



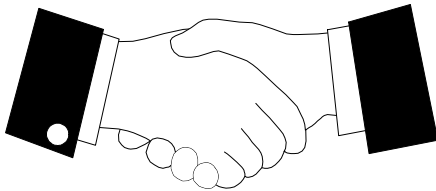
FAA Intercom

NATCA Contract Extended

The FAA has agreed to extend its contract with the National Air Traffic Controllers Association (NATCA) for two years to September 2005.

"I want to acknowledge a shared commitment between the FAA and NATCA toward the agency's fundamental mission to maintain and enhance the safety and efficiency of America's skies during a critical time for the aviation industry," said Administrator Marion Blakey.

"The skill and dedication our controllers bring each day to the national airspace system greatly contributes to the world's safest skies," she added. The tentative agreement shows a desire by both parties to devote their energy and focus to the FAA's safety mission, and to meet the needs of a new work force, she said.



There is a need for more discussion on issues of implementation and staffing. The tentative agreement will not cost the agency any more money than the expected federal government-wide cost-of-living pay increases.

FAA Fights off Typhoon



The remains of a VORTAC navigational aid stand testament to the power of Super Typhoon Pongsona.

In Korean, Pongsona translates as Touch-Me-Not Flower. For the people of Guam, a more appropriate meaning might have been touch-me-not typhoon.

Unfortunately, Guam didn't get its wish. Super Typhoon Pongsona struck Guam late on the evening of Dec. 7, unleashing winds of up to 185 miles per hour. It battered the island for hours, killing one person, injuring 1,200 more, and leaving 3,000 people homeless.

None of the 38 FAA employees or their family members was injured, although some did experience extensive property damage.

Anthony Manibusan, manager of the Guam System Support Center, huddled with

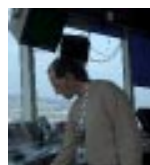
members of six FAA families in the FAA typhoon shelter located across from Guam International Airport. As the storm raged outside, employees and their families mopped water as it poured in and around the door jams, mostly from the tops of the doors, where there was little insulation.

"Water at those speeds finds any crack to get in," said Manibusan. The ritual mopping up of water continued for hours, until at one point, the doors to one section of the shelter blew out and a portion of the ceiling tiles collapsed. FAAers rushed to reseal the doors by tying rope to the handles.

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In This Issue:

Read about the Winter Wonderland revue, some timely tips for New Year's dieters, TSP catch-up law, a national mentoring program, and much more!



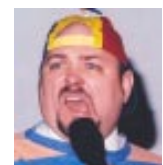
Page 3. Clearing a new runway.



Page 10. So long to a good friend.



Page 12-13. Some help for dieters.



Page 14. Who's kissing Santa?



News in Brief

FAA Announces Rule on National Park Air Tours

The FAA will develop site-specific plans for air tour operations over U.S. national parks to protect the environment and mitigate any negative impacts on visitor experiences and nearby tribal lands.

An air tour management plan will be established for each national park that has commercial air tours and will include an evaluation of all operators that wish to provide tours. The management plans may prohibit or restrict operations, or establish specific conditions for operations.

"We are committed to protect our nation's natural treasures," said FAA Administrator Marion Blakey. "This innovative rule is responsive to the interests of all Americans and establishes safe, sound, and reasonable approaches to protect our national parks."

TSA, AOPA Launch Airport Watch Program

A toll-free number to report suspicious activities at general aviation airports has gone on-line.

The Transportation Security Administration (TSA) is funding and operating the 24-hour hotline as part of the Aircraft Owners & Pilots Association's (AOPA) Airport Watch program. In explaining the program, AOPA President Phil Boyer said, "Who better to know what's

normal and what's suspicious at a local airport than the people who spend a lot of time there?"

AOPA has created posters and pamphlets to show pilots examples of suspicious activities, steps they can take to help law enforcement, and precautions for improving airport security.

Call 1-866-GA-SECURE to report suspicious activity.

Airlines Must 'Fess up' on Cancellations/Delays

The largest U.S. airlines must now explain the causes of flight delays and cancellations, according to a new Department of Transportation rule.

The new requirement takes effect in six months and is designed to fill in the gaps of information provided to the public.

There are four broad categories for reporting causes of cancellations: air carrier problems, extreme weather conditions, cancellations related to National Airspace System (such as non-extreme weather, airport operations, heavy traffic volume, or air traffic control issues), and security.

The same categories apply to causes of delays, along with the additional reason of late arriving aircraft causing the delay of an ensuing flight.

Big Day for the Corpus Christi Tower/ TRACON Staff

It was two treats in one day for the staff of the Corpus Christi International Airport Tower.

On Dec. 5, the day the new air traffic control tower and TRACON were dedicated, the tower staff received the FAA's Level 9 Air Traffic Control Facility of the Year Award.



Cutting the "ribbon" for the new Corpus Christi Tower are (from left) Henry Rodriguez, Corpus Christi SSC manager; Doug Murphy, Southwest Region's Air Traffic manager; Linda Schuessler, acting deputy director of the Air Traffic Service; and Warren Meehan, Tower manager.

FAA officials cut the "ribbon" – barbed wire, actually – to the new, \$11 million tower that stands 131 feet tall and houses 10 radar control positions. "The facility was built around the people who work here, with their input and help," said Warren Meehan, Air Traffic manager at the tower.

Controllers there handle 400,000 operations annually, with military air traffic accounting for about 65 percent of the total.

Maiden Launches Highlight AST's Year

The FAA had a key role in two events last year that significantly increased the nation's security, technical capability and international competitiveness in space.

The occasions were the successful first flights of two new space launch vehicles: the Lockheed Martin Atlas V and the Boeing Delta IV, developed under the Air Force-led Evolved Expendable Launch Vehicle program. Each carried a commercial payload and was licensed and monitored by the FAA's Office of Commercial Space Transportation (AST).





These highly advanced vehicles will serve the national defense by providing more and improved access to space for the military; meeting the commercial launch needs of NASA and private companies; and making the U.S. commercial launch industry more competitive in the international commercial launch market.

The launch vehicles are designed to be more reliable and efficient, and less costly than earlier models, incorporating such new techniques as horizontal processing, shorter times on the pads and advanced manufacturing practices.

The FAA played a significant role in their development, making sure the needs of the commercial launch industry were accommodated in the program.



The Delta IV launch vehicle takes off on its maiden flight.

FAA/China Cooperation Continues

A meeting this past November between the FAA and its Chinese counterpart led to the development of a new set of cooperative projects for 2003.

The November meeting marked the seventh year of cooperation between the agency and the General Administration of Civil Aviation of China in the area of airline safety oversight.

The two sides will focus on airline operational control/dispatch systems, regulatory development of training schools for pilots and aviation maintenance personnel, inspector training and flight crew licensing management systems.

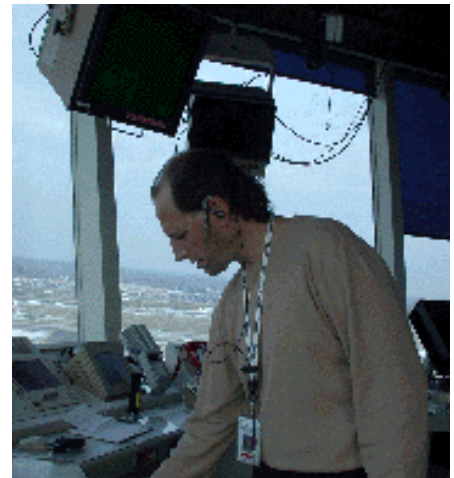
A second FAA delegation traveled to China later in November to present a seminar on the application and benefits of new satellite-based technologies. Joining in the seminar were officials from other aviation authorities in the region.

FAA Forum Focuses on Northeast Corridor

More than 200 representatives from the aviation community met with FAA officials to discuss issues affecting air traffic in the busy Northeast corridor.

The 3-day East Coast Aviation Forum – hosted by the Eastern and New England regions – keeps open the lines of communication between the FAA and industry leaders. Workshops generated hundreds of ideas in the areas of safety, technology, traffic management, terminal/enroute environment and systems thinking. The work continues this year as a team decides which ideas should have the highest priority.

The importance of the conference was evidenced by the presence of the top three FAA Air Traffic officials: Steve Brown, associate administrator for Air Traffic; his deputy, Peter Challan; and Air Traffic Director Bill Peacock.



Controller Don Brunner gives instructions to Continental Flight 1015, the first flight to take off from Hopkins International's new runway.

Dedicated FAAers Play Role in Runway Dedication

The FAA played an important role in the opening of Cleveland Hopkins International Airport's new runway on Dec. 12. Hopkins International is the second airport in the Great Lakes Region to open a runway under the FAA's Operational Evolution Plan.

Agency employees got operational systems and air traffic procedures ready for the grand opening despite short deadlines.

Complicating the job was extensive renovations and modernization being done at the Cleveland TRACON operating quarters, equipment room and administrative areas.

Efforts involving the location, installation, testing and certification of new NAS equipment were furthered by the participation of the Ohio System Management Office, Cleveland System Support Center, the Chicago NAS Implementation Center and the Flight Inspection Division.



FAA Records One Big Zero in 2002

2002 proved to be one of the safest years in U.S. airline history. Not one person died onboard a passenger or cargo plane last year. That's zero fatalities in more than 13 million takeoffs and landings.

"This accomplishment reflects the dedication and tireless efforts of the people of the FAA, who work with all aspects of the aviation community to maintain the world's safest skies," said Administrator Marion Blakey. "Indeed, our responsibility is great to the traveling public. From controllers to pilots, from inspectors to mechanics, and the airlines and the manufacturers, we all strive for this performance – not only with each year, but with each flight every day."

2002 marks the third time in the last decade that the U.S. commercial airline industry has operated without a fatality. The other years were 1993 and 1998.

The FAA credited the performance of the National Airspace System to the dedication of thousands of FAA employees, increased safety oversight, and the fielding of new technology, such as the Airport Movement Area Safety System, Terrain Avoidance and Warning System, and various weather systems.

It also cited the commitment of air carrier employees to operate safely even in the face of increasing competitive pressures and challenging economic conditions, as well as government/industry collaborations such as the Commercial Aviation Safety Team, "Safer Skies," and Enhanced Airworthiness Program for Aircraft Systems.

There also have been improvements in runway safety awareness.

The only serious U.S. airline accident occurred in July in Tallahassee, Fla. A Federal Express cargo plane crashed, injuring one person.

FAA Increases Surveillance of Troubled Carriers

In a time when the aviation industry is suffering financially and carriers cross the brink into bankruptcy – United Airlines being just the latest and biggest example – the FAA implements a program that enhances its surveillance of ailing carriers.

In fact, turmoil in the industry over the past two decades has afforded the FAA a lot of experience in this area. The agency makes certain that the challenges of bankruptcy don't alter the focus of airlines' number one priority: safety. Targeted inspections, along with strong preparation and the up-close-and-personal experience that inspectors have with airlines, allow the FAA to monitor troubled carriers without

prepare oversight plans for individual carriers. Inspectors continually monitor key safety areas, such as maintenance programs and personnel, records and reporting systems, management of company and manufacturers' manuals, and training programs.

If it appears increased surveillance is needed, the CHDO for that carrier develops a program specific to the carrier's requirements and operations. Weekly surveillance reports are submitted by the Flight Standards regional office and CHDO.

FAA planning in this area has resulted in few if any safety-related concerns about carriers in financial difficulty. The agency



Bankruptcies of major carriers like Eastern Airlines have given the FAA much experience in enhanced surveillance of financially distressed airlines.

having to shift resources from other areas.

The FAA's Flight Standards Safety Analysis Information Center (FSAIC) monitors the financial status of air carriers.

Factors that trigger the center's attention could be significant layoffs or increases in employee turnover, major changes in route structures, and problems in meeting payrolls. Reorganizations, mergers, buy-outs and employee strikes also raise warning signals.

When FSAIC identifies a carrier in financial straits, it works with the Flight Standards regional division in which the carrier is based and the Certificate Holding District Office (CHDO) that has jurisdiction over the air carrier to develop a plan for increased surveillance.

FAA handbooks have been revised to

continues to revise its approach to carriers in financial straits. "We always wonder what other things can we look at," said Tom Toulas, assistant manager in Flight Standards' Air Transportation Division. "There sometimes are things that are not a safety violation, but could indicate a closer look is needed."

"We continually try to improve our processes," said Dave Cann, manager of the Aircraft Maintenance Division in Flight Standards. "We've had [these procedures] in place, but we haven't needed them [until now] because airlines haven't been going into Chapter 11."

Lessons learned from oversight programs have led Flight Standards to streamline two policies in the operations and airworthiness inspector handbooks into one.



Inerting System Considered Major Advance in Aviation Safety

FAA scientists have developed a prototype for a simple onboard fuel tank inerting system to prevent fuel tank explosions.

Ever since an unknown source sparked flammable fuel vapors in the center wing tank of TWA 800 in 1996, killing all aboard, the FAA has committed to finding a way to minimize fuel tank flammability. The FAA has also issued 50 directives and a rule – SFAR 88 – to prevent ignition sources.

Administrator Marion Blakey called inerting “a real breakthrough for safety,” and pointed out that fuel flammability has long been on the National Transportation Safety Board’s (NTSB) most-wanted list of safety improvements.

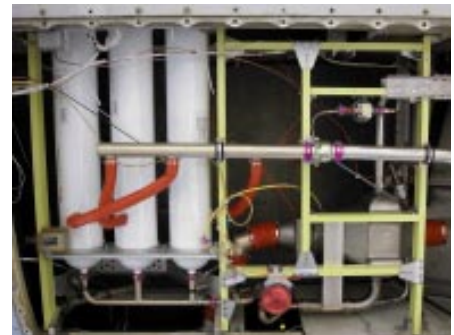
Carol Camody, acting NTSB chairwoman, was quoted in the *New York Times* as saying, “We are most encouraged that the FAA had taken this on and made such progress.”

Fuel tank inerting technology replaces oxygen – which must be present for explosions to occur – in fuel tanks with nitrogen, which cannot be ignited by sparks or other heating sources. The concept behind the technology is relatively simple and requires no moving parts. As air is filtered into empty fuel tanks, large quantities of oxygen are separated out, to be replaced with larger concentrations of nitrogen that make ignition of fuel vapors virtually impossible.

Nick Sabatini, associate administrator for Regulation and Certification; John Hickey, director, Aircraft Certification Service; Ivor Thomas, chief scientific and technical advisor for fuel systems; and Dick Hill, program manager for aircraft fire safety, recently demonstrated the FAA’s prototype – installed in the belly of a Boeing 747SP – for the media at the William J. Hughes Technical Center. The FAA system only

weighs 160 lbs. and takes up very little “real estate” on an airplane.

“We’re hopeful that our breakthrough will give industry the flexibility to find the right, balanced solution using both inerting and the SFAR,” said Hickey. “If business dynamics take root, we may see inerting systems on airplanes in 2004.”



The three tanks at left are the integral parts of the inerting system.

Blakey Clarifies ‘Commercial’ Classification of Controllers

Administrator Marion Blakey has sent a letter to FAA employees assuring them that air traffic control services will not be contracted out as a result of the agency’s decision to give a “commercial” classification to air traffic controller services.

To comply with the FAIR Act of 1998, the FAA – like all federal agencies – must declare its job functions to be either commercial or governmental. The FAA declared air traffic controller services to be categorized as “Commercial – Reason Code ‘A.’”

As Blakey explained in her letter, under Reason Code A, the Secretary of Transportation determined that functions involved in air traffic control are a “core capability” required for the FAA to successfully accomplish its mission of

ensuring safety and security in the National Airspace System. “Based on the Secretary’s determination,” Blakey wrote, “these functions are not subject to competition and will not be contracted out.”

The administrator wrote the letter to reassure controllers after members of the National Air Traffic Controllers Association took to the picket line at U.S. airports on Dec. 19 to protest the FAA’s classification.

Blakey went on to write, “The Secretary has reinforced his earlier statements that he does not endorse significant expansion of the existing contract tower program or similar contracting proposals involving the separation and control of air traffic. I fully support the Secretary’s position.”

FAA Intercom Editorial Schedule Released

The *FAA Intercom* welcomes articles or story ideas. Employees who would like to contribute may call Editor Jim Tise at (202) 267-3443, or e-mail him via Lotus Notes or at jim.tise@faa.gov.

Following are the tentative deadlines for this year’s issues. Contact the editor for further information.

<u>Issue</u>	<u>Deadline</u>
February	Jan. 23
March	Feb. 20
April	Mar. 20
May	Apr. 24
June	May 22
July	June 19
August	July 24
September	Aug. 21
October	Sept. 25



Your Benefits . . . And You!

Baby boomers will get a chance to catch up on their retirement savings under a new law signed by President Bush.

In 2003, FAA employees age 50 or older may now contribute \$2,000 extra to their Thrift Savings Plan accounts. The

The government has sponsored the TSP retirement savings program since 1987. Prior to that, employees did not have any way to invest portions of their salaries into a government-sponsored program. The law gives those employees a chance to catch



THRIFT SAVINGS PLAN

make-up contribution is above the limits established by the Internal Revenue Service. The catch-up limit will increase by \$1,000 each year until 2006.

For instance, under the old rules, a FERS employee age 50 or older and making \$60,000 per year could contribute a maximum of \$7,800 (13 percent) to his or her TSP account; a CSRS employee could contribute 8 percent, or \$4,800. Under the new rule, the FERS employee would be able to contribute \$9,800; the CSRS employee, \$6,800. By 2006 and thereafter, eligible employees would be able to contribute as much as \$5,000 more than the maximum for employees under the age of 50.

up with employees who have always had an opportunity to invest in the TSP.

TSP participants can start "catch-up contributions" in the year they turn 50, but they must already be contributing to the TSP in order to take advantage of the new law. There will be no matching on the catch-up contributions.

The Office of Personnel Management anticipates having procedures in place by the next TSP open season in April. After this initial period, catch-up contributions will not be tied to the open seasons.

Servicing human resource management divisions will provide further information as it becomes available.

Employee Express System Available for Changes to Benefits

Employees who would like to retrieve information about their benefits, or make changes to them, can use Employee Express around the clock.

Changes to direct deposits, federal/state tax withholdings, home address, financial allotments, and savings bonds can be made through the system, as well as adjustments to Federal Employees Health Benefits and Thrift Savings Plan programs during open seasons. Employees also can view and print their statements of earnings and leave.

The system can be accessed via telephone from work at (478) 757-3084; from home at (800) 827-6289; TDD from work at (478) 757-3117; and TDD from home at (888) 880-0412. Or, access the Web site at www.employeeexpress.gov.

Employees who have forgotten or lost their personal identification number (PIN) can request one by clicking on "Forgot PIN" on the left side menu of the Employee Express Web page, or by calling the help desk at (478) 757-3030. For more information, contact your servicing Human Resource Management Office.

The Accountability Board Corner

The FAA Intercom continues with its regular series of informational articles about the agency's Accountability Board. The board has just revamped its Web site at www1.faa.gov/ahr/account/account.cfm. For further information, call the board at (202) 267-3065.

Did You Know? The Accountability Board reviews actions taken by management in response to matters that come under the scope of the board for timeliness, consistency, and appropriateness, but does not recommend or take disciplinary action.

The function of the Accountability Board is oversight; it does not replace managerial or supervisory authority or responsibility.

Did You Know? Reports of false allegations made to the Accountability Board are subject to disciplinary action.

Did You Know? The Accountability Board does not cover allegations of discrimination involving non-selections, disciplinary actions, promotions, performance management, and other personnel actions.



FAA Administrator Marion Blakey accesses the Employee Express system to review her personnel/payroll information.



People

Leitch Tapped for White House Slot
David G. Leitch, FAA chief counsel, has been named deputy counsel to President Bush, effective Dec. 9.

Leitch joined the FAA in June 2001, where he served as the top legal advisor to the administrator, overseeing a staff of 290 employees located at Headquarters, nine regions and two centers. He was responsible for all aspects of the FAA's legal activities, including the agency's regulatory program, administrative and judicial litigation, nationwide enforcement activities, legislation, and legal relations with foreign civil aviation authorities.



David G. Leitch

Former Administrator McLucas Dies
Former FAA Administrator John L. McLucas died Dec. 1 in Alexandria, Va. He was 82.

McLucas left his position as Secretary of the Air Force to serve as the FAA's eighth administrator from November 1975 to April 1977. Among the key issues he faced



John L. McLucas

during his tenure was the threat of midair collisions, growing security concerns, and the need to modernize the air traffic control system.

McLucas' public service career began in 1962 when he joined the Defense Department as deputy director of research and engineering. After heading the MITRE Corp., he was named under secretary of the Air Force in 1969, and subsequently promoted to secretary in 1973.

In Memoriam

Mickey Cirillo, a former employee in the Eastern Region's Airway Facilities Division who worked 39 years for the FAA before retiring in 1990, died Nov. 15.

Among the many projects he worked on were the design and construction of the radar equipment consoles that are still used today at the New York TRACON and Center.

He received more than 40 awards and letters of commendation during his career.

Surviving him are his wife, Anne; a son, Michael, who works at the New York Aircraft Certification Office; daughter, Rachel; son-in-law, Anthony; and grandchildren Danielle and Frankie.



Mickey Cirillo

Acting Deputy Named in Air Traffic
Linda Schuessler, manager of the Air Traffic Evaluations and Investigation staff, is serving as acting deputy director of Air Traffic until a permanent selection is made.

She replaces Jeff Griffith, who retired at the beginning of November.

New Inspections to Boost Safety of Older Airliners

The FAA wants to see airlines perform regular "physicals" on aging aircraft to make sure they remain safe to fly.

A new rule mandates age-related inspections and records reviews for aircraft that have been in scheduled commercial service for 14 years or more. Operators may not keep an airplane in service more than four years from the effective date of the rule unless they carry out inspections on certain parts to find corrosion, accidental damage or fatigue. In addition to the type of damage, airlines must also identify its location on the part. This will aid the agency in notifying other carriers to beware of potential trouble spots.

The rule, which has a comment period of 60 days, will cost large scheduled carriers more than \$170 million. That's a steep cost in a time of airline bankruptcies and billion-dollar losses. On the other hand, the lack of cash to buy new aircraft could force airlines to operate older aircraft longer, making the new rule even more relevant.

Nicholas Sabatini, FAA associate administrator for Regulation and Certification, said the rule should prevent age-related accidents and extend the airworthy life of aircraft.

The new regulations require inspection and records reviews depending on the age of the airplane:

- Aircraft in service more than 24 years must have their first age-related check no later than four years after the effective date of the rule.
- Aircraft in service more than 14 years but less than 24 years must be initially checked no later than five years after the rule's effective date.
- Aircraft not yet in service for 14 years must be checked initially no later than five years after the start of their 15th year in service.
- Repetitive examinations are required every seven years thereafter for all three classes of aircraft.



Charting the Next Century of Flight

The national kickoff of the Centennial of Flight remembrance juxtaposed the past with the future, Hollywood flash with technological brilliance, and the quest for personal achievement with achieving the lofty goals of a nation.

Held at the National Air and Space Museum in Washington, D.C., the event was sandwiched between the Smithsonian's Apollo 11 Command Module that transported American astronauts to the moon's orbit, and the Mercury Friendship 7 module in which John Glenn became the first American to orbit the Earth.

Suspended above the proceedings was the original 1903 Wright Flyer, Wilbur and Orville's craft that launched the world's aviation industry and provides the reason for the upcoming year of celebrations. The Wright Brothers' 100th anniversary of flight is Dec. 17, 2003.

The FAA is one of more than a dozen sponsors of the yearlong celebration, and will promote an extensive array of Centennial events over the upcoming year.

Actor John Travolta, himself an aviation buff with eight jet licenses (including a first officer's rating for a Boeing 707),



John Travolta emceed the kickoff of the Centennial of Flight commemorations.

moderated the ceremony. Alluding to the dignitaries and history makers in the audience, Travolta exhibited the awe many people reserve for movie stars: "To stand here," he said, "is simply humbling."



Martin Dawson from the Runway Safety Office staffs the Southwest Region's Centennial of Flight booth.

Among the featured speakers was FAA Administrator Marion Blakey, who introduced a who's-who of American aviation pioneers and representatives.

"We celebrate the qualities of human spirit that made the first flight, and the billions of flights thereafter, possible," she said. "We celebrate the pioneers, visionaries and adventurers that dreamed about the possibility, and who made it a reality."

Among the individuals she introduced were Glenn; Neil Armstrong, the first man to walk on the moon; relatives of Charles Lindbergh, Amelia Earhart and the Wright Brothers; representatives from the Tuskegee Army Airfield, America's first African-American military airfield, and the Ninety-Nines, an organization of women aviators formed in 1929.

The event recognized men and women of all races who fought for freedom, and those who worked in peacetime.

FAA to Play Key Role in Centennial
The Centennial commemoration will be a meaningful one to many FAAers. In a letter to employees, Administrator Blakey announced the FAA's theme will be "Charting the Next Century of Flight," saying it captures "the agency's historical and future role — charting the highways of the sky and

envisioning and plotting the future course of aviation."

Among the events in which the FAA is planning to participate are the Rockefeller Center Expo in New York City from July 28-Aug. 17; the Sun-n-Fun general aviation fly-in in Lakeland, Fla., in April; and the Inventing Flight event in Dayton, Ohio, in July.

Also look for FAA participation at the Women in Aviation Conference in Cincinnati, Ohio, in March; the Festival of Flight in Fayetteville, N.C., in May; and the Alaska Aviation Museum Exhibit in Anchorage from May until August.

In addition, each region and center is encouraged to host their own events. For instance, Laijla Oomen, a program analyst in Southwest Region's Airway Facilities Division, won a Spirit of St. Louis clock for her entry in the region's aviation-themed cake decorating competition.



ICAO Job Opportunities Waiting In Montreal

Administrator Marion Blakey's visit to the International Civil Aviation Organization (ICAO) in Montreal, Canada last November provided the latest opportunity to acknowledge the need for more American representation on the organization's technical committees.

"One of my top priorities is strengthening the FAA's role in international aviation," she said in a speech during the visit. "ICAO's multi-lateral approach to building a safe, secure and efficient global aviation system is the right approach – and we support it."

To that end, the FAA encourages its employees to consider applying for positions at ICAO.

Positions there exert enormous influence over standards, practices and procedures covering technical aspects of aviation worldwide.

ICAO uses a formula based on governmental financial contributions to recruit professional staff from 187 member countries. Unfortunately, U.S. representation has historically fallen far short of its allocation. Increasing the number of Americans in these critical positions would provide the United States with the opportunity to influence the development and oversight of international aviation policies and programs.

FAA employees working in skilled occupations like air traffic control or flight inspection could be good candidates for an ICAO job. Non-technical positions sometimes are available, too.

Individuals interested in an international and multi-cultural environment

might want to consider working in Montreal, a dynamic island city full of music, art, and architecture. Montreal's international flavor is reflected in more than 4,000 restaurants serving the national cuisine of some 80 countries. The city boasts an impressive array of year-round sporting events, including bicycle races, Grand Prix Formula One motor racing, hockey, tennis, and football.

Throughout the year, many special events take place, including international fireworks competitions, a winter carnival, and festivals focused on jazz, film and comedy. Four universities and a host of junior colleges contribute to the highest

proportion of students by population found in any North American city.

Along with Montreal's relatively low cost of living, ICAO offers an attractive compensation

package with tax advantages and generous benefits, such as six weeks of annual leave and reimbursement for educational expenses for dependent children.

To receive notification of ICAO job openings for which you might be qualified, complete an on-line skills bank profile found at www.faa.gov/ahr/career/profile/profile.htm.

Once the profile is submitted, employees will receive a message confirming that their job skills information has been received. As ICAO vacancies are announced, candidates whose expertise matches the job requirements will be contacted and encouraged to submit an application.

Questions about ICAO benefits, the skills bank, and employment issues may be sent to 9-AWA-API-ICAO@faa.gov.

Database Designed to Sift Thru Aviation Stats

TranStats is a new Web site for transportation researchers and analysts that provides "one-stop shopping" for transportation data.

The process of compiling data to analyze a transportation problem often involves searching for and contacting data sources, and sorting through data and integrating it from various sources for analysis. TranStats is an e-government initiative aimed at streamlining this process.

The site, maintained by the DOT's Bureau of Transportation Statistics (BIS), contains a searchable index of more than 100 databases across every mode of transportation, along with many social, economic and demographic data sets commonly used in transportation analysis.

Users can access data by transportation mode, agency or subject area, use keyword searches to find relevant datasets, and get online help. All the data in TranStats are indexed with a transportation thesaurus, providing easy links to other transportation research information. Data may be selectively downloaded based on users' parameters.

Online data documentation summarizes information about each database, data definitions, and code information.

Users can perform simple statistical summaries, create time series or cross tabulations, generate graphics online, and cut/paste results into reports. Interactive mapping is available to help visualize geographic data.

The Web site is at www.bts.gov/transtats. BIS is interested in whether the site is clear and easy to use. For user feedback or help, users may call 1-800-853-1351.





A Name Etched in Stone . . . and Co-Workers' Hearts

Long distance runners who hit "the wall" – a psychological struggle to continue during extreme athletic activity – find it difficult to increase their pace. For Ken Lankford, an air traffic control specialist at the Fort Worth Automated Flight Service Station, the wall he hit a few years ago was something much more physical: He retired in October 1999 at the age of 70 to fight cancer.

Now, thanks to his former coworkers, his name adorns a real wall: the Aviation Wall of Honor in Fort Worth, Texas. On Oct. 29, his coworkers presented Lankford with a certificate indicating his name would be inscribed on the wall that eventually would find a place in the Aviation Heritage Museum at Dallas/Fort Worth International Airport.

On Dec. 1, Lankford died of cancer, secure in the knowledge that he was widely loved by the staff of the Fort Worth AFSS and his name would be remembered far into the future.

"Ken was a very happy person," said

Martha Wood, a specialist at the AFSS. "He was very generous . . . just a very outgoing person." She recalls how readily Lankford



Ken Lankford proudly displays his aviation Wall of Honor certificate. On either side of him are AFSS employees Diana Moore-Holman and Alvin Crenshaw. Standing are (from left) Martha Wood, Mike Ballard, Ron Wilkins and Johnny Bobo.

volunteered to be Wood's subject for a geriatric study she had to run while in nursing school.

Many of his coworkers were amazed at how long he continued to do his job even after his diagnosis. It was that determination to work, his longevity at the FAA – 35 years – and the ample service he provided pilots for decades that the AFSS staff thought needed memorializing on the wall.

They sensed they had to work fast. Just a few days after hearing about the wall, they visited the museum's office in Fort Worth. After stressing the importance of haste in the matter, it took the museum only a day to process the certificate.

Lankford was overwhelmed by the honor. When asked what he did to deserve the honor, Wood replied, "Because you're part of our family and we love you." Those words aren't etched in the stone of any wall, only in the hearts of those who knew Ken Lankford.

Mentoring Draws FAA Focus

January is National Mentoring Month, a time when organizations are urged to heighten awareness of mentoring and individuals are urged to volunteer as mentors.

In response to this challenge, the FAA's Office of Civil Rights is planning to start an agency-wide mentoring program as soon as the new budget is finalized. The Technical Women's Organization at Headquarters is sponsoring its annual mentoring program,

beginning this month (see story at right).

The theme for this year's program is "Who mentored you?" The theme is reflective on a Chinese proverb that states, "If you want one year of prosperity, grow grain. If you want 10 years of prosperity, grow trees. If you want 100 years of prosperity, grow people."

Cultivating mentoring relationships benefit the mentor, those being mentored,

and the organization itself.

The Office of Civil Rights encourages employees to consider becoming a mentor. Keep reading the *FAA Intercom* for more information on the national program. HQ's Mentoring Program Begins The Headquarters' branch of the Technical Women's Association kicked off its 6-month mentoring program for 2003 on Jan. 7. Some 41 mentors will provide insight and experience to FAA employees looking to expand their professional horizons.

The next call for participation will be in October. For more information, access the TWO Web site at <http://two.faa.gov>, or call Marcia Corey at x78399.

Meantime, Headquarters employees are always invited to the TWO forums, which are held in Room 8ABC on the third Thursday of every month.

TWO members and participants in the group's Headquarters mentoring program meet for a holiday tea on Dec. 10.





Recognition

The Air Traffic Supervisors Committee – a.k.a., SUPCOM – handed out its sixth annual Manager of the Year Awards to **Joan Mallen** from the Albuquerque Center; **Warren Meehan**, Corpus Christi Tower; and **Joe Gingles**, Casper (Wyo.) Automated Flight Service Station.

Twelve FAA towers in the Great Lakes Region received “None in a Million” awards for safely handling 1 million operations without error. The honored towers are: **Lansing, Mich.**; **Spirit of St. Louis, Mo.**; **East St. Louis, Ill.**; **Duluth, Minn.**; **Flint, Mich.**; **Grand Forks, N.D.**; **Ann Arbor, Mich.**; **Lafayette, Ind.**; **Saginaw, Mich.**; **Minneapolis Crystal, Minn.**; **Pontiac, Mich.**; and **St. Paul, Minn.**

Emily Howell Warner, an aviation safety inspector in the Denver Certificate Management Field Office, was inducted into the National Women’s Hall of Fame for being the first woman to join the flight crew of a U.S. airline (access the March 2002 edition of *FAA Intercom* at www.faa.gov/index.cfm/apa/1162 for her story).



Warner’s status as first female flight crewmember earns her a place in the National Women’s Hall of Fame.

Bob Lewis, regional executive manager for the Alaskan Region, won a gold medal at the World Senior Games in St. George, Utah as a member of the winning basketball team.



Bob Lewis dons the gold medal he won with his basketball team at the World Senior Games.

The FAA’s **Aviation Weather Research Program** won this year’s Aviation Meteorology Award from the National Weather Association for its development of new weather products that enhance safety and efficiency.

The DOT recognized FAAers **Viola Underdue-Mitchell**, **Carmen Molina** and **Carolyn Engelke** for their outstanding contributions in the area of minority and women-owned business enterprises.

Russell G. Loyd, Jr., mayor of Evansville, Ind., presented a proclamation to **Evansville Tower** marking Oct. 15 as National Air Traffic Controllers Day.



Mayor Loyd (second from right) joins Rick Dillbeck, Evansville Tower manager; Rick Polete, Evansville NATCA facility representative; and NATCA President John Carr on National Air Traffic Controllers Day.

The United Way presented the **Mike Monroney Aeronautical Center** with its Norma L. Moore Award for excelling in the latest United Way campaign. The center was almost 120 percent over its monetary goal.

The Lewis and Clark District of the American Red Cross recently honored **Dave Mason**, a controller at the Helena Airport Traffic Control Tower, as an “Everyday Hero.” As fire chief of the Baxendale Volunteer Fire Department and president of the Lewis and Clark County Rural Fire Council, he was instrumental in the creation of an emergency response plan that was first put into effect during the forest fire season of 2000.



Dave Mason, an “Everyday Hero.”

Airway Facilities handed out its National Honorary Awards for Excellence on Dec. 9. The winners were: **Jamie Greene**, Against All Odds (Non-technical); **Tony de la Vega**, **Neil Peery**, **Galen Voth**, **Shawn Roberts**, and **John McLaughlin**, High Flyer (Technical); **Marcia Corey**, Mentoring; **Cheryl Mazzella-Anderson**, **Jere Hayslett**, **Michael Paska**, **Sherrie Elliott**, **Rene Filipowski**, **Charles Bragdon**, **Emmanuel Kuti**, **Bart Sytauw**, and **Kevin Conrad**, Team Achievement (Non-technical). Airway Facilities Director’s Key of Excellence was presented to 25 other employees.



How to Jettison Those Extra Pounds

Just in time to help all those FAA employees determined to lose weight as part of their New Year's resolution, *The FAA Intercom* presents some helpful tips on how to jettison those extra pounds.

The following edited article originally appeared in the Summer 2002 issue of the *Federal Air Surgeon's Medical Bulletin*.

Although aimed at pilots, the article, written by Senior FAA Aviation Medical Examiner Glenn R. Stoutt, Jr., MD, provides helpful information to all employees. Dr. Stoutt is a partner in the Springs Pediatrics and Aviation Medicine Clinic, Louisville, Ky., and he has been an active AME since 1960. (*Editor's Note: The views and recommendations made in this article are those of the author and not necessarily those of the FAA.*)

Lifting the Fog

Motivation books are really worthless because anyone who buys one is already motivated. The problem is self-discipline. The search for the easy fix leads to myriad diets and resolutions to lose weight. Diet-book writers dance on the table and promote erroneous and dangerous fads that sell, sell, sell. Millions of people spend millions of dollars to join the dog-and-pony shows in a burst of enthusiasm and do lose weight fast.

But, the point is not to lose weight, but to lose fat. You can easily lose 20 pounds in two weeks. First goes the glycogen (sugar) in your liver, then goes water, and finally, muscle protein is burned. The immutable law of metabolism is that 3,500 calories must be burned to lose a pound of fat.

All miracle diets – when studied carefully – are actually low-calorie diets. Eventually, after a few months or so, you ei-

ther become sick of the diet, or become sick physiologically.

"I can't lose weight."
"I have a very low metabolism."
"It's hereditary – everyone in my family is fat."

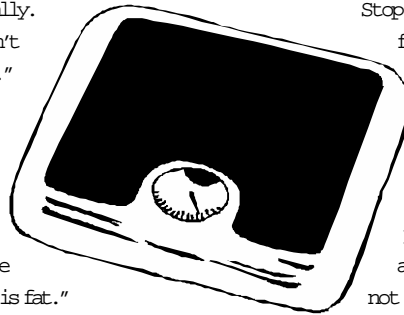
"My thyroid is not working right."
"I have cellulite all over." These are excuses, not reasons.

Think of this: If the person dearest to you would die if you did not lose fat (in a reasonable time), it's inconceivable that you would not do so. Self-discipline would then take care of the fat. So, the argument that you cannot lose fat is not valid.

Diets

A psychological barrier with most diets is that they emphasize what you cannot eat – they accentuate the negative. Here is a positive, foolproof way to eat properly and still never go hungry. No one should ever go on a diet. Instead, learn to eat properly. Stay on this list of foods (see shaded box at right) to get to your desired weight. Plan on losing a pound a week. Until you have attained your goal, eat only the food on this list. If it's not on the list, don't eat it.

There is absolutely no way to avoid losing fat if you eat only these foods. And, you will not lose an ounce of muscle. Forget that there is such a word as "diet."



Scales

Stop weighing yourself. How do your clothes fit? How do you look unclothed in the mirror? Scales tell nothing but how much you weigh.

Patience

Be patient. Losing 50 pounds of fat might take as much as a year. But, it probably took more than a year to accumulate the pounds. New clothes do not become snug or tight in just a few months. If just your pants or skirt are too tight, even a few weeks of proper eating will accomplish wonders for your appearance and mood.

Snacks

A snack at mid-morning, mid-afternoon and late evening helps keep hunger away. Six small meals are much better than the three regular ones we are accustomed to.

Meats

Choose one: fish, chicken, turkey or beef once a day. Not all four.

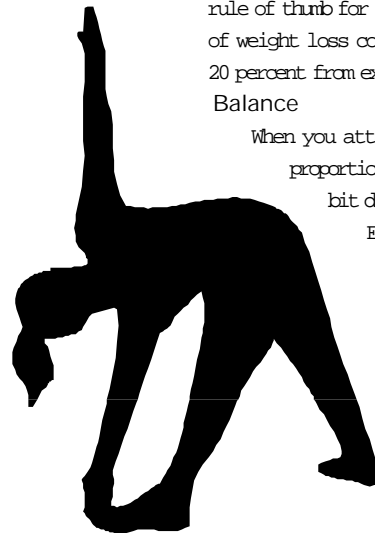
Exercise

Regular exercise is absolutely necessary. A rule of thumb for fat loss: about 80 percent of weight loss comes from diet and 20 percent from exercise. Both are essential.

Balance

When you attain your desired body proportions (not just weight), relax a bit down to the Rule of 80/20.

Eat in moderation about 80 percent of the time, and enjoy what you like to eat (again, reasonably) the other 20 percent of the time. You don't have to give up the pleasure of foods you really like.





Moderate

Self-discipline is the key to attaining and keeping your optimum body fat all your life. No use being a zealot. A couple of teaspoons of sugar on your morning oatmeal or cereal, and beans or greens cooked in a small amount of bacon or ham won't wreck your routine.

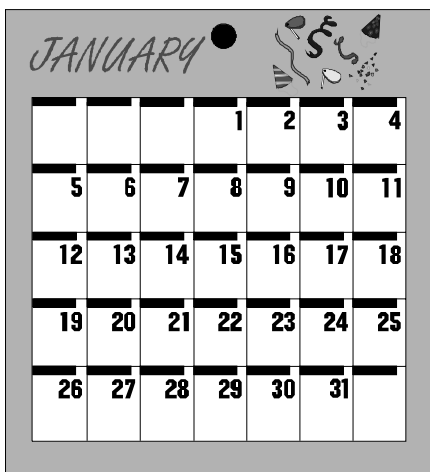
Eat just about anything you want or crave (reasonable amounts) for one meal a week. Life without pizza on the weekend would be unendurable for some people. One alcoholic beverage (a beer, glass of wine, or a drink) once a week at mealtime is fine. *Any eating plan will fail if it is too rigid.*

Size

You have nothing to lose but fat, and some sizes in your belt and clothes.

Timing

Is this your time for blubber elimination? King Solomon wrote of the proper "time for everything under the sun." No one will decide to lose fat until the proper time is reached – for him or her. For people who are tortured by being overweight, the time just might be right now.



The Best of the Best Foods

Feature them in your foolproof eating plan

<ul style="list-style-type: none"> All-bran cereals Apples Asparagus Bananas Beans Beef (lean cut; four ounces per day) Beets Berries Bread (whole-grain) 1-3 slices a day Broccoli Brussels sprouts Buttermilk (low-fat) Cabbage Cantaloupe Cauliflower Celery Chicken breast (no skin; broiled or baked) four ounces per day Collard greens Condiments (just about any that don't have a lot of fat, sugar, or salt) Cottage cheese (low-fat or no-fat) Cream (fat-free sour cream) Cucumbers Eggs 1-2 a day if your cholesterol is OK. (hard-boiled or poached) Fish (cod is great) – not fried! Kale Lettuce Margarine (no fat) Milk (skim; no-fat) Mushrooms Mustard greens 	<ul style="list-style-type: none"> Nuts (handful a day at most) Oatmeal Olive oil (moderate amounts for salads and flavoring) Onions Oranges Pears Peas Peppers, green or red Pickles Pineapple Popcorn, unsalted and unbuttered Pork (lean; 4 ounces a day) Potatoes (Irish or sweet, with skin) one big or two small Radishes Rice (brown or wild) Salad dressing (no-fat) Salsa Soft drinks (no sugar) Soy products (tofu, etc.) Spinach Squash Sugar substitutes (Aspartame and Saccharine) Tomatoes Turkey breast (no skin; broiled or baked) four ounces per day Turnip greens Turnips Yams Yogurt (plain; unsweetened) Zucchini
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Back to Headquarters

Holiday Hijinks Run Amok at HQ!

FAA employees at Headquarters celebrated the holidays early with a talent show fundraiser for the Combined Federal Campaign.

There were Blues Brothers, a blue Christmas (from Elvis), bell ringers and telephone operators from the North Pole.

Ringin in the celebration were Santa's elves – including one high-powered female elf clad in red – whose performance of "Ring Those Christmas Bells" could only be described as a "full-body" experience.

The Runway Safety Chorale performed "Grandma Got Run Over on the Runway," which included the stanza:

*It's not Christmas without Grandma.
All FAA is dressed in black.
And we just can't help but wonder:
Should we take her "use or lose" or give it
back?*

Among other highlights were Flenena Barnes' performance of "Santa Baby," which glowed so brightly she hardly needed a spotlight, and an FAA-adapted "Twelve Days of Christmas" (below).

*On the twelfth day of Christmas,
Ms. Blakey gave to me
Full salary retirement!
No congressionals!
Telecommuting!
No reorganizations!
No Lotus mail jail!
Gourmet café food!
Full program funding!
No LDRs!
Waivers for FTEs!
30 hour work weeks!
Parking at FOB!
Funding for 2 thousand and three!*



Ringin in the holidays with a special zeal are (from left) Alice Wong, ARN-1; Peter Challan, ATIS-2 (note the bells on Peter's caboose); and Administrator Blakey.



Little Jimmy Johnson is none too happy after seeing Mommy kissing Santa Claus.



Flenena Barnes lights up the auditorium with her rendition of "Santa Baby."



Santa's elves perform their version of "Boogie Woogie Christmas."



Meet Headquarters' Benefits Staff

The benefits staff in the Office of Labor & Employee Relations would like to introduce its members. They provide service to specific organizations within Headquarters, as well as information on their areas of specialties – including retirement, FEGLI, FEHB, TSP, long-term care insurance, unemployment compensation, and workers' compensation program.

For more information, contact Syrena West, Benefits manager, at x34493.

Charlene Bowlding
x73872

Military Deposits, FEHB and TSP open seasons

Jan Armstrong
x77287
AOA, ADA, AOZ, ASY, ACR, AGI, APA, AST, ACS, AVR
National Programs: TSP, savings bonds, CFC, unemployment compensation

Gale Harrell
x73954
ATS, AGC, AIO, ARP

Barbara Williams
x73873
ABA, AHR, API, ARC, ARA

Syrena West
x34493
Executive Resources
National Programs: Retirement

Ginny Bachman
x77235
National Programs: Child care, FEHB, FEGLI, long term care, telecommuting
Cary Leventhal
x79020
National Programs: Worker's comp



The benefits staff includes (front, from left) Ginny Bachman, Janice Armstrong and Barbara Williams; and (back, from left) Charlene Bowlding, Cary Leventhal, Gale Harrell and Syrena West.

Getting Down to Business: Diversity at Work

Promoting diversity and understanding its importance to the FAA's future workforce was the topic of a diversity management seminar presented by the FAA Office of Civil Rights.

Senior executives from the FAA and other Department of Transportation agencies attended the session at Headquarters.

Trevor Wilson, a well-known consultant to international business and author of "Diversity at Work: The Business Case for Equity," emphasized that strategic management of hiring and managing employees is critical to the success of the FAA in fulfilling its mission.



Trevor Wilson

Because of changing demographics in the workforce, FAA management needs to focus on increasing productivity and job satisfaction, while reducing conflict and increasing retention.

Diversity management is a business

imperative, Wilson said. Organizations have one thing in common: They are all striving to win the war for talent. Without talented and qualified employees, organizations are left with a narrow vision, unrealized potential and limited capacity to exploit opportunities.

Wilson emphasized that in a global environment, organizations can no longer look only in their own backyard for employees, customers and resources.

In closing remarks, Fanny Rivera, the FAA's Diversity Advocate and assistant administrator for Civil Rights said, "organizations are more creative and do better problem-solving when they are diverse. These organizations use change to their advantage and gain a competitive edge."

Rivera encouraged each organization to put time and effort into filling their diversity advocate positions.

"As leaders, I believe that selection is one of the most important tasks we perform," Rivera said. "Commit to doing it a different way within your sphere of influence. Ultimately, DOT's future success depends on it."



FAA, Guam Ride out Typhoon

continued from page 1

The typhoon snapped concrete power poles four feet in diameter, blew out window and sliding glass door frames normally protected by typhoon shutters, and destroyed 90 percent of the hotel rooms on the island. Large gas storage tanks erupted in flames as sparks from severed power lines ignited fuel. Gas rationing is now in effect. Tim Cornelison, an Air Traffic manager for the Guam Combined Center/Radar Approach Control (CERAP), remembers counting at least 242 cars in one of the lines waiting for gasoline in the days following the storm.

Only a third of the island-wide water pumps are operating. Electricity is not expected to return to the majority of the island until late February.

FAA facilities sustained significant damage, as did much of the island's infrastructure. The Nimitz VORTAC navigational aid was destroyed and the Mt. Macajna NDB was knocked out of service.

More impressively, though, were the facilities that the FAA managed to keep operating. Towers at Agana, Anderson Air Force Base, and Saipan International Airport continued to function without interruption.

Terry Pyle, an Air Traffic operations supervisor, remarked on the professionalism of employees who stayed on the job during the worst the storm had to offer. Controllers Kenneth Stead and Bennie Kelley continued controlling overflight traffic, including arrivals and departures into and out of Guam. Air Transportation System Specialist Edward Mendiola kept as many of the communications and radar systems operating as he could. They carried on despite the worry of being separated from their loved ones. Some employees had to wait up to 16 hours to find out if their families were safe.

Kevin Reyes attributed the resiliency of the air traffic control system to lessons learned during the recovery efforts the FAA

after Super Typhoon Paka struck Guam five years earlier.

The FAA enhanced wind load requirements to enable radar radomes to withstand winds exceeding 225 mph. This enabled airport and air route surveillance radars to remain on-line with minimal damage. Many of the post-Paka improvements will help minimize recovery costs associated with Pongsona.

William Agbayani and Alvin Ota, Airway Facilities technical support specialists from the Hawaii Pacific System Management Office, were some of the first response technicians to arrive on-site.

After a long and cold 10-hour flight on a C-130 cargo plane, they arrived late at night to a dark island. They had to feel their way along the inside corridors of the officer's club at Andersen Air Force Base to find their rooms. They discovered that their rooms were spacious, and included modern conveniences, such as a television, air conditioning, and even a microwave.

Unfortunately, without power and very little water, these conveniences seemed a waste. The carpeting was so full of water that Bill remained on one side of the room, saying later, "I was there to help, and I ended up needing help!"

An FAA employee asked an editor of the *Guam Pacific News* if people tend to move off the island after natural disasters like Pongsona. He responded, "When times get tough, we tough it out. We don't pack and run." Come to think of it, that applies nicely to FAA employees there as well.



This antenna was toppled by high winds.

FAA Intercom

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