the next business day.

RECORDS MAINTAINED BY
THE ADMINISTRATOR'S
HOTLINE ARE COVERED BY
THE PRIVACY ACT.

from Goal page 6

lose any sleep when he treats himself to pizza once a month. He just keeps in mind that his pre-contest phase is always just around the corner, and that means for three and a half months he drops from his 2800 calories a day gradually to as low as 1200 a day and as close to 0.00 fat grams as possible. He spends thirty minutes, five nights a week on a stairmaster or stationary bike to burn off the fat he acquired in the off-season. Gary said, "The hardest part of contest preparation is staying focused and maintaining my diet. It's real easy at three months out to say, oh it's OK if I go out with my friends and have dinner or a little popcorn at the movie. But that's what makes the difference between those second place trophies and first place one's."

I asked Gary what was next for him now that he has the title of Mr. Tri-Cities? He said he's been in touch with the local branch of the "DARE" organization and will be doing some work with them, teaching the youth in the community the importance of staying clear of steroids and other performance enhancing drugs. He told me he is currently talking to people in the area about weight reduction, physical fitness, and improving one's overall health. He said he would

like the opportunity to meet with Pat Hawley, the fitness center director at the region and see if he might be able to speak over there or just compare a few notes. Congratulations Gary!



A reminder to mark your calendars! The annual Fall Luncheon is planned for October 19 at the Burien Elks. Watch for more details in the September *Intercom*.

In Memoriam

Joe Simonet

9/10/43 - 6/25/94

Joe was working as an electronic engineer in AAL-461 in the FAA Alaska Regional office when he died after a long battle with cancer. Joe started his FAA career around 1970 as an electronic technician at Colorado Springs. He then worked at Laramie, Grand Junction, Missoula, and then eight years in the Seattle Regional Office (ANM-461), before moving on to Alaska in 1990.

Joe is survived by his wife Ellyn, his sons and daughters-in-law, Matthew and Heide of Seattle; Louis and Stacey, and grandson C.J., of Eagle River, Alaska. His many friends in the Alaska, Northwest Mountain Region, and in FAA in general will miss him and his wonderful stories and dry sense of humor. Bill Newman, ALL-460, said it best: "I don't know of anyone who met Joe that didn't like him."

NORTHWEST MOUNTAIN

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