



Special Edition

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U.S. Department
of Transportation

**Federal Aviation
Administration**

Office of Public Affairs
Alaskan Region
701 C Street, Box 14
Anchorage, Alaska 99513
(907) 271-5296

August 17, 1984

84-18



Cover Story

The cover signifies the changes women have undergone since the ratification of the Nineteenth Amendment guaranteeing women the right to vote. In 1920 women carried pickets to protest their exclusion from the election process. Today, women carry briefcases signifying their inclusion in today's work force. Much progress has been made since 1920; however, acceptance of women outside the "family circle" has been an uphill climb. Passage of the 1964 Civil Rights Act prohibiting discrimination in employment on the basis of sex further guaranteed women's rights.

Great strides continue to be made today. Women are now recognized and judged on their ability to do the job and not automatically excluded because of their sex. A recent Census Bureau study states there are 34.6 million working women and 47.3 million working men. Women, obviously, make up a significant portion of the total work force and with current economic conditions, they will continue to increase in numbers. Thus, their demand for "equal pay for equal work" will continue to be heard as women move from the traditional "women-held" positions to those traditionally held by men. Yes, women have come a long way from their previous limited role in the "American Dream," but there is still further progress to be made.

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If you have questions, suggestions, or complaints, please call the Editor at 271-5293.

NOTE: Cover illustrated and designed by Ruben Jackson, Cartographer, Anchorage Air Route Traffic Control Center.

August 26, 1984

64th Anniversary

of Women's Right

to Vote!




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

Memorandum

Subject: ACTION: Women's Equality Day, August 26, 1984

Date: July 30, 1984


From: Franklin L. Cunningham,
Director, AAL-1

Reply to
Attn. of:

To: ALL EMPLOYEES

August 26, 1984, marks the 64th anniversary of the ratification of the Nineteenth Amendment to the United States Constitution which guarantees women the right to vote. In recent years, this date has become known as "Women's Equality Day."

Passage in 1920 of this historic legislation affecting millions of women was a significant achievement brought about only through the dedication and perseverance of women who struggled for this very basic right. It is important that we take this opportunity to reflect on the many accomplishments of women throughout time and to consider the valuable contributions they currently make to our agency's mission. It is fitting that we all make a personal commitment to support women's rights. For only through a personal commitment can true "equality" be achieved.

I have specifically challenged supervisors and managers in our goal setting process to help this region achieve full representation of women at all levels of management, thus furthering "equality in the workforce." DOT Secretary, Elizabeth Hanford Dole, has pledged her support to improving the status of women in the Department. Her creation of a nine-point program to increase opportunities for women has already opened the door for many to realize their career potential.

Our local Federal Women's Program Committee has once again organized an excellent program to recognize this historical date. Much thought and planning has gone into providing employees a program of interest to everyone. I encourage all employees to participate in the planned activities.

In summary, the adage "together we can do anything," is more than mere words. The struggle of women to achieve equality is real. The efforts of suffragettes like Susan B. Anthony and Alice Paul, who united women to achieve a common goal--the right to vote, proved that together they could achieve what was once thought as unachievable. In this same vein, we should all do what we can to ensure full equality exists in the FAA's Alaskan Region.

#

Federal Women's Program Committee (FWPC)

1979 - 1984

During the last few years, FWPC has experienced tremendous growth in its membership and in its schedule of program activities. Members of the FWPC have focused their efforts toward expanding their activities where all employees may benefit. This has been accomplished without losing sight of the reasons for the existence of the Federal Women's Program as a special emphasis program. We believe that the committee has achieved a balance in the program activities it coordinates and sponsors today.

The FWPC's Bylaws state the committee's purpose is "to increase awareness of job opportunities for women in the Government service; to increase awareness of training, upward mobility, and avenues of self-development to aid women in achieving their potential; to promote a better understanding and usage of the merit system in Government; to minimize sex discrimination in employment in the FAA through education of all employees to recognize its existence and to be aware of appropriate avenues for eliminating it; and to cooperate with and assist other organizations and individuals concerned with equal employment opportunity."

In this Special INTERCOM we are taking the opportunity to acquaint you with some of the highlights of the growth of the Committee's activities over the years. To our regret, because of limited space, we are unable to list all accomplishments, but we hope that the following will help you better understand the program and its goals.

COMMITTEE GAINS MOMENTUM...

- 1979 - Move to new Federal Office Building results in reorganization of committee structure and increase membership.
 - Bylaws developed establishing purpose of committee and direction of programs sponsored.
 - Newsletter subcommittee reorganized. Today, committee regularly publishes program information in INTERCOM.
 - First Women's Equality Day activities organized using agency resources.
 - "Brown-Bag Program" begins. Sessions center on career choices within division/staff offices. In 1980 the brown-bags expanded to include other topics of interest to employees.
- 1980 - Agency experiences severe shortage in training funds. Committee requests and receives authorization for employees who wish to attend annual FEA FWP Managers (FWPM) Spring Seminar to pay own tuition and be allowed duty-time to attend.

-continued-

COMMITTEE DEVELOPS NEW FWP BROCHURE...

- 1981 - One-page brochure developed that speaks to purpose, employee involvement and activities sponsored. Brochure goes far towards explaining program to new and current employees.
- First year committee becomes involved in selection of employees who attend annual FEA FWP Spring Seminar.
- Committee, with assistance from the Personnel Management Division, forms a "Career Counseling Advisory Subcommittee."
- Three 1-1/2 hour seminars on how to protect oneself against rape organized by the committee. Seminars open to all federal office building employees. Exceptionally well attended by men and women.

FUNDS FOR WOMEN'S EQUALITY DAY PROGRAM...

- 1982 - Training funds allocated for use in supporting Women's Equality Day program. Committee organized full week of activities. Full scale program with posters, flyers, activity programs, name tags, etc. was developed. Many "Kudos" received.
- Committee and Employee Assistance Program joined together to sponsor brown-bags covering employee welfare topics.
- Arrangements are made to allow employees not selected for annual FEA FWPM Spring Seminar due to limited training funds to pay own tuition and receive duty time. A total of forty-seven employees attended.

FORMAL TRAINING COORDINATED...

- 1983 - Major project for committee was the arrangement for two formal half-day training sessions. Eighty nominations received for the 40 available slots. Course evaluations showed training was a huge success.
- Merry Creamer, Committee Chairperson, selected runner-up for FWP Managers EEO Award.
- Committee extended publicity efforts for Women's Equality Day program activities to include a special INTERCOM. Recognition of its equality day program (theme of program was "ESP: Equality, Success, Power") was received from the Office of Civil Rights. For their efforts, several committee members received letters of commendation from the Regional Director.
- Bylaws amended to denote that the Vice Chairperson would automatically succeed as Chairperson the next year. This allows program continuity.

PROGRAM ACTIVITIES CONTINUE TO EXPAND...

- 1984 - Women's History Week highlighted. Full display entitled "Women in History Yesterday and Today" prepared.
- Seven members trained as facilitators for "Achieving Your Potential" video tape training series.
 - Helen Wall, Air Traffic Division, nominated as agency nominee for the annual FEA FWPM award.
 - Formal activity organized to recognize "Professional Secretaries Day." All Anchorage area secretaries/clerk-typists receive personal invitations to coffee and cake held in their honor. Each received a carnation, compliments of division managers and the committee.
 - Resignation from agency of several members prompts recruitment drive. "Spring Potluck" held with members providing the potluck and inviting potential members. Occasion also allows former members to be recognized and presented framed certificates of appreciation.
 - Brown-bags continue to be mainstay of program activities. Scheduled showings of films added to the agenda of brown-bags.
 - Another full program of activities is scheduled for this year's Women's Equality Day. Activities listed on last page of INTERCOM.

SUMMARY

As you can see, the Federal Women's Program Committee has moved toward involving themselves in activities where all employees benefit. It is an ever expanding program that looks to you, the employees, for ideas and suggestions on program activities of interest. As we have expanded through the years, we have moved toward establishing activities on a permanent basis. With Secretary Dole's nine point program to increase opportunities for women throughout the Department, the committee is challenged to do what it can to assist women in seeking career and educational opportunities.



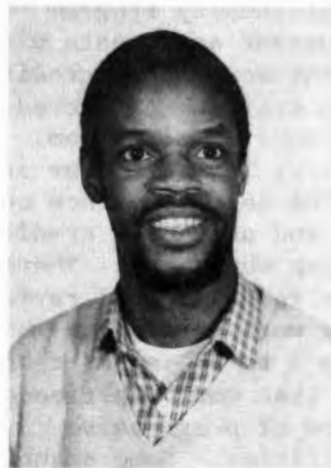
FWP Committee Members



Front row, L to R.: Melissa Berry, AAL-450; Ernie Fleece, AAL-16; Ivy Moore, AAL-5; Pat Strickland, AAL-700; Kathryn Vallish, ZAN AT. Second row, L.to R.: Dottye Muhs, AAL-62; Sandra Ward, AAL-16; Michele Tait, AAL-14; Sandy Lopez, AAL-14; Mariann Halstead, AAL-10; Sandra Frederick, AAL-50; John McCumiskey, AAL-61. Last row, L to R.: Jane S. May, AAL-17; Dolores Coates, ANC FSS; Barbara Lapsley, AAL-500; Rosetta Francis Robinson, AAL-9; Marie Johnson, AAL-55A; Jane Ryan, AAL-421; Sis Williams, AAL-58B; Gloria Rogers, AAL-55A. Not pictured: Jene Fuller, AAL-9; Anne Jennings, ZAN AF; Edgar Fields, ZAN AF; Peggy Smith, AAL-420 and Gloria Moody, AAL-5 (who took the picture).

Special Thanks To...

The members of the committee wish to take this opportunity to express their sincere appreciation to Frank Cunningham and his management team for their support of the committee's program activities. To the supervisors who have allowed employees to attend in spite of heavy workloads and staffing cutbacks, a special thanks for balancing the needs of the agency with the needs of the employees. Last but not least, to all employees who have participated and supported the committee's activities, and thus made them a success, a big "THANK YOU!"



To Rose Mower, the committee extends an enthusiastic THANK YOU for all her help in its activities. Rose has consistently produced superb material; e.g., posters, flyers, certificates, displays, etc., for many committee programs. Her creative talents ensure that all material is always done with an added professional touch. To Ruben Jackson, who illustrated this year's design of our program theme, "Freedom with Perseverance," our sincere thanks for taking a "hazy" idea and creating an exceptional illustration.

8

Educational Opportunities

The agency encourages all employees to take advantage of after-hours educational opportunities. Whether your desire is to obtain a degree, upgrade your skills, or expand your knowledge base, the benefits of higher education are unlimited. In the Anchorage area, the University of Alaska (UAA), Anchorage Community College (ACC), and Alaska Pacific University (APU) offer a full range of educational courses. For job-related courses, employees can, funds permitting, be reimbursed for tuition and associated fees, under the agency's After-Hours Tuition Reimbursement Program. Order 3155.1A further explains this program. Numerous employees have benefited from this program.

Under the Federal Aviation After-Hours College Opportunity Program (FAACOP), FAA has current agreements with ACC and UAA to grant equivalent credit for formal FAA training of 1 credit hour for every 15 hours of classroom. Additionally, 1 credit hour is granted for each FAA correspondence course completed and another 1 credit hour for accompanying workshops. There are also provisions for a special review of an employee's work experience which may be worth from 1 to 20 semester hours of credit if that work experience contains indications of progressive responsibilities. Some agency employees have received up to 29 college credits for their completed training courses. For additional information on this program, employees may refer to the publication, "Earn College Credits On the Job," available at your facility/office, or obtain a copy of the Special FAACOP INTERCOM from the Training Branch, AAL-17, 271-5372.

From APU a Portfolio Development Course is offered that focuses on teaching students how to develop a portfolio documenting prior learning experiences gained through employment, community

service, travel, independent study, military training, etc. The portfolio is then submitted for evaluation to determine college equivalency experiences; thus, receiving college credits. For more information on this course, call APU, 561-1266 extension 208.

For a more informal approach to learning, AAL-9, Civil Rights, has the following books available for check-out:

Effective Business & Technical Presentations by George L. Morrisy about managing your presentations by objectives and results.

Projects: YOU by Claudine Paris and Bill Casey - a manual of rational assertiveness training.

Marketing Yourself by Sylvia Porter - the step-by step manual for getting the job you want and a catalyst guide to successful resumes and interviews.

Games People Play by Eric Berne - the basic handbook of transactional analysis.

Born to Win by James & Jongeward - transactional analysis with Gestalt Experiments.

Paths to Power by Natasha Jasefowitx - a woman's guide from first job to top executive.

Standard Handbook for Secretaries by Lois Hutchinson - guide on secretarial techniques.

The Technique of Clear Writing by Robert Gunning.



FEDERAL WOMEN'S PROGRAM

Recap of Significant Events Affecting Women's Rights 1848-1984

The concerted struggle for women's rights began 136 years ago. Nearly 100 years passed from its beginning to the passage of the Nineteenth Amendment - progress was indeed slow! A brief recap of the milestones of women's rights is provided below:

1848 to 1917

1848 - The first convention on women's rights is held in Seneca Falls, NY.

1849 - Elizabeth Blackwell is the first woman to be graduated from an American medical school.

1850 - National Women's Rights Convention is held in Worcester, Mass.

1866 - The U.S. Senate first debates the issue of suffrage for women.

1867 - The cigarmakers union is the first national union to admit women.

1870 - The Territory of Wyoming holds the first elections in which women are specifically allowed to vote.

1871 to 1872 - 152 women try unsuccessfully to vote in 10 states and the District of Columbia.

1876 - The National Women's Suffrage Association meets in Philadelphia.

1907 - Twenty states have laws limiting working hours for women in some industries.

1917 - The first woman member of Congress, Jeanette Rankin of Montana, takes her seat in the House of Representatives.

1920 to 1984

1920 - The 19th Amendment giving women the right to vote becomes law.

1924 - The first woman governor is Nelle Tayloe Ross of Wyoming, who succeeds her late husband.

1961 - President John F. Kennedy establishes the President's Commission on the Status of Women.

1964 - The Civil Rights Act prohibits discrimination in employment on the basis of sex.

1966 - Betty Friedan and others found the National Organization for Women.

1972 - Congress approves the Equal Rights Amendment for submission to the states.

1974 - Ella T. Grasso is elected Governor of Connecticut; she is the first woman Governor who did not succeed her husband.

1981 - Sandra Day O'Connor becomes the first woman on the Supreme Court.

1984 - The Supreme Court rules that anti-discrimination provisions of The Civil Rights Act apply to partnerships.

1984 - First woman nominated to run as a vice-presidential candidate by a major political party.

SCHEDULE OF EVENTS
WOMEN'S EQUALITY DAY
ACTIVITIES
AUGUST 27 & 29, 1984

Monday, August 27, 1984

Location

9:00 a.m. Opening Ceremony (refreshments served)	FOB Atrium
10:00 a.m. Film - "Women Get the Vote" - 27 minutes (popcorn served)	C-117, 1st Floor
10:45 a.m. Film - "Why Not a Woman" - 26 minutes (popcorn served)	C-117, 1st Floor
Lunch Break	
1:00 p.m. Film - Same as first film shown in the morning (popcorn served)	C-117, 1st Floor
1:45 p.m. Film - Same as second film shown in the morning (popcorn served)	C-117, 1st Floor

Wednesday, August 29, 1984

10:00 a.m. - 11:00 a.m. "Managing Yourself In a Changing (refreshments served) Organization"	C-117, 1st Floor
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Lynne Curry-Stewart, founder and owner of The Growth Company, will conduct this one hour seminar. Lynn has more than 13 years of experience in the training field and has conducted formal training courses for FAA.



12:00 noon - 1:00 p.m. "Sweaty Palms--How to Survive an (refreshments served) Interview"	C-117, 1st Floor
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Lisa O'Brien, Alaska Training and Consulting, will conduct this one hour seminar. Lisa has more than seven years of training experience and is considered an extremely effective trainer in communications. Lisa has previously conducted training courses for FAA.



COME JOIN US!!

NOTE: Supervisory approval is required to attend activities.



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August 24, 1984

84-19

"Chiefs" Have Reunion At ARTCC



Pearson

Nelson

Thomas

Simpson

Shields

Stanley

Cover Story

Recently five former "chiefs" of the Air Route Traffic Control Center received a tour and briefing of the Center's operations from the present manager, Jim Pearson (far left in cover photograph). Darrell Nelson, Charles Thomas, David Simpson, Edward Shields and Herbert Stanley have all since retired from FAA.

Pearson took over as ARTCC manager in October 1981. He joined the FAA in 1967 as a developmental controller at Los Angeles ARTCC. While in Washington, D.C. from 1978 to 1980 he helped develop national air traffic control policy. He and his wife, Shirley and two children came to Alaska in 1980 when Pearson was appointed deputy chief of the Anchorage Center.

Nelson served as "chief" at ARTCC from 1971 to 1972. He said the job he enjoyed the most was being an air traffic controller. The longest time he spent at any job was four years as area manager in Fairbanks. He enjoys the golfing and fishing in Alaska where he and his wife, Mary, still reside. His wife enjoys fishing too. She should - it seems she always outfishes him. He said it, not her.

Thomas was "chief" at ARTCC from 1958 to 1963. Every job he had with FAA was in Anchorage, starting at Anchorage FSS in 1947. Since 1982 Thomas has lived in Boulder, Colorado, where he enjoys skiing and golfing. He has come to Alaska the last two summers to keep up his property at Big Lake, but then returns to Boulder in August.

Simpson served as "chief" from 1963 to 1966. In fact, he was "chief" of every facility in Anchorage except the flight service station. The only job he held outside of Anchorage was at King Salmon from 1948 to 1950. He and his wife, Marge, still reside in Anchorage. He has a few real estate development projects for himself, but other than that he is fully retired.

Shields was "chief" from 1966 to 1971. He and his wife, Betty, were a man/wife team when they first came to work for FAA in 1945. They were a "communicator team" during the war - they did then what flight service stations do today. He said during the years he worked for FAA there was never one day he did not look forward to going to work. He and his wife still live in Anchorage, although they spend much of their time traveling.

Stanley served as "chief" from 1952 to 1956. He spent five years at Cairo International in Egypt working on a joint program between FAA and the Agency for International Development (AID). Stanley and the group he went over with installed navigational aids and a radar system for the Egyptians. He and his wife, Maxine, moved to Mesa, Arizona, in 1973.

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Think-Tank Gives Recommendations

Administrator Donald D. Engen has received the recommendations of a three-day "think-tank" which was convened to study possible solutions to the problem of airport and airway delays. The group was composed of experts from the air transportation industry, including FAA working controllers, facility /regional /headquarters managers, air carrier representatives, general and business aviation, and the Department of Defense.

The "think-tank" participants concluded that the air traffic control system is running "at the highest level of safety," but agreed that congestion was causing "excessive delays, schedule interruptions, as well as other operational impediments causing travellers inconvenience and major economic penalties."

They cited scheduling practices, controller staffing, equipment availability, weather, runway space, and deregulated airline operations as prime factors in the delay problem.

The group called for cooperation between FAA and air carriers to avoid overscheduling at peak hours. They will reconvene in several weeks to obtain feedback and refine group proposals.

Washington Report

Rebuilding Team Gets Extensions

Citing "the demands increased air traffic is placing upon our workforce," Administrator Donald D. Engen has extended the "exigency of the public business" for another year to give FAA employees involved in the Air Traffic Control (ATC) rebuilding program additional time to use restored leave.

In a related action, the Administrator also extended for one year the provision of the ATC Revitalization Act that grants supervisors 10 percent premium pay for providing on-the-job training. The new termination date is December 31, 1985.

As a result of the Administrator's action, the "exigency" now extends through the 1985 leave year, or until January 5, 1986. That means controllers and others who had leave restored under these special circumstances now will have until December 31, 1988, to use it.

Washington Report

Automation Will Be Helpful to Pilots

Where cockpit automation is concerned, Administrator Donald D. Engen believes the space program could very well be the model for aviation.

Speaking to an Air Line Pilots Association workshop in Washington, D.C., the Administrator noted, "Our space effort has been the epitome of automation and yet the astronauts have retained authority." Pointing out the wisdom of keeping the pilot in the information and control loop, he emphasized that "automation will provide a means for pilots to perform better."

Switching to the air traffic control modernization program currently underway, Engen said, "We are stressing automation. Still, we have chosen to continue to rely upon the human mind to control situations which have direct impact on the lives of people."

Washington Report



Vern Dannewitz (left), air traffic controller, at Anchorage Air Traffic Control Tower, was recently awarded a Letter of Commendation from Director Frank Cunningham for providing a Northwest flight with timely and accurate traffic advisories which made it possible for the pilot to avoid a potential accident. Presenting Vern his letter is Jerry Wylie, assistant air traffic manager.



The details that went into the arrival of the pizza being displayed and eaten by Bob Drewes of the Bethel Flight Service Station shall forever remain a secret, but the story will live on, and on, and on.

Last winter, while touring Alaska, Associate Administrator for Public Affairs, Ed Pinto, APA-1, discovered that a good "Brooklyn" pizza, a true-blue, real live, Italian New York pizza, was difficult to find in Bethel - at least according to Bob Drewes who came from Brooklyn. Bob has tried them all.

So the Italian fairy godfather of pizza, APA-1, had carried the real stuff with him on his recent flight to Alaska and behold, Bob got a real Italian, true-blue, Brooklyn style pizza, all the way from the East Coast of America.

Not bad, yum-yum.



David Campbell (left), ATCS/S, Anchorage FSS/IFSS, recently received a Letter of Commendation from Charlie Muhs, air traffic manager, for David's participation in the Blood Bank of Alaska. His donation on June 25, 1984, reached the two gallon donor plateau. Ed Bell, area supervisor, is on the right.



ATCS Leon Kiana, Dillingham FSS, received a Letter of Commendation for his superior performance in his completion of facility training at Dillingham. He also recently completed advanced EMT training in cardiac emergencies. He is one of the few EMTs in the State of Alaska certified to provide advanced emergency cardiac care. His certification has been sponsored by a local physician.



John McCumiskey (right), manager, Word Processing Branch, AAL-61, receives a Special Achievement Award from Dick Brindley, manager, Management Systems, AAL-60.



A farewell dinner was held for electronics technician Robert "Vern" Macey and his wife, Lola. They will be leaving the Nome Central Maintenance Facility and heading for ANM-451, Seattle.



Ted Shield (left), electronics technician, Fairbanks Central Maintenance Facility Unit #1, receives a Special Achievement Award for Sustained Superior Performance for the period of July 7, 1983 to July 6, 1984, from P.J. Williams, supervisory electronics technician.



Leon Chesler (right), frequency management supervisor, AAL-464, receives his 25-year service pin from Al Bruck, manager, Airway Facilities, AAL-400.

A Look at Alcoholism And Intervention

Employee Assistance Program

In a continuing series of articles focusing on Employee Assistance Program (EAP) services, the following is Part II of a two part article dealing with alcoholism. This article was prepared for us by Jay Youell, former Director of Human Affairs, Inc. (HAI), our EAP contractor. HAI provides agency employees the full range of assessment and referral counseling services on problems involving alcohol/drug abuse, psychological, marital, parent-child, etc. This service is at no cost to Anchorage area employees.

If you have any questions or concerns about this article or EAP services, you may want to discuss them with an EAP counselor from HAI. Simply call 562-0794 or visit their office at 3601 C Street, Suite 300, Anchorage. Ernie Fleece, Agency EAP coordinator, AAL-16, is also available to answer any questions. She can be reached at 271-5367.

PART II: INTERVENTION

In the July 6 issue of INTERCOM I talked with you about the identification of alcoholism. This identification is just the beginning to the subsequent goal of getting the individual into treatment. A very important step prior to the treatment of alcoholism is getting the individual to admit he/she has a problem. This process is known as intervention. Early intervention is a must. Earlier intervention means less destruction to the alcoholic's life and body. More important, it sets up a greater likelihood of recovery. Remember, there is no cure for alcoholism, only continued sobriety day after day after day.

In making an intervention work, the goal is to cut through the alcoholic's denial (I don't have a drinking problem - I can quit any time) and their continued use of excuses for their drinking (my wife/husband nags me; the kids are having trouble at school; work is a hassle; the sun came up today).

MAKING THE INTERVENTION HAPPEN

1. Meaningful persons in the alcoholic's life must present to the alcoholic the facts that cause them concern regarding the behavior caused by the drinking. These persons must be individuals who have real influence upon

the alcoholic. They may include family members, supervisors, clergymen and in some cases professionals such as physicians or counselors. An intervention should not be attempted alone; groups of two to three are more effective.

2. The facts presented should be specific and descriptive of events which have happened. For example:

a. When cleaning the house this week I threw out seven empty quart scotch bottles.

b. You missed five days of work this month due to overuse of alcohol.

c. The word around the office is not to send you clients after lunch. We feel you aren't in shape to handle them.

d. Your doctor's report indicates increasing liver dysfunction due to overuse of alcohol.

You should avoid making opinions and generalizing statements such as "I think you have been drinking too much," or "I think you ought to quit drinking entirely." All these statements do is make the denial and excuse-making harder to break through.

3. The voice tone of the intervention should not come across as judgmental. Concern along with the plain truth is what is needed. "I am worried about you and these are the reasons why."

4. The evidence or facts concerning behavior when drinking should be presented in some detail to the alcoholic. No argument is possible, no denial is made. "My God, I had no idea I said or did all those things."

5. The goal of the intervention, through the presentation of facts, is to have the alcoholic see his/her illness without the protection of denial or excuse-making.

At this point the available choices for treatment may be offered. The question needs to be asked of the alcoholic, "Which help will you use?" Allowing the alcoholic to be part of the decision making process helps the person retain some sense of dignity, which is so very important. Following through with the treatment of choice needs to happen immediately.

Making an intervention happen can be accomplished if the concerned parties are prepared to follow through with the above mentioned steps. We at your Employee Assistance Program will be happy to assist any employee or family member if they need help with their intervention. All it takes is dialing 562-0794 and the process can begin.



Personnel Hotline Has Latest Changes

Recognizing that everyone was interested in the many changes being proposed in the civil service personnel statutes and regulations, the Office of Personnel and Training, APT, established a personnel hotline service to help employees keep abreast of those changes. The service began in August 1983, and since then a total of over 34,000 calls has been received.

Recently APT conducted a survey of the regions and centers to determine the effectiveness of the hotline and to obtain feedback on whether or not the service should be retained. All the responses were generally favorable, and continuation of the effort was highly recommended. Responses to the survey also indicated that more publicity about the hotline was needed as many employees were unaware of the service.

This article is to inform all employees about the hotline service and to provide the hotline number to be called for the latest information on the status of proposed changes in the civil service personnel and retirement systems. The FTS number for field employees to call is dial 83 for FTS line, then 426-3934.

This "hotline" is only a "listening hotline," not a hotline to report your concerns or ideas as is the case with the Administrator's hotline that is now in operation.



Gary Petersen (left), ATCS/S, Anchorage FSS/IFSS, receives congratulations from his supervisor, Ed Bell, on Gary's Letter of Commendation for his outstanding performance in training another air traffic control specialist on the pilot weather briefing position.



Director Frank Cunningham (right) presents Robert T. Williams the Gold Nugget Award for all of his accomplishments while serving the government for 32 years, 26 of those with FAA and its predecessor, CAA. Although he retired 12 years ago, his accomplishments have not been forgotten.



Richard C. Strassel (left), receives a Letter of Commendation from Robert L. Moore, acting air traffic manager, Ketchikan FSS, for his invaluable assistance to Anchorage Center and an aircraft on a flight from King Salmon to Ketchikan.

Robert was instrumental in organizing and establishing the first regional employees' club - the Civilair Club - in 1947. He also sparked the organization of the first credit union in Alaska, the CAA-8 Federal Credit Union in 1948. Robert also led the long-drawn battle to bring competitive Civil Service to Alaska. His efforts were initially rewarded when the first group of agency positions (air traffic) were brought into the competitive service in 1949.



Dick Brindley, manager, Management Systems, AAL-60, presents an Outstanding Performance Award to Dotty Muhs, management analyst, AAL-62.

Lloyd Thunstrom (right), ATCS/S, Anchorage FSS/IFSS, was presented a Letter of Commendation for his outstanding performance in training another air traffic control specialist on the pilot weather briefing position from his supervisor, Ed Bell.



Audrey Roberts is working at the Dillingham FSS as a student volunteer. She will be enrolling in the Anchorage Community College Air Traffic Control program this fall. She was also this year's Miss Dillingham and participated in the Miss Alaska pageant.



Karl Elwood, area supervisor, Bethel FSS, presents a 3-year service pin to Specialist Cheryl Hanssen. Cheryl has been in Bethel since April 1984 and holds numerous pilot ratings including commercial, instrument, multi-engine and flight instructor ratings.



Al Bruck (left), manager, Airway Facilities, AAL-400, presents Frank Babiak, sector manager, ARTCC, with his 30-year service pin.

Around the Region

The ARTCC Employees' Club hosted a fund raising bake sale on July 13 to raise money for the Employees' Club which sponsors activities such as Christmas parties, picnics, flower delivery to ARTCC employees in the hospital, etc. Nearly twenty-five employees donated cookies, cakes, pies, donuts, and other goodies to the bake sale. Profit was over \$100. Diane Lehmann, ZAN AF secretary and a member of the ARTCC Employees' Club suggested the idea in the last employees' meeting and followed up with the coordination of arranging the bake sale. Employee participation made the bake sale a success.

The entire Alaskan Region wishes Jim Lockard, Operations Specialist, AAL-534, the best in his recovery from open heart surgery on August 2. At last report Jim was recovering very well.

MarkAir took delivery of a new Boeing 737 on July 17, 1984. It plans to receive two more in August, bringing its Boeing 737 fleet to seven.

Northway FSS participated in a medivac Monday, July 16, following a head-on collision near the Canadian border. One person was killed on impact and three others who were seriously injured were transported by ambulance to the Northway FSS to receive emergency treatment prior to sending them to Fairbanks on a C206 and a helicopter. A baby boy riding in a car seat was completely unharmed.

The Golden Days Air Classic Race and Airshow scheduled for Saturday, July 21, was postponed until Sunday, July 22, because of weather. The race portion was finally cancelled because the weather had not improved enough at Fairbanks. The airshow did get underway Sunday with fly-bys, aerobatics and concluding with a skydiving act.

Talkeetna residents held their annual Moose Dropping Festival on July 14 and 15, 1984. The festival is well known throughout the state and attracts many fly-in visitors. The Talkeetna FSS staff was supplemented by one air traffic control specialist from the Anchorage FSS/IFSS to assist in handling the visiting aircraft and the increased traffic. Does anyone out there know what happens at this "moose dropping" festival?

On Thursday, July 19, the Anchorage Center recorded a new record high activity count of 1,885 operations. The Anchorage Tower also recorded a day of over 700 instrument flight rule operations with 1,129 total airport operations. According to Bob Harik, manager, Air Traffic Division, AAL-500, there have been reported increases in air carrier, air taxi, general aviation and military operations.

Another record was broken at Merrill Tower. Ron Barnes, manager, Merrill Tower, said that July 1984 was the busiest month in the tower's history. During this time controllers handled 45,131 airport operations.

The Regional Directors' tour group made a scheduled stop at McGrath on July 24, 1984, on their recent visit to Alaska. Local Coordinator John McLaughlin and Lee Ashworth, Anchorage Central Maintenance Facility, conducted a tour of the McGrath community. According to a reliable source, the directors were very impressed with the lifestyle of a bush community and the consumer prices. One of the visitors remarked that it was the first time he had ever had to pay 65 cents for an apple. Welcome to the world of Alaska.

HAVE A NICE DAY!

Engen Speaks Out On Civil Rights

In order to make his position on civil rights perfectly clear, Administrator Donald D. Engen has issued the following statement:

"It is the policy of the Federal Aviation Administration to promote practices, policies, and procedures designed to foster equal employment opportunity and to enhance each person's rights and dignity as he or she participates in the work force and in programs administered by this agency. I will pursue this policy and I will hold each manager and supervisor individually responsible for recruiting minorities and women and taking those steps necessary to achieve their full representation in employment.

"I will hold each person accountable to provide prompt and appropriate action wherever there is a charge of discrimination on the basis of race, color, religion, creed, sex, national origin, age or physical or mental handicap by employees, applicants for employment or participants in contracts or grants administered by the FAA. I will encourage each level of management to take appropriate steps to resolve any charge of discrimination or the appearance of discrimination.

"My commitment to full representation and to nondiscrimination in all aspects of agency involvement is total and without reservation."

Washington Report

50th Anniversary Is Drawing Near

When no one was paying particular attention, the 48th anniversary of the federal government's role in air traffic control slipped by unnoticed. That is because 48th anniversaries are kind of ho-hum affairs.

But the 50th anniversary will be another story. The agency already is gearing up to observe this event on July 6, 1986 - exactly 50 years after the old Bureau of Air Commerce took over from the airlines the operation of the three airway control centers at Newark, Cleveland, and Chicago. These three facilities formed the nucleus of the present en route system.

Accordingly, FAA is looking for leads, ideas, photos, artifacts, and other material that can be used in various presentations to tell the air traffic/airway facilities story. The contacts are Robert Bartanowicz, AAT-730, (426-8941) and Tom Thompson, APM-130, (426-9350).

Washington Report

Doppler Radar Checks Wind Shear

FAA and the National Center for Atmospheric Research (NCAR) have begun an operational evaluation of Doppler radar's capability to detect and forecast wind shear at Denver-Stapleton Airport. This radar can "see" into clouds and detect microbursts, which are violent downward bursts of air that can cause hazardous low-altitude wind shear.

Administrator Donald D. Engen said NCAR meteorologists involved in the project will issue a daily microburst forecast and also keep FAA controllers up to date on potential and actual microburst activity within a five-mile radius of the airport. Controllers can then issue necessary advisories to pilots.

The evaluation, which is expected to run for 45 days, will help in the development of procedures for validating microburst forecasting techniques.

Washington Report



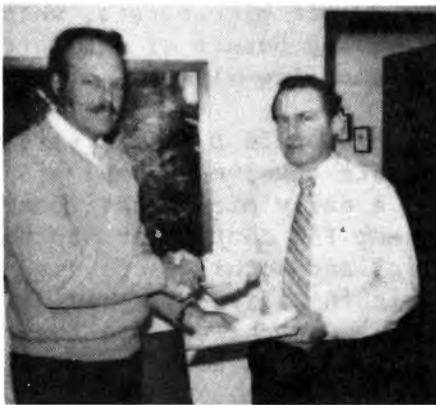
Tom O'Malia (left), regional duty officer, AAL-6, recently retired from FAA. Director Frank Cunningham presents Tom with his retirement certificate and best wishes for the future. All of FAA wishes you well, Tom.



James M. Pearson, air traffic manager, Anchorage ARTCC, presents Sue Walters, clerk typist, Anchorage ARTCC, with a Special Achievement Award for Sustained Superior Performance for the period of June 23, 1983 to June 24, 1984.



Program Manager Neil Martens (right), AAL-450, receives his 25-year service pin from Al Bruck, manager, Airway Facilities, AAL-400.



Andy Laux (right), area supervisor, Anchorage Air Traffic Control Tower, was recently awarded his 25-year service pin by Jerry Wylie, assistant air traffic manager.



Jeff Lakshas (right), ATCS/S, Anchorage FSS, recently received a Letter of Commendation from his supervisor, Robert Turner, for his dedication and willingness to accept responsibilities and additional work as acting area supervisor.



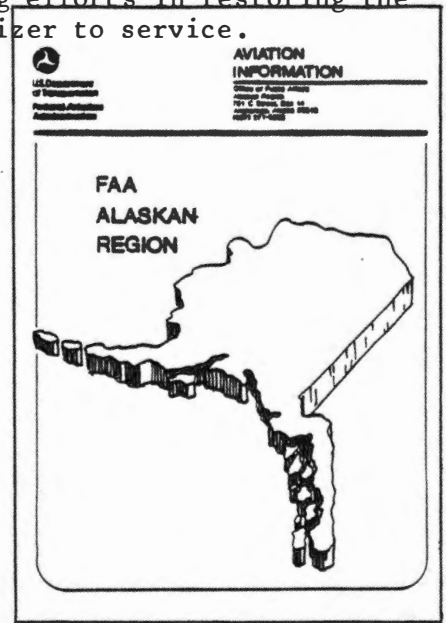
Supervisory electronics technician William E. [unclear] and his wife, Jane, also left [unclear] recently. Bill has been transferred to AAL-452 in the regional office. Bill is the man in the light suit with the big smile, and Jane is sitting to his right.



Nome Central Maintenance Facility Manager Dean Vance (left) presents electronics technician Roger O. Seetot a Letter of Commendation for his outstanding efforts in restoring the Nome localizer to service.



Henry Lynch (right), electronics technician, Murphree Dome, is presented his 30-year service pin and certificate by Bob McMolin, supervisory electronics technician, Fairbanks Central Maintenance Facility Radar Unit.



It's here - the fact sheet that will tell you all you ever wanted to know about the FAA Alaskan Region but never knew who to ask. Each employee will receive a copy of this fact sheet along with the August 24 issue of INTERCOM. Enjoy!

14 **FSSCOM Is Alive And Well Today**

The Flight Service Station Operations/Procedures Committee (FSSCOM) is alive and well. The next FSSCOM workshop is scheduled for October 15-19, 1984, in Anchorage. FSSCOM is your avenue to establish better working procedures. Can you think of a better way of doing something in which we are involved in our day-to-day operations? Make a suggestion to your FSSCOM member, who will present it to the national workshop in Washington, D.C., convening on December 4. When approved at the national level they go on to the Air Traffic Division for publication.

The FSSCOM is a powerful force in shaping the operations and procedures of the flight service option. Please don't neglect to take advantage of this opportunity. Your participation and/or questions are encouraged. Contact the FSSCOM member assigned to your facility or contact Gail McWethy, FSSCOM chairperson, Kenai Flight Service Station, Drawer B, Kenai, Alaska 99611, telephone 283-7214. For more information refer to FAA Order 1110.37C, February 16, 1978. The subject - Flight Service Station Operations/Procedures Committee (FSSCOM). FSSCOM members are:

Don Husek
452-7137

FAI
BRW
SCC
BTT
BIG

Mike O'Donnell
524-3611

MCG
FWL
DLG
AKN
ILI

Robert Drewes
543-2231

BET
OME
OTZ
CDB

Mike Bavers
263-6509

ANC
TKA
GKN
ORT
PAQ

Don Neros
966-2221

SIT
JNU
KTN

Gail McWethy
283-7214

ENA
HOM
CDV
YAK

"Good Samaritan"

Air Traffic Control Specialist Gary Ellingson, Juneau FSS, recently played the part of the "Good Samaritan" in a real life situation.

It seems that a 22 year old woman, a visiting German tourist, was attacked by a 31 year old man near the Mendenhall Camp Grounds in Juneau on July 24, 1984. The man reportedly said he was going to drag the woman into the bushes and kill her. When he heard a vehicle approach the scene, the man then fled into the bushes, but not before he had stabbed the woman in the hand with a knife. The driver of the vehicle was FAA's own Gary Ellingson. He stopped and drove the woman to Bartlett Memorial Hospital where she was treated and later released.

Contract Runs Out

The following information was provided by John Brown, UPS Data System Manager, Washington, D.C., AAA-430.

The contract between the United States Postal Service and its unions expired midnight, July 20. At this time there is no reason to believe that a mail disruption will occur during contract negotiations. The Department of Treasury advises that salary payments made by electronic funds transfer will not be affected by a postal strike. However, employees whose checks are mailed to their homes or other addresses may experience a delay in receiving their checks. The Office of Accounting will be working with the Office of the the Secretary to develop a contingency plan for picking checks up at the disbursing office and delivering them to region/center accounting offices in the event of a widespread postal strike.

Voyager Steals Show

It is not easy to steal the show at the Experimental Aircraft Association's Annual Fly-In Convention at Oshkosh, Wisconsin. Year in and year out, this event draws hundreds of the most interesting and exotic aircraft in the world.

But Dick Rutan and Jeana Yeager clearly became the fly-in's number one attraction when they arrived Sunday, July 29, for the first public showing of the sleek, futuristic "Voyager." According to an FAA observer on the spot, the two pilots were kept almost constantly busy by local and national television crews looking for a first-hand account of how they plan to take the Voyager on a non-stop flight around the world without refueling sometime next year.

The flight to Oshkosh from the Voyager's home base in Mojave, California, was made with an overnight stop in Salina, Kansas, to allow Rutan and Yeager to rest after experiencing severe turbulence over the Rockies. Rutan is reported to have said that the turbulence was so heavy that he was afraid to look at the wingtips and just kept staring straight ahead.

The fly-in itself was proving as popular as ever with more than 1,400 aircraft registered on the first weekend. FAAers were on hand to support the event and the agency's Deputy Director of Flight Operations, John Kern, summed up the general view by noting that "this is what aviation is really all about."

Washington Report

General Aviation Survey Is Underway

FAA's triennial general aviation pilot and aircraft survey now is underway at some 300 airports around the country.

The survey will update and expand data obtained from similar surveys taken at three-year intervals beginning in 1972. Pilots will be asked to provide general information about the length and purpose of their flights, use of FAA facilities, flight time, and fuel consumption. Traffic information also will be recorded at the airports.

The survey will be administered for FAA by two independent research organizations, Automated Sciences Group, Inc., of Silver Spring, Maryland, and Westat Corporation, Rockville, Maryland, to assure the confidentiality of the pilots who respond to the survey. The actual interviews and data collection will be done by cadets from the Civil Air Patrol.

The 300 or so airports in the survey will include a range of general aviation facilities, from those with control towers and paved and lighted runways to small, non-towered fields with dirt or grass strips. Each will be surveyed on a typical week day and a typical Saturday or Sunday over a three-month period, from July to September.

FAA expects to publish the survey results early next year. Data collected in past surveys has been used by the agency to evaluate the effectiveness of flight service station modernization programs, determine the noise impact of operations at typical non-towered airports, and evaluate pilot risk factors. State and local governments and private industry also are primary users of the data.

Washington Report



Administrator's Hotline Is Open

In order to provide "an unfiltered channel for ideas that can improve safety and agency operations," Administrator Donald D. Engen recently created an "Administrator's Hotline" that will give all FAAers access to the highest levels of management in the agency.

The Hotline Center is in the Headquarters building and is manned by members of Engen's staff from 8 a.m. to 5 p.m. (EST) during the work week. Calls after hours, on holidays and weekends will be answered by an answering machine. The hotline number is 472-2585.

If you prefer to write, the address is: The Administrator's Hotline, AOA-20, Federal Aviation Administration, 800 Independence Avenue, SW, Washington, D.C. 20591.

Your calls will be recorded and your ideas will be routed for a quick reply. In most cases, the response will come to you through your manager or supervisor.

While complaints and criticisms are welcome, the folks running the hotline also hope that employees will see this new means of communication as an effective tool for positive and constructive suggestions, and as a true form of participatory management.

Washington Report



SATO Provides One More Service

SATO (Scheduled Airlines Ticket Office) has a new service available to federal travelers. It has arranged with Northwest Airlines to provide travelers with a 24-hour reservation phone number to be used in an emergency for any changes in itineraries during SATO's non office hours. These changes will apply to all reservations arranged through SATO regardless of the originating carrier used on departure from Alaska.

The telephone number to call in Anchorage is 243-1121. SATO does request that if these changes can be made during office hours to contact SATO's office at 274-8609.

SATO's office hours for phone reservations are Monday through Friday, 7:30 a.m. to 4:30 p.m. Office hours for ticket pick up is 9:00 a.m. to 3:30 p.m.

If you do go through Northwest Airlines for your changes, give them the control number in the lower left hand corner of your ticket to help the reservation agent locate your reservation record. This number is five characters consisting of letters and numbers.

If you are unable to locate this number the agent will need to know the airline, flight number and date on which you will be departing from Anchorage in order to locate your record. You need to identify yourself as a federal traveler and that you have made your original reservations through the SATO office at the Anchorage Federal Building.

Just a reminder - SATO also arranges for hotel/motel reservations as well as rent-a-car accommodations. It also has a tour desk available to arrange for tours, cruises and all related travel services, including Amtrak travel.



Special Edition Intercom ²

U.S. Department
of Transportation

**Federal Aviation
Administration**

Office of Public Affairs
Alaskan Region
701 C Street, Box 14
Anchorage, Alaska 99513
(907) 271-5296

September 14, 1984

84-20



The following letter is just one of many favorable comments received by Director Frank Cunningham from members of the Administrator's Management Team who were in Alaska in July 1984:

Dear Frank,

This is to express my appreciation to you and all the people in your region who put together such a fantastic conference. Each and every individual I met or came in contact with was most helpful and gracious. Please pass on my thanks to those involved.

Sincerely,

Charles R. Foster, Director
Northwest Mountain Region

Engen Visits Alaskan Region

1)



2)



5)



3)



4)



Donald D. Engen, FAA Administrator, paid a visit to the Alaskan Region in July 1984. Shortly after his arrival in Anchorage he held a press conference at the Captain Cook Hotel to talk to and answer any questions the local media had about FAA in Alaska and FAA in general.

While in Anchorage Engen was given a tour of the Air Route Traffic Control Center. Personnel at the Center presented Engen with an official air traffic control cap at an all hands meeting while Engen recognized the air traffic and airway facilities personnel for their development and implementation of the Oceanic Computer System (OCS).

Engen also spoke to FAA employees at an all hands meeting held at the regional office. In his opening remarks he said, "I'm not going to change the FAA organization structure to a great extent because I believe in standardization - an organization doing things the same."

The reason for the all hands meeting was not only to let Engen talk but to give FAA personnel the chance to ask any questions. But before any questions were asked Engen pointed out that, "I'm still a new guy but I won't use that as a dodge (to answer questions)." And he was as good as his word.

- 1) Engen touring ARTCC
- 2) Engen at Regional office for all hands meeting
- 3) Engen chats with FSS personnel
- 4) Engen at Merrill Field
- 5) Engen at all hands meeting at ARTCC



Engen and his management team were not in Alaska just for the fun and sun but to attend the first directors' conference ever to be held in Alaska. The conference was held in Alaska on July 25, 26 and 27, 1984.

But before the actual conference got started the regional directors flew to the North Slope to tour the ARCO facilities and later to tour the FAA's facilities at McGrath.

The first order of business on Wednesday, July 25, was to get the Administrator's Management Team together with the Regional Director's Management Team to discuss issues affecting FAA today and in the future. In order to get away from the telephones and interruptions that come with staying in the regional office, the entire group headed off to Alyeska, about 35 miles south of Anchorage, to have breakfast and its first joint session of the conference.

While in the area the group took a side trip to Portage Glacier to share one of Alaska's wonders with the visitors.

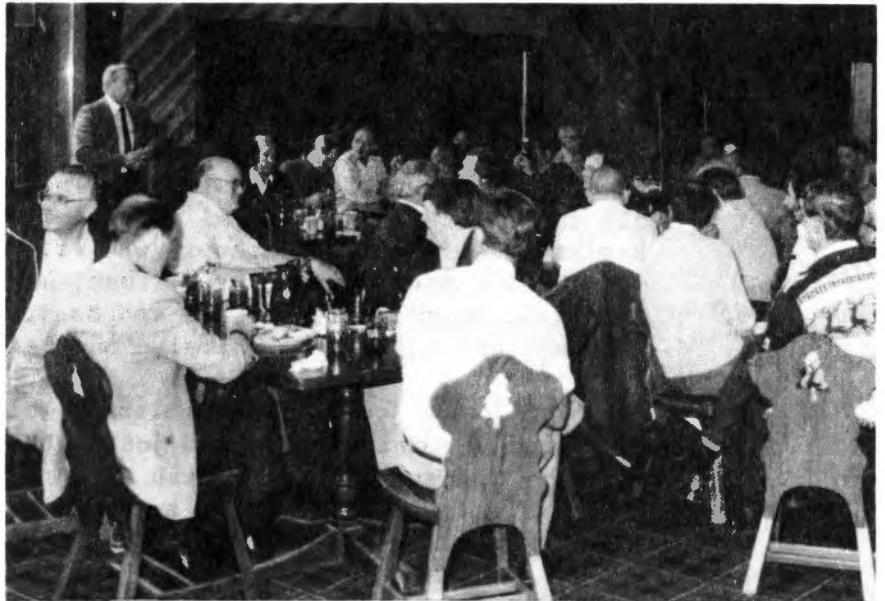
The Regional Directors' Conference continued on Thursday with meetings most of the day.

- 1) Joint session at Alyeska
- 2) Portage Glacier
- 3) Alyeska
- 4) Great Alaskan Cookout
- 5) Alyeska



**Administrator's
Management
Team
Visits
Alaska**

5



1)



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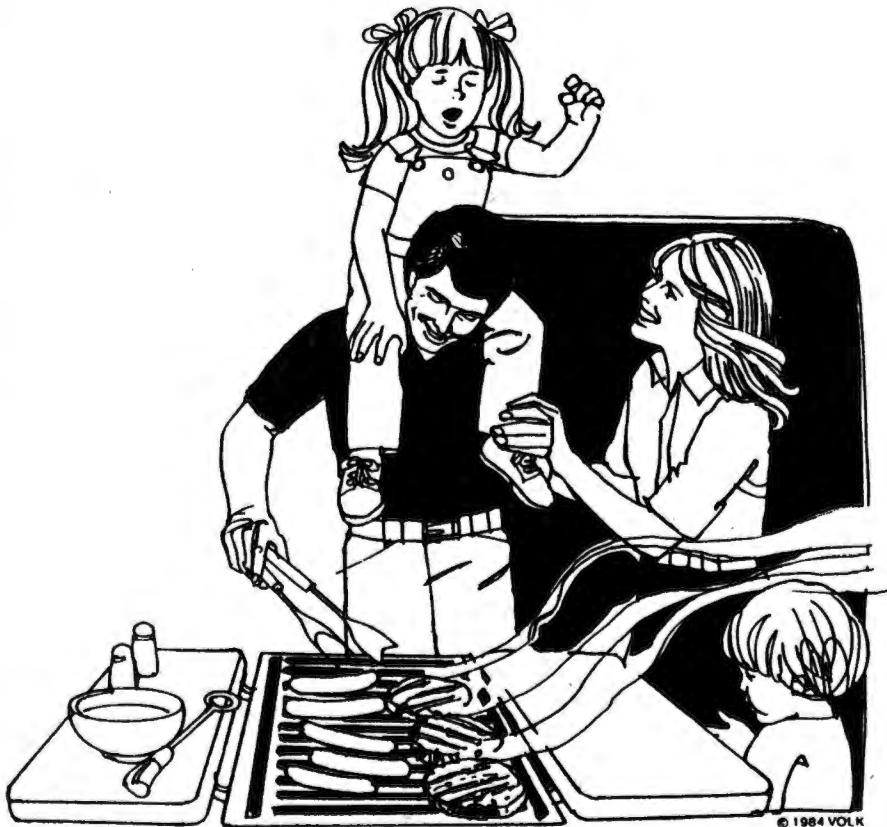
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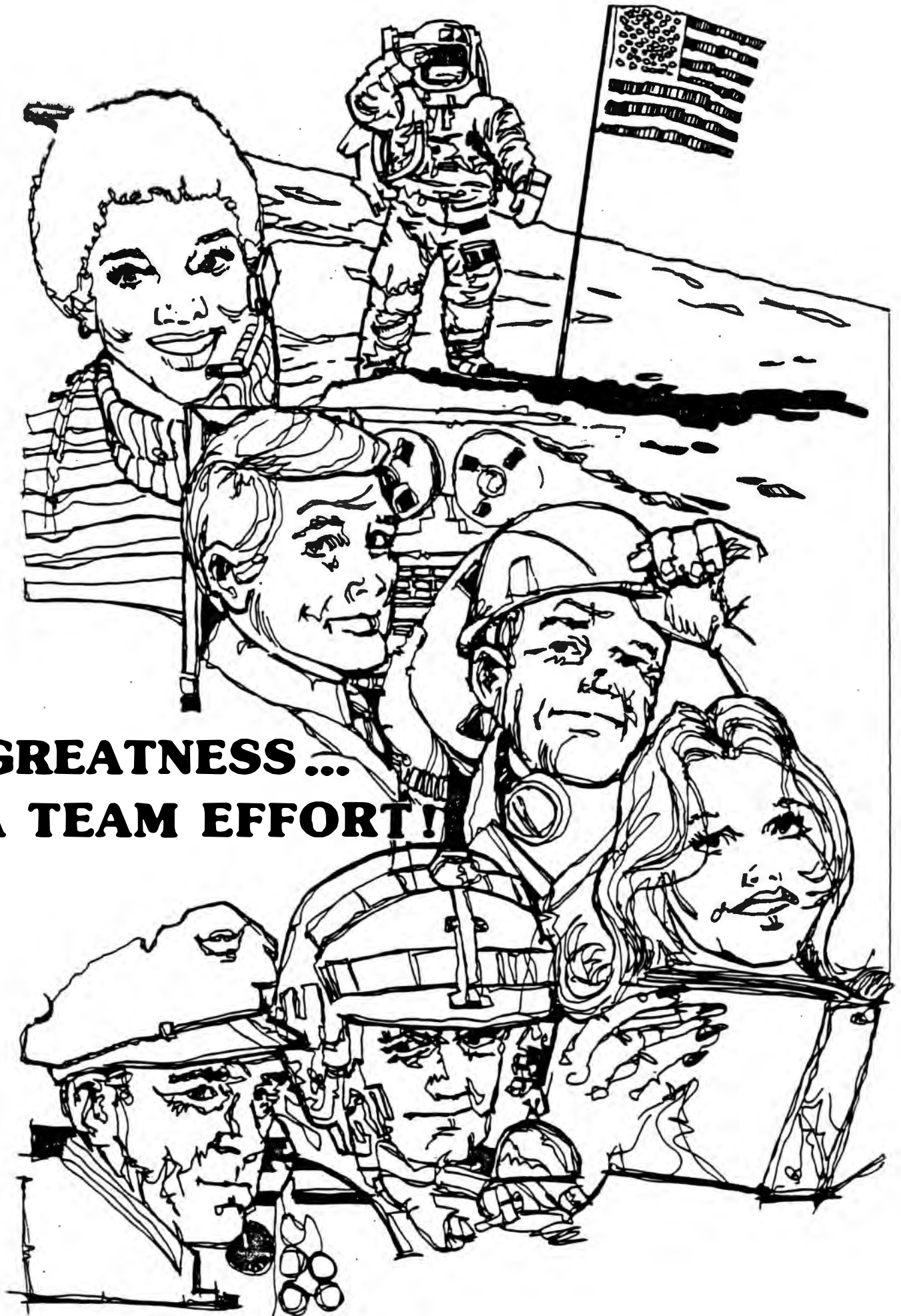
The Great Alaskan Cookout was held Thursday evening for all the visitors and the FAA personnel from the Alaskan Region. There were 350 people who attended the fish fry with beer batter deep-fried halibut, barbeque salmon, coleslaw, potato salad, beans and assorted bread for consumption. It was definitely "one FAA family."

Everyone had a good time socializing, playing volleyball, running races and just getting out and enjoying the sunshine and fresh air. Administrator Engen met many of the families of FAA personnel and took the time to talk to them and really get to know them.



***350 People Attend the
Great Alaskan Cookout***





**GREATNESS ..
A TEAM EFFORT!**



U.S. Department
of Transportation

**Federal Aviation
Administration**

intercom:

Office of Public Affairs
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11/2/84

Action: page 14

October 5, 1984

84-22

FAA'S C-123 TAKES LAST FLIGHT



Cover Story

The Federal Aviation Administration's C-123 cargo airplane which flew over Alaska for more than 26 years departed Anchorage International Airport on its last flight at 8:30 a.m. on Thursday, August 9. Its destination was the Alaska Transportation Museum in Palmer, Alaska.

The large aircraft landed on the highway in front of the Palmer fairgrounds about 9:00 a.m. The highway was blocked to traffic by the Alaska State Troopers during the landing.

After landing the aircraft was taxied to its parking area on the fairgrounds by Elvin Jackson, captain, Dewey Martin, second officer, and Tim Jackson, engineer. Each of these men has been with the C-123 for ten or more years.

Television crews from two Anchorage stations, KTVA (Ch. 11) and KTUU (Ch. 2), were on hand to interview Martin, the man on the far right of the cover photo.

The Fairchild C-123, numbered "N-98," was known as the "workhorse" by those who piloted and serviced it during the 26 years plus it provided service to "bush" Alaska. It was retired from service in 1983 by FAA because commercial airline service to rural Alaska is so reliable that it was no longer needed.

During its flying history, the C-123 regularly delivered personnel, groceries, and other cargo to FAA communications outposts throughout the state.

It was pressed into service in several Alaskan disasters and emergencies, including floods and the disastrous 1964 Alaska earthquake. On that occasion, the C-123 was flown virtually around the clock delivering food, equipment, medical supplies, and personnel to stricken Alaskan communities including Cordova, Valdez, Seward and Kodiak. The aircraft evacuated numerous sick and injured persons from towns and villages during the years it was in service.

The cargo aircraft rushed five huge generators to Cold Bay on Easter of 1982 after that community was blacked out in a power plant blaze. It also carried generators to McGrath in 1967, restoring power to that community.

It was used repeatedly to bring a fully-equipped clinic, including x-ray units, to remote communities so medical care and diagnosis could be carried out on the spot by FAA's flight surgeon, Dr. John Hepler, and his predecessor, Dr. Wendall Matthews.

N-98 took part in numerous air searches for missing or downed aircraft, including the extensive search in 1958 for the plane carrying Clarence Rhode, Alaskan Director of the U.S. Fish and Wildlife Service.

Is there any wonder that the C-123 was dubbed with the name "workhorse?"

intercom:

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

If you have questions, suggestions, or complaints, please call the Editor at 271-5293.

Medical Notes

by Mary Grindrod, R.N.
AAL-300

Termination dust has been seen on the mountains. Now is the time everyone needs to start making plans to keep their bodies healthy and in good working order for the winter months ahead. One very important aspect is emotional well being. The medical division would like to share with you some of the attributes of emotionally healthy people.

1. Self-interest: They generally enjoy life and work toward eliminating unnecessary pain. They respect the rights of others because doing so generally aids in their own pursuit of self-interest. They accept themselves as important.
2. Self-direction: They are able to work independently on most problems and are able to formulate personal goals.
3. Tolerance: They believe in the "right to be wrong" as applied to themselves or to others. They tend to avoid blaming other people.
4. Acceptance of uncertainty: They acknowledge that much of life operates on a "chance" basis and they are willing to deal with circumstances in terms of "probabilities" of results. Therefore, they can accept unforeseen mishaps and don't get extremely upset when things "don't go right." They are more likely to view an unknown situation as potentially exciting rather than as a terrible, anxiety producing catastrophe.
5. Flexibility: They are willing to adjust both intellectually (to new ideas and concepts) and behaviorally (to the practical application of daily routines).
6. Commitment: They generally find something in life that they choose to make personally important. They might focus upon at least one major creative interest.

7. Risk-taking: They are willing to be adventurous and to pursue their sense of curiosity. This does not imply being foolhardy. Taking risk allows them more opportunity to expand their ranges of experience, creativity, and human potential.

8. Self-acceptance: They generally like themselves.

If some of these attributes of emotional health are not familiar to you, now would be a good time to start working on some of them.

Hatch Act - Do's and Don'ts

The conventions are over, impassioned oratory fills the air, and the national, state and local campaigns are in full swing.

All of which prompts an election year reminder from the Office of Labor Relations that certain partisan political activities are governed by the Hatch Act.

Here is FAA's Labor Relations (ALR's) list of what federal employees may do: register and vote; assist in voter registration; express opinions; participate in non-partisan campaigns; attend fund-raising functions and contribute money; display political badges and attend political rallies; join a political club; and sign nominating petitions.

On the other hand, the Hatch Act says federal employees may not campaign for partisan candidates or political parties; register voters for one party only; make partisan speeches; be a partisan candidate; organize or manage rallies; be a political party officer; and participate in fund raising.



Area supervisor Bob Moore (left), Ketchikan Flight Service Station, presents Roger McDonald and Patrick Minsch Letters of Commendation for their emergency notification actions when Wien Flight 4 diverted to Ketchikan on August 3, 1984, with a heart attack victim. Roger also received a Special Achievement Award for his excellent performance during the past six months.



Gerry Dunn (right), manager, Dillingham FSS, and Charlie Muhs (right), manager, Anchorage FSS, receive certificates of recognition for the outstanding support and participation of these flight service stations in the General Aviation Accident Prevention Program for the Anchorage District Office. Tom Westall, manager, Flight Standards Division, AAL-200, presented the certificates.





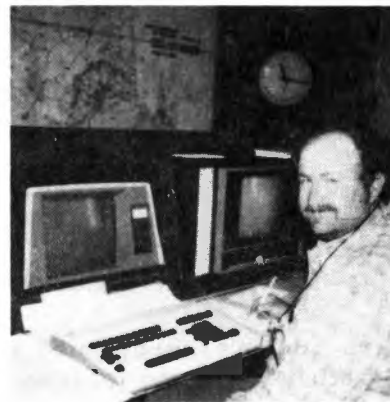
Frank Turesko, a temporary hire at Bettles Flight Service Station, receives a Letter of Appreciation from Howard Johnson (left), maintenance mechanic, and Roger Barr (right), air traffic manager, for the work he did at the Bettles FSS. The letter, in part, reads, "You have carried out all assignments given you, whether the most menial or the most demanding, in the same dedicated and professional manner, and all have been completed within given time limits and with a minimum of supervision or instruction."



Carl E. Fundeen, manager, King Salmon Sector, was recently presented with the U.S. Department of Transportation's prestigious "Award for Meritorious Achievement" by Elizabeth Hanford Dole, Secretary of Transportation. The award is in recognition of Carl's outstanding leadership and accomplishments in fulfilling the department's mission.



Air traffic control specialist George Mills (left), Juneau Flight Service Station, was presented his 15-year career service pin by acting air traffic manager Al Hester.



Wilbur Smith, air traffic control specialist at Anchorage Flight Service Station, copies the last flight plan for FAA N-98 on August 9, 1984. See cover story for more on the "famed C-123."



Gene Wehe (right), air traffic control specialist, Juneau Tower, receives a Special Achievement Award for the performance of his assigned duties from Bob Nelson, manager.

What Is A-76?

With so many positions going or being considered to go the A-76 way, the following article from the Aeronautical Center's INTERCOM will hopefully explain to you what A-76 really is.

A-76 is the number of the OMB Circular entitled, "Performance of Commercial Activities." It was originally developed in 1955 through a series of Bureau of the Budget bulletins. About a decade later, under the Office of Management and Budget, it was re-issued as OMB Circular A-76. Though there have been a number of revisions to the circular, the last one in 1983, the intent is still the same; the government should rely on private sources to supply the goods and services the government needs if it is economical to do so.

All sectors of the federal government have been mandated to examine functions and identify those that can be done commercially (by private industry).

All managers in government must examine functions within A-76 guidelines and list them in one of two categories: (1) can be done by commercial means, or (2) must remain within the operational purview of the government. The government satisfies requirements for commercial goods and services through contracts. Most contracts generate competition to obtain services or goods at competitively fair prices.

A-76 accomplishes this by requiring that each agency identify that portion of its work activity which is considered commercial or industrial in nature. Once that is done, cost comparisons are used to determine whether that function or activity will be done by commercial or government (in-house) personnel. The cost comparison is designed to select the most efficient and cost effective operation. The competitive process is conducted under A-76 and Federal Procurement Regulations to assure that competition is conducted within regulatory guidelines.

The government participates in the process as one of the competitors. A-76 sets out rules as to which costs are to be compared. All costs for conducting business will be included. The in-house estimate does not have to be based on how we're doing the work now. If the work can be done more economically (as specified in a work statement) with fewer people, or in a different manner, and management approves the change, that change becomes the basis for the government's bid. However, the low cost bidder must perform according to the work statement as set forth in the solicitation.

The employee will be involved in the process of developing the description of his or her work activity. This involvement permits the employee to help in establishing the lowest government cost for the price competition.



This newsletter is an informal method of providing information about aviation and the FAA to the employees in the Alaskan Region. It is not to be used as a substitution for formal directives, manuals or official memorandums.

FAA Personnel Presented Awards

A flight service station specialist who gave his life during a heroic and successful rescue attempt last April 28 was among 27 FAA employees who were honored by Transportation Secretary Elizabeth Hanford Dole during DOT's Seventeenth Annual Awards Ceremony on September 12.

Griffin W. Holtzclaw of the Dothan, Alabama FSS was cited with the Medal for Valor for his part in the rescue of two young girls from the surf in Panama City, Florida. He already had rescued one swimmer when he went back for the second and was himself overcome. The second girl subsequently was rescued by an unknown swimmer who also brought Holtzclaw to a raft but was unable to revive him.

Also receiving the Medal for Valor was Lt. Gary Brown of the Dulles Airport Aircraft Rescue and Firefighting Company. He repeatedly entered a burning, smoke-filled building in Herndon, Virginia, and carried out three disabled persons. He was off duty at the time.

Eleven FAAers received DOT's Silver Medal. One of those was Alaska's own Carl E. Fundeen, sector manager, King Salmon AFS, for his outstanding leadership. Four more were honored for accomplishments in the Equal Employment Opportunity (EEO) field, and ten other employees were honored for their outstanding achievement and contributions in all areas.

Washington Report

Search Is At Sit-Down Stage

The long search for a more functional and comfortable chair to accommodate air traffic control specialists on the job has reached the critical sit-down evaluation phase.

Two field controllers and three former working controllers in Washington headquarters are involved in the evaluation of sample chairs provided by companies that are bidding on the contract. They are Ed Ingalls, Houston Center; Linda Nelson, Milwaukee Tower; James Norton, Air Traffic; Jack Hancock, Program Engineering and Maintenance Service; and Margo Kaestner, Acquisition and Materiel Service.

The evaluation began September 11 and will run to October 19. It involves testing the chairs for comfort and design. FAA will make recommendations to the General Services Administration (GSA) following the evaluation with the successful bidder announced by the end of November. The agency plans to purchase some 8,400 chairs to accommodate different facility and job requirements.

Washington Report

Warning - Don't Falsify T&A Records

The Office of Personnel and Training has a word of warning for FAAers. Don't falsify entries on Time and Attendance (T&A) Reports in order to pick up a little extra overtime or leave.

An FAA employee recently was asked to resign from the agency because of fraudulent overtime claims on T&As. The employee also was required to make a full reimbursement.

To guard against such abuses, the Uniform Payroll System routinely provides reports to supervisors which detail overtime payments. In addition, the Office of Inspector General (OIG) periodically audits agency records for overtime and leave abuse. The OIG has notified FAA that they are presently reviewing several possible fraud cases.

Therefore, supervisors are urged to carefully check T&As before signing them and to personally see they are forwarded directly to the servicing payroll office.

Washington Report



Thomas

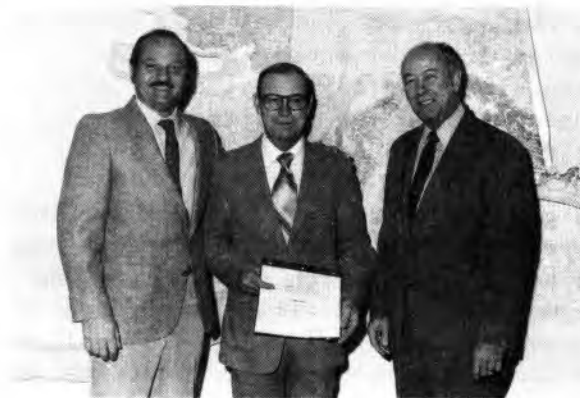


Smith

Three air traffic control specialists from Anchorage Flight Service Station recently received Special Achievement Awards for their outstanding performance during the past year. Jo Ann Thomas received her award from supervisor Ed Bell, and Wilbur M. Smith and Dick Lehman received their awards from supervisor Torri Clark.



Lehman



Bobby Lamkin, evaluation specialist, AAL-514, receives an Outstanding Performance Award from his immediate supervisor Henry Dodd (right), manager, Plans/Programs and Evaluations, AAL-510, and Bob Harik (left), manager, Air Traffic Division, AAL-500.



Phil DePalmer recently retired from the Airway Facilities Division with more than 35 years in the federal government. He received his certificate at a cake and coffee held for him in the MIC room at the regional office. Phil's wife is in the background.



Ketchikan Flight Service Station specialist Conrad Suckow (left) receives a Letter of Commendation from area supervisor Bob Moore for his excellent performance at the inflight position.

Peggy Smith, manager, Programs Support Branch, AAL-420, receives her 25-year career service pin from Al Bruck, manager, Airway Facilities Division, AAL-400.



Walt Claxton (left), operations specialist, AAL-532, presents Bob Nelson, manager, Juneau Air Traffic Control Tower, with a Special Achievement Award for the performance of his assigned duties.

John A. Wilber, area supervisor, Anchorage FSS, recently received a Special Achievement Award for his outstanding performance this past year from his supervisor, Danny G. Syverson, assistant air traffic manager.



Around the Region

Air traffic control specialist Tom Bullard went moose hunting early in September but the only thing that "died" on the trip was his boat motor. Tom had planned to overnight on a sandbar upriver, but observed a large bear track, a size 12FFF (Tom said it), and decided his best course of action was a hasty retreat to civilization.

Ten flight assist reports were received in the Air Traffic Division within a ten day period as of September 14, 1984. Evaluations personnel are reviewing the flight assist tapes and the first two have proven to be excellent according to Hank Elias, acting manager, Air Traffic Division.

Winter is here, or at least in some places. On Saturday evening, August 25, Northway got two inches of snow on the ground, at least for a while. Temperatures remained above freezing until August 28 when it hit a low of 28 degrees.

Merrill Tower has a best seller. Actually, since it is free it really is not a best "seller" but copies are going fast. Since March 3, 1984, personnel at Merrill have given out 2,804 copies of the Merrill Tower Pilot Bulletin as of September 12, 1984.

Killing a fox with a 737 does nothing for the pelt. It seems an early morning Wien flight in Kodiak felt a thump on its landing roll-out. A check of the aircraft turned up fur and blood on the front strut and wheel. Airport personnel found the owner - a fox. There was no damage to the aircraft, but the fox pelt was rubbed.

The Bethel FSS welcomes Sylvia Caldwell, area supervisor, who comes to Bethel from the Sitka FSS where she was a journeyman.

Welcome to Charlene Wilson, secretary, AAL-300. The Medical Division is looking forward to having Charlene after being without a secretary for over a month. Also welcome aboard to Theresa Piatkowski who has recently gone to work as a full-time aviation clerk at FSDO-63.

Several towers see an increase in air traffic:

- Nome traffic count for the month of August exceeded any month in the past 10 years according to Elwin Roberts, manager, Nome FSS. And it was done with 28 percent less workforce than at any other time since 1979.

- Bethel airport had 2,739 instrument operations during the month of August, a 67 percent increase over the previous record of 1,849 set in July 1984. According to Mark Caldwell, acting air traffic manager, Bethel Tower, the peak day came on August 16 when 343 instrument operations were run.

- Ron Barnes, manager, Merrill Tower, reported that controllers at the tower handled a total of 41,850 operations during August 1984 compared to 33,792 operations for August 1983. Although August was the busiest month on record, the busiest year on record was fiscal year 1977.

- Not to be outdone, Robert Nelson, air traffic manager, Juneau Tower, said that total traffic for the 12 month period ending August 31 was 100,641. This is the first time that Juneau Tower has exceeded 100,000 per year. The biggest increase was in air taxi operations followed by general aviation.

Congratulations to Victoria H. (Torri) Clark, former area supervisor at the Anchorage FSS, on her selection as the new manager of the Regional Communications Control Center (RCCC), AAL-6.

EAP

Employee Assistance Program

"He that won't be counselled, can't be helped."

Benjamin Franklin
"Poor Richard" 1747

Problems often catch us unprepared. We tend to believe that we can handle anything, or worse yet, that problems are what other people have, not us. Wrong!

Problems with drugs/alcohol, children, spouse, financial difficulties, etc., surface when least expected and many times only with assistance can they be overcome.

Your Employee Assistance Program is available to help you work through any problem or concern you might have. It's well known that employees distracted or distraught with problems cannot simply shrug their shoulders and give 100% to job performance. As thinking, feeling beings, problems or concerns are with us at all times.

Thus, the agency recognizes the value of providing employees with the kind of assistance available under the Employee Assistance Program. Employees and the agency both benefit in terms of job performance when employees take steps to work through their problems.

Human Affairs, Inc. (HAI) has been FAA's employee assistance program contractor for the past year. During this time, they have assisted many employees in identifying and dealing with problems or concerns. Program services are available at no cost to employees and their dependents.

When the counselors determine that long term or specialized counseling is needed, they ensure the referral meets the client's particular need and they also consider any financial constraints. The primary concern is always ensuring that the employee or dependent receives the best care without creating a financial hardship.

Employees or dependents need not worry about confidentiality. Program services are evaluated through the use of an

anonymous questionnaire that is sent by HAI to the employee or dependent having utilized the program 45 days after the last visit/contact with HAI. The completed evaluation forms are then returned directly to the agency.

Employees and dependents using the services provided have written many positive comments. As one employee stated, "I'm thankful that FAA has made this service available. Otherwise, people like me might never have sought help. I didn't know where to get the help that I needed."

Employees or dependents requiring assistance need only pick up the phone and call HAI at 562-0794, or if you have questions about the program, they can be referred to Ernie Fleece, EAP Coordinator, AAL-16, x5367.

Remember, "No gift is more precious than good advice." - Erasmus

A rather timid fellow was put in charge of a department. The man was so afraid of making a mistake that he couldn't make a decision. Gradually the entire department ceased to function. After several weeks of inactivity an exasperated supervisor finally sent the fellow a note: "It has come to my attention that the department you have been given is not being used. Since you seem unable to find a purpose for it, we were wondering if you might be willing to loan it back to the company for a while. We need it."

BITS & PIECES
August 1984

HRC Visits Western Area

The Regional Human Relations Council's business meeting held in the Western Area from August 27-29 began with a very unusual visit to the tower cab at King Salmon. While in the tower the council members were informed that a U-2 was about to take off. If you have never seen one fly, ask any of the council members how awe-inspiring the sight was. Of course, tower manager Bob Davis and his team, who hosted the council meeting, took the matter in stride.

After the council's visit to the tower it met employees in the Flight Service Station and the Airway Facility Sector office.

Lunch was very productive. Besides being filling, two issues were brought up that the regional council will research and discuss at the next council meeting - emergency medical transportation and travel vouchers.

But back to the meeting at hand. Several issues were raised by council members; election of new council members, smoking in FAA facilities, air traffic release program, the Employee Assistance Program, the results of the national survey of FAA employees, performance evaluation credit for Employee Participation Group (EPG) and Human Relations Council (HRC) members, upcoming expiration of the National Human Relations Work Group, and significant changes in the agency human relations effort.

Dr. Bob Mitchell, AAL-1H, reported that the response by FAA employees to the national survey was much higher than anticipated, with many employees expanding on the survey questions on the back of the form. The responses are being collated.

The HR Council plans to meet at Anchorage ARTCC on September 25, 26 and 27. It has asked Elwood Hussey of the Financial Management section, AAL-34, to give a presentation on travel vouchers, and a member of Dr. Hepler's staff, AAL-300, to give a presentation on emergency medical

transportation. A third guest speaker will be Ernie Fleece, Labor Relations, AAL-16, who will give a briefing on the Employee Assistance Program.

Dick Brindley, (regional office); Cynthia Denman (Western Area); Tom Anderson, interim member (Southcentral Area); Herb Rollins, interim member (Anchorage Tower); and Bob Shepherd (Northern Area), were the HR Council members present for this meeting. Dr. Bob Mitchell, Mitch Clark and Connie Hunter from the Human Resources office, AAL-1H, provided advice and support.



Merit Pay Workers To Get 3.5% Raise

The Office of Personnel Management (OPM) has announced that those rated "fully successful" or better will get the full 3.5 percent pay hike due to be paid to other general schedule employees in the first pay period in January.

By law, merit pay employees are guaranteed only 50 percent of the regular annual Federal pay raises and many get additional raises based on merit. OPM's decision to give them the full 3.5 percent was based on the fact that the raise was being delayed again this year from October to January.

Washington Report



The training branch, AAL-17, recently coordinated with the Management Training School in Lawton, Oklahoma, and arranged for the Work Group Facilitator course to be brought to the region. The course, designed for individuals who have been selected to become work group facilitators, was held in Anchorage August 6-10, 1984, with 15 participants receiving training. Jo Vickers and Larry Cope, the course instructors, considered the class extremely successful and were especially pleased to have Acting Director Don Keil present the graduation certificates to each participant.

Seated from left to right are Mitch Clark, AAL-1H; Melissa Berry, AAL-450E; Rosetta Francis Robinson, AAL-9; and Chuck Lund, FSDO-63.

Standing from left to right are Richard Arnold, Anchorage FIFO; Robie Strickland, AAL-600; Jonene Boggess (representing training, AAL-17); Jean Pershall, AAL-14D; Gretchen Feind, Ketchikan FSS; Susan Minton, Juneau AFS; Dick Freeman, AAL-463; Marge Tideman, AAL-10; Delores Metzger, AAL-30B; Joel Henkelman, Bethel AF; Elaine Morrow, AAL-531; William Bull, Nome AF; Jo Vickers and Larry Cope, instructors.



Have you ever seen a cartoon character in real life? Here is the "devil" in the body of Jim Washington, former manager of the Materiel Management Branch, AAL-52. Jim recently transferred to the FAA office in Washington, D.C. Here he tries to cut the cake at his cake and coffee.



Brent Bunch, air traffic assistant, ZAN ARTCC, was recently presented a Letter of Commendation for his exceptional service and willingness to assist whenever and wherever needed by Eleanor Williams, area supervisor.



A reminder — your Civilair rep has membership cards, jackets, shirts, hats, and pins for sale!

Back COLA To Be Returned

JB n/10/84

In the years 1980-81, 1981-82 and 1982-83, the United States government reduced the Cost of Living Allowance (COLA) for federal employees in the Anchorage, Alaska, area. (See next two pages for details.)

Subsequently, a small group of federal employees (the "Steering Committee") challenged these reductions and after several court proceedings have won the return of the COLA that was withheld by the government.

According to Bennett McConaughy, one of several lawyers representing employees in the case, it is possible that those eligible to receive back COLA may receive it by February 15, 1985. But there are no guarantees. There are too many factors and too many agencies involved to give a definite date for payment. But it is coming.

McConaughy spoke at a rally at Elmendorf Air Force Base on Thursday, September 20, 1984, to about 60 federal employees who were interested in hearing what the lawyers had to say concerning the payment of back COLA.

Most of what was said is covered in the following two pages, but there is some information that was covered that is not in this material.

For those of you who worked for FAA in or near Anchorage, Alaska, from 1980 through 1983, and are not presently on the FAA payroll in the Anchorage area, you should write George Woodbury, Personnel Manager, AAL-10, Federal Aviation Administration, 701 C Street, Box 14, Anchorage, Alaska 99513 with your present address, the time frame you worked for FAA, where you worked within FAA, and your social security number. This will help insure you receive the paperwork that you need to verify what your back pay should be.

Also, if you worked for other agencies during this time, it would be to your best interest to write that agency or agencies with this same information.

One last comment is to say a big thank you to Bill Schmidtman, manager, Compensation Branch, AAL-15, for all of his work as a member on the Steering Committee. He has been on the committee since its inception in 1981 and has spent many hours working for each of you to get what you deserve. It is this kind of time and effort that will make many of you richer people.

** write/unfiled from SEA 10/18/84*

NOTICE

TO CURRENT AND FORMER FEDERAL EMPLOYEES ENTITLED TO COST OF LIVING ALLOWANCES AND WHOSE WORK STATIONS ARE OR WERE WITHIN 50 ROAD MILES OF ANCHORAGE, ALASKA

Many federal workers stationed in or near Anchorage, Alaska, receive Cost of Living Allowances ("COLA") as a supplement to their base pay. During 1980-1983 the United States reduced the COLA for federal employees in the Anchorage, Alaska area. For employees using retail shopping and private housing, COLA was reduced from 25% (the statutory maximum) to 20% of base pay during 1980-81, and was set at 17.5% of base pay during 1981-82 and at 22.5% of base pay during 1982-83.¹ A lawsuit challenging the COLA reductions was commenced on February 27, 1981 on behalf of all employees of the United States and its agencies in the Anchorage area. *Susan Alaniz, et al. v. Office of Personnel Management, et al.*, United States District Court for the District of Alaska, No. A81-072 Civ. The class, through its court-approved representatives and lawyers, challenged the procedure under which the COLA had been reduced and the methodology by which the COLA had been computed. The objects of the lawsuit were to obtain judicial rulings that the procedure and/or methodology were improper, and to recover monetary damages for class members. The damages included the difference between the 25% COLA rate set by statute and the reduced COLA rates, plus interest, attorneys' fees and expenses.

The following class of plaintiffs was certified by the United States District Court for the District of Alaska on July 7, 1981:

All those persons who are now or at any time since February 10, 1980, have been employed by the United States or any federal agency at sites within fifty road miles of Anchorage, Alaska, or who become so employed prior to the entry of final judgment in this case, and who, while employed, receive a cost of living allowance in addition to basic pay in accordance with 5 U.S.C. § 5941, 5 C.F.R. §§ 591.201-213 and/or Executive Order No. 10,000.

After extensive trial court proceedings, the United States District Court for the District of Alaska held that the COLA had been reduced in a procedurally improper manner: i.e., that affected employees should have been given notice of changes to the methodology and rate, and an opportunity to comment or object before final adoption. However, the District Court rejected the challenges to the methodology by which the COLA was computed, and denied the requests for declaratory, injunctive and monetary relief. *Alaniz v. Office of Personnel Management*, 545 F. Supp. 1182 (D. Alaska 1982).

On appeal, the United States Court of Appeals for the Federal Circuit affirmed the District Court's decision in part, and reversed it in part. *Alaniz v. Office of Personnel Management*, 728 F.2d 1460 (Fed. Cir. 1984). The Federal Circuit upheld the District Court's rulings that OPM was required to provide notice and opportunity for comment regarding the COLA rate and methodology. It also held that the reductions to the COLA were invalid because they were not preceded by notice and opportunity for comment, and it remanded the case to the District Court for purposes of awarding back pay and conducting additional proceedings regarding declaratory and injunctive relief, attorneys' fees and interest.

An agreement (or "Stipulation") regarding payment of back pay has been reached by the Government and the representatives of the class. The Stipulation has been approved by the Court and is available for your inspection at the Clerk's Office, United States District Court, 701 C Street, Anchorage, AK 99513. *Susan Alaniz, et al. v. Office of Personnel Management, et al.*, United States District Court for the District of Alaska, No. A81-072 Civ. Under the terms of the Stipulation, the United States has agreed to pay the difference between the initial COLA rate and the reduced COLA rates (subject to deductions), under a specified procedure within specified time periods. The Stipulation provides that agencies ("COLA payors") shall mail letters to current and former employees within 120 days of August 31, 1984 (i.e., by December 29, 1984). The letters will include the COLA payor's computation of the amount of back pay due to you, and will ask you to verify the computation and your address. Under the terms of the Stipulation, you will have an opportunity to object to the COLA payor's computation. The letter will advise you how to do so. Payment will not be made until your address and the amount due to you are verified.

1. Different rates have been established depending on the shopping and housing arrangements of particular employees: Retail Shopping-Private Housing; Commissary Shopping-Private Housing; Retail Shopping-Federal Housing; Commissary Shopping-Federal Housing. Reductions in each category occurred during different periods and in different amounts. The rates and dates provided in this notice relate only to those employees paid under the Retail Shopping-Private Housing category. Information regarding the dates and reductions for those employees in other categories will be made available as stated in this notice, but can be earlier obtained by contacting one of the attorneys for the class:

Bennet A. McConaughy
ROBERTS & SHEFELMAN
4100 Seafirst Fifth Avenue Plaza
Seattle, Washington 98104-3178

The Stipulation recognizes the right of the United States and its agencies to assert claims by way of setoffs against amounts it owes individual plaintiffs. The United States and its agencies may elect to assert such setoffs against back pay awards in this case. If the United States or one of its agencies has a setoff against you, your COLA award may be correspondingly reduced.

Prior to the institution of this lawsuit, a number of open public meetings for federal workers in the Anchorage area were held to discuss the reductions in the COLA rates. Large numbers of federal employees attended these meetings. All were invited to become class representatives or to join the COLA Steering Committee. On behalf of the class, the class representatives and the COLA Steering Committee retained attorneys to pursue the lawsuit. The agreement retaining the attorneys (the "Retainer Agreement") was presented to the Court at the time of class certification and is available for your inspection at the United States District Court for the District of Alaska, 701 C Street, Anchorage, Alaska. See Exhibit A to Affidavit of Dr. Paul Fuglestad, filed on or about May 4, 1981. *Alaniz, et al. v. Office of Personnel Management, et al.*, No. A81-072 Civ. The Steering Committee determined that the class would be best served if the attorneys were compensated only to the extent that a benefit was obtained for the class. Accordingly, the Retainer Agreement provides for a contingent fee based on the amounts recovered and any future benefit obtained as a result of the rulings on methodology and procedure. The Retainer Agreement provides for a 15% fee in the event the case was pursued through an appeal with additional district court proceedings (reduced percentages were established if the claims had been resolved at an earlier stage of the proceedings).

The Retainer Agreement also provides that the attorneys for the class will advance certain expenses to finance the litigation. The attorneys have incurred out of pocket expenses which have been partly paid by the Steering Committee out of contributions from federal employees to the COLA Defense Fund. Some expenses advanced by the attorneys have not been reimbursed. The Stipulation provides for a deduction of 15.5% to be made from the back pay awards and to be placed in escrow and used to pay attorneys fees and expenses. One escrow account will be established for expenses and used to refund contributions to the COLA Defense Fund to the extent such contributions are traceable, to repay expenses advanced by the class attorneys, and to pay expenses incurred for the class in the future. A separate account will be established to pay attorneys' fees. All disbursements from the escrow accounts are subject to the approval of the Court. Plaintiffs' attorneys intend to file an application with the Court for disbursement of the attorneys' fee account in the amount of 15% of the back pay awards pursuant to the Retainer Agreement. Applications will also be made to reimburse expenses incurred by the class and its attorneys. If you have an objection to the payment of class expenses or attorneys' fees as described above and in the Retainer Agreement, you should address that objection in writing to:

Jo Ann Myres
Clerk, United States District Court
United States Courthouse
Box 4
701 C Street
Anchorage, AK 99513

and

Robert G. Mullendore and
Bennet A. McConaughy
ROBERTS & SHEFELMAN
4100 Seafirst Fifth Avenue Plaza
Seattle, Washington 98104-3178

The Stipulation does not resolve the claims of the class for declaratory relief, for interest on the back pay, and for reimbursement from the United States for attorneys' fees, expenses and costs. Resolution of these claims may result in future distributions of funds to you.

This notice is published pursuant to order of the Court dated September 18, 1984.

COLA Steering Committee

Attorneys for Plaintiffs

By STERLING POWELL
Sterling Powell, Chair

ROBERT G. MULIENDORE
Robert G. Mullendore
ROBERTS & SHEFELMAN

BENNET A. MCCONAUGHY
Bennet A. McConaughy