

THE CARGO COURIER

Standford Field ANGB, Louisville, Ky.

123rd Airlift Wing, Kentucky Air National Guard

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Board ponders new uniform change

With some already wearing them, chief of staff proposes change

By Tech. Sgt. Jeff Sansbury
Cargo Courier Editor

Don't rush out to buy that new service dress uniform the Air Force has been pushing all year. Just when you saved enough money to buy one, the Air Force has announced some mid-course changes and wants you to reconsider.

Gen. Ronald R. Fogleman, the Air Force's new chief of staff, has reopened the quest for a new uniform and he believes that modifications are both practical and popular.

"I've been wearing the new uniform for two years, and I've talked with other four stars, senior leadership and the troops who wear it," Fogleman said. "It's

been a superb choice -- comfortable, quality material and good image."

Despite those positive features, the general said that with all new programs, there are some changes that would enhance the uniform's acceptability, functionality and appearance. Accordingly, he proposes the following:

*** Uniform Coat** -- the enlisted coat with new stripes is well-liked and should be kept as is. For officers, reintroduce the metal rank to the shoulders. If you already have a new coat with sleeve insignia, don't despair; continue wearing it until the Air Force develops a modification package for an epaulet fix or establishes a transition schedule.

*** U.S. Insignia** -- officers and enlisted

members will start wearing the U.S. insignia without circle on the lapels of the new service dress coat. Enlisted members have until June 1, 1995 to obtain the U.S. insignia without a circle to wear on their old service dress coat.

*** Ribbons** -- wear all, some or none; but when worn, ribbons must be worn in the correct precedence.

*** Badges** -- basic policy is that if you earned it, you can wear it for the rest of your career.

A recent change to AFI 36-2903 permits the wear of up to four earned badges. Members may wear a maximum of two occupational, aeronautical or miscellaneous badges on the left side above the ribbons or pocket. One duty/miscellaneous badge (recognizing service with the JCS, OSD or another organization) may be worn on each side of the uniform.

*** Missile "Pocket Rocket"** -- if earned, you can continue to wear it as one of your four badges.

*** Wheel Hats and Bucket Caps** -- will be a mandatory item for field-grade officers. The Air Force is reviewing the policy for company-grade officers and enlisted personnel. In all cases, the nature of the affair or event will dictate when the wheel hat is worn.

*** Name Tags** -- no change for now, but the jury's still out.

The goal is to make necessary changes as soon as possible and eliminate the uniform as an issue. Here at Standford Field, most KyANG members interviewed support Fogleman's idea and are eager to resolve the on-again, off-again uniform modification.



Air Force photo by Senior Airman Kerry Goerke

Gen. Ronald R. Fogleman, the new Air Force chief of staff, speaks during his arrival honors ceremony at the Bolling AFB Officers' Club on Oct. 26 in Washington.

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What are you doing to improve our key processes?

Our aircraft mission capable rate has slumped a little lately. What steps are you taking to reverse this trend? Have you established in your shop or office that will allow your team to take corrective actions before we see a decrease in mission capability? Remember, we are shooting for continuous process improvement.

I realize that short-term reversals are to be expected and that every shop doesn't have a direct input to this product; however, we are interested in initiatives toward long-term improvement. The books tell us that measuring the correct things is crucial to continuous improvement. For the most part, we are still measuring only the things that we measured in the past. We should be working in small groups, in individual shops, attempting to discover key processes associated with the products/services we produce and establishing ways to measure the output. Through this process



Brig. Gen. Stewart R. Byrne
123rd Airlift Wing Commander

we set meaningful goals to better satisfy our customers. All of these individual process measurements and improvements result in positive trends in our overall output and we see improvement in things

like mission capable rates.

Leadership plays a very important role in the establishment of a quality culture. We must find more time to work quality issues directly with our team members in each shop and office. Leaders cannot expect quality to improve by simply empowering those who work with them. We must all be involved in determining those critical processes and working out the means for effective measurement.

While we are trying to improve, let's not forget what we have achieved and how very far we have traveled along this road toward a culture of continuous improvement. We have fed a multitude of desperate people far from the comfort of our families and we have been recognized time and again as top performers. Let's take pride in what we have achieved and dedicate ourselves to continually strengthen our team.

Best wishes to each of you for a happy and safe holiday season.

Board ponders new uniform change under Fogleman

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"The new uniforms look nice, but I wasn't anxious to have one," said Capt. Judy Mitro of the 123rd Services Flight. "They seemed a bit expensive to buy and maintain. Until they became mandatory, I really didn't plan on having one."

"The U.S. insignia should come back, and the name tags should stay off," added Senior Airman Jeff Keatts of the 123rd Maintenance Squadron. "I do like the officer rank on the sleeve, and I think wearing just one badge is enough."

The next uniform board is scheduled to meet in January 1995. It hopes to can-

vass service members for good ideas on all Air Force uniforms and finalize changes to the new uniform. It will be the last uniform board meeting for the next four years, Air Force officials announced.

KyANG members can contact their orderly rooms for specific details on the placement of badges and insignia.

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Call the wing Public Affairs Office if you have a story idea, photo or article to submit. Our office is located in Bldg. 7 and the deadline for January's issue is Dec. 16.

Quality:

Where do we go from here?

By Capt. Pat Wimsatt
Wing Quality Officer

With the QAFA nearly behind us, many of us are wondering what will happen to our quality journey. This poses an excellent question that's been asked all along. Will quality die after the QAFA? Was it all for show? Well those of us leading the efforts don't believe it will end, but for it to continue each of us must accept the responsibility to continue the journey. It's easy for us to believe in something when somebody's watching, but real integrity comes from believing and working toward a cause because it's the right thing to do.

So then, how do we proceed? There are several different paths we can take to improve our products and environment. First we should always remember the customer. Even though the QAFA will soon be over, the customer and mission remain with us. Each functional area should develop a thorough understanding of who their customers are and what their needs are. The next task is to find ways to improve customer service. Use the ACC COPIS tool. The COPIS tool "walks you through" a plan for examining processes and metrics. Many of you have already been involved with COPIS. Those who haven't need to become familiar with it. COPIS isn't a one-time tool. You can continue to use it during daily business to

help guide you in your quest for continual process improvement.

Another method for moving forward, and on a bigger scale, is to continue to use the Air Force Quality Criteria, or Malcolm Baldrige criteria. Both are the same and both provide a method for organizations to develop action plans for furthering the quality journey. Begin with category five, process management, to provide a basis for understanding what's done, then move to six, seven, and two to verify results and customer satisfaction with data. Next use the questions in categories one and three to check leadership and strategic planning and to ensure the foundation is laid for an effective organization. Then look at category four to determine how you use your most

important resource -- people. Without them, you don't have an organization to lead.

And finally, continue to learn. Training is so vital in not only quality, but in our personal and professional lives as well. Through training we gain insight into something better or a new way of looking at an issue. It's this variation of thought that allows us to, as Dr. Steven Covey says, "sharpen the saw."

The avenues to quality are still here, and they are still viable methods for improving business here in the Kentucky Air National Guard. Now it's up to us to move ahead proudly, based on what we know is right, and based on our belief that the products we provide deserve to be provided in a quality manner.



Dare to Care food drive in progress

By Chaplain (Maj.) Charles A. Smith Jr.
KyANG Protestant Chaplain

"How dare you?" says the shopper as another shopper pushes ahead in the line at the supermarket. To dare something means to be bold, almost intruding into another's space. Sometimes daring to do something is unwelcome.

"Dare to care" takes boldness -- bold-



ness to care enough about others to share our abundance. To enter someone's space with caring, providing food for the hungry is not an intrusion, it is welcome.

We dare you to care. Fill the empty spaces of hunger by depositing your gifts of non-perishable food items in the collection bins on base this drill. If you are so bold no one will say "How dare you?" you cared.

All new fighter planes to have stealth

WASHINGTON (AFNS) — All future fighter aircraft purchased by the Air Force will have stealth technology, Air Force Secretary Sheila Widnall said Sept. 12.

Furthermore, the Air Force has no current plans to buy any new additional F-15s, Widnall said during a press conference at the Air Force Association's national convention.

"Let me make it perfectly clear that the Air Force considers that stealth is a revolutionary technology, and as we spend money in the future we will not do it on the air frame that does

not have stealth," Widnall said.

Widnall was responding to how the Air Force planned to deal with attrition of F-15 aircraft in the coming years. It had been suggested by manufacturers that the Air Force would need to purchase additional F-15s and F-16s.

"We have no near-term plans to consider those options," Widnall said. "What we are obviously very positive about is potential sales of F-15s to our allies. We're working very cooperatively with those companies and potential customers."

Law protects jobs of deployed guardsmen

ESGR is pleased to assist; seniority protected by law

By Capt. Steve Bullard
165th Airlift Squadron

A law guaranteeing that individuals entering the military for short periods of duty or serving in the National Guard and Reserve can return to their private sector jobs with no loss of seniority or benefits was signed by President Bill Clinton on Oct. 13.

Most provisions of the Uniformed Services Employment and Reemployment Rights Act, which replaces the old Veterans' Reemployment Rights Act, take effect Dec. 12. It expands veterans' rights against discrimination and eliminates distinctions among categories of service, such as active duty versus active duty for training.

The law requires employers to make reasonable efforts to upgrade workers' skills to qualify them for reemployment; expands health care and pension plan coverage; extends from four to five years the length of time an individual may be absent from a specific employer for military duty; and enhances protection for disabled veterans.

There is one exception for guardsmen -- USERRA does not apply to state ser-

vice performed by National Guard members when called up by the governor for state emergencies, such as riot control.

To qualify for reemployment rights under USERRA you must meet five conditions: You must hold a civilian job (including temporary jobs); you must give notice to your employer that you will be leaving the job for military training or service; you must not exceed a five-year cumulative limit on service; you must be released from service under honorable conditions; and you must report back to your job in a timely manner or make a timely application for reemployment.

Voluntary military service, in peacetime or wartime, is fully covered under USERRA. You are only required to give notice, as the employer has no right to deny the request.

However, requesting a leave of absence is recommended as a matter of courtesy.

The new law does not specify how much advance notice is required. The National Committee for Employer Support of the Guard and Reserve recommends that you give "as much advance notice as possible," says Cmdr. Samuel Wright, USNR, a military

lawyer with the ESGR. Wright noted a recent court case where a National Guard member's firing was upheld because he waited until late Friday afternoon to inform his employer he would be absent the next week for military training, when the guardsman knew about the training well in advance.

There is now a cumulative five-year limit on USERRA's coverage of active duty service, other than for training, while working under a single employer. When you start a new job with a new employer, you receive a fresh five-year entitlement.

If you have questions about your rights under USERRA, contact Maj.



EMPLOYER SUPPORT OF THE GUARD AND RESERVE

Howard Hunt III, ombudsman for the Kentucky Committee for ESGR, at 1-800-372-7601 in Kentucky or 502-564-6332 outside the state. The national ombudsman of the NCESGR can be reached at 1-800-336-4590.

What's in a Name?

(What the Operation is About)

American Forces Information Service

Uphold Democracy in Haiti is only one of 18 ongoing military operations involving U.S. service members around the world. Regional commanders in chief generally name the operations and choose terms that mirror what the operation is about, Joint Staff officials said.

For example, when Iraq invaded Kuwait and it looked as if Saddam Hussein was threatening Saudi Arabia, the United States launched Operation Desert Shield. But Desert Storm was the name chosen for the attack to take back Kuwait.

The U.S. Atlantic command named the effort in Haiti *Uphold Democracy*, again mirroring the mission of the troops.

Here is a list of current military operations and their objectives:

Able Manner – U.S. Coast Guard Haitian migrant interdiction operations with U.S. Navy assistance;

Able Vigil – U.S. Coast Guard Cuban interdiction operations with U.S. Navy assistance;

Able Sentry – U.S. military participation in the U.N. Protection Force in Macedonia;

Deny Flight – NATO no-fly zone enforcement, close air support and air strikes over/in Bosnia;

Distant Haven – U.S. humanitarian operation for Haitian refugees in Suriname;

Maritime Intercept Ops – Generic name for U.S. and coalition enforcement of U.N. sanctions against Iraq in the Persian Gulf;

Provide Comfort – U.S. and allied no-fly zone enforcement over northern Iraq and Kurdish relief efforts;

Provide Hope – U.S. medical supplies and equipment to Russia;

Provide Promise – U.S. and allied airlift into Sarajevo and airdrops over

Bosnia;

Safe Haven – U.S. humanitarian operation for Cuban refugees in Panama;

Sea Signal – U.S. Navy support of U.S. Coast Guard's operation Able Vigil;

Sharp Guard – U.S. and allied enforcement of U.N. sanctions against Serbia and Montenegro in the Adriatic Sea;

Southern Watch – U.S. and coalition no-fly zone over southern Iraq;

Support Democracy – U.S. and al-

lied at-sea enforcement of U.N. sanctions against Haiti;

Support Hope – U.S. support of U.N. humanitarian operations in or near Rwanda;

Sustain Democracy – U.S. support of U.N. Haitian border monitoring in the Dominican Republic;

UNOSOM II – U.N. Operations in Somalia;

Uphold Democracy – U.S. military forces in Haiti.



Like father, like son: Bruce earns eagles



KyANG photo by SMSgt. Dave Tinsley

Charles O. Bruce III, commander of the 123rd Medical Squadron, cherishes the pinning of his new rank of colonel during an Oct. 11 ceremony here. Joining him are Brig. Gen. Verna D. Fairchild, Kentucky's assistant adjutant general for air, and Bruce's father, Charles O. Bruce Jr., a retired colonel from the Army Reserve.

OK to keep BAS during deployments

Enlisted members can now keep their basic allowance for subsistence, about 13 percent of their pay, while deployed to operations against an enemy.

The president signed an executive order Oct. 28 changing the definition of field duty so members deployed "under orders, with troops, against an enemy" can be placed on temporary duty orders. That means enlisted people won't have to forfeit the approximately \$200 per month they receive for BAS, said Pentagon officials.

Electronic Payments

Electronic Funds Transfer is now available to all people submitting travel vouchers for temporary duty and permanent-change-of-station travel.

By selecting "electronic funds transfer" in Block 1 of DD Form 1351-2, travel voucher or sub-voucher, any proceeds from TDY travel or a PCS move can be deposited directly into the same checking account or savings account people use for their direct deposit or sure-pay deposits. This method of paying travel vouchers eliminates the time required to put a settlement check in an envelope and mailed through the U.S. mail.

EFT also eliminates lost, stolen or misplaced checks, and the resultant delay in replacing them.

KyANG Promotions

To Airman 1st Class (E-3)

Karla Atwell, 123rd AW
Neal Jones, 123rd MED SQ
Shelley Kruse, 123rd MED SQ
Jason Lainhart, 123rd SPS
Damian Probus, 123rd APS
Kenneth Richards, 123rd MED SQ

Donnie Dorsey, 123rd LOG SQ
Robert Geary Jr., 123rd LOG SQ
Michael Jones, 123rd APS
John Kaiser Jr., 123rd LOG SQ
Quentin Moore, 123rd SPS
Ronald Schmitz, 123rd CES
Ronald Shears, 123rd CES
Jimmy Spencer, 123rd APS
Mark Young, 123rd CES

To Senior Airman (E-4)

Troy Kiper, 123rd MS
Juanita Kirker, 123rd CES
Christopher Poplewell, 123rd MS
Michael Slavey, 123rd MS
Kerry Wentworth, 123rd APS

To Tech. Sgt. (E-6)

Mark Grant, 123rd COMMFLT
Christopher Mix, 123rd LOG SQ
Melissa Talley, 123rd AW
Mary Turner, 123rd MED SQ
Annette Strom, 123rd MSF
Johnnie Wyatt, 123rd MS

To Staff Sgt. (E-5)

James Burns, 123rd CES

Visual Information continues winning ways

By Maj. Ralinda Gregor
Wing Public Affairs Officer

If the combat visual information service center wants to hang its newest plaques and certificates on the wall, Senior Master Sgt. Dave Tinsley, the section NCOIC, better start looking for a larger shop to house them.

Tinsley and his talented crew of photographers, videographers and graphic artists have just been honored as the best in the Air National Guard for 1994.

The section also captured 12 individual awards for their work. In the graphics competition, section members were lauded for briefing slides and recruiting brochures and advertisements they produced. In the cinematography competition they were recognized for videos documenting CCT HALO jumps, new base construction, and deployments to Somalia and Bitburg AB, Germany.

These awards will have to compete for wall space with one DOD and six ANG individual awards the section members won last year.

Tinsley is proud of his section's accomplishments. "The

traditional guardsmen did it all," he said. "Without them there wouldn't be a section."

And the winners are:

Graphics Competition

- 1st place General Category - Tech. Sgt. Simon Harris Jr.
- 2nd place General Category - Master Sgt. Terry Lutz
- 3rd place General Category - Lutz
- 1st place Open Category - Lutz
- 3rd place Publications Category - Lutz
- 3rd place Graphic Artist of the Year - Lutz

Cinematography Competition

- 2nd place Combat Camera - Tech. Sgt. Scott Mullins
- 2nd place Controlled Action - Mullins
- 1st place Editing - Master Sgt. Alex Felinski
- 2nd place Documentary - Felinski and Tech. Sgt. Dennis Large
- 3rd place Videographer of the Year - Mullins

Snyder's tenure, achievement earns him general



KyNG photo by Maj. Phil Miller

Austin "Pete" Snyder was flanked by his wife, Olympia, and Maj. Gen. Robert DeZarn, the state adjutant general, during his promotion and recognition ceremony Oct. 18 in Frankfort. Snyder, who serves as the KyANG's chief of staff, earned the rank of brigadier general. He serves with the wing's state staff at the Boone National Guard Center.

VA Loan Program Expanded

WASHINGTON (AFNS) — Legislation that expands benefits in the Veterans Affairs Loan Guaranty Program and extends VA home loan entitlement to a new group of veterans and their survivors was signed recently by President Bill Clinton.

An increase in the maximum loan guaranty entitlement from \$46,000 to \$50,750 was included in legislation signed Oct. 13. The increase effectively raises to \$203,000 the loan amount a veteran can obtain without a down payment since most lenders will lend up to four times the amount of a veteran's entitlement without requiring a down payment.

The new limit is comparable to the maximum of \$203,150 for conventional loans purchased by the federal National Mortgage Association, "Fannie Mae" and the Federal Loan Mortgage Corp., "Freddie Mac."

Other changes in the loan guaranty program, included in the Veterans' Benefits Improvement Act of 1994, signed Nov. 2, are:

- * Extending eligibility for home loan benefits to members of the Selected Reserve, who, due to a service-connected disability, are unable to complete the required six years of duty and to surviving spouses of reservists who died as a result of service-connected causes.

- * Allowing veterans who obtained an adjustable rate mortgage (ARM) to refinance to a fixed-rate loan under VA's interest rate reduction refinancing loan program, even if the fixed rate is higher than the current rate of the ARM.

- * Allowing up to \$60,000 in energy-efficient improvements to be added to the loan when refinancing under the IRRRL program.

C-17 completes first operational mission



Photo is courtesy of McDonnell Douglas
An Air Force C-17 Globemaster dispenses flares during testing of its infrared-seeker defense system at Eglin AFB, Fla. The first operational C-17s from Charleston AFB, S.C., arrived at an Arabian Gulf region air base Oct. 15 and marked the first deployed mission for the Air Mobility Command's newest airlifter.

ANG may see reduction in aircraft

(Courtesy of *On Guard*) — The Air National Guard is nearing the point where it will have to reduce the number of planes in its squadrons or eliminate some squadrons completely, says Maj. Gen. Donald Shepperd, director of the ANG.

Fighter squadrons may be cut to 12 planes each, down from 15 that most fly.

Shepperd also said squadrons flying cargo planes may be trimmed to six or seven aircraft.

If there is much more of a drawdown," Shepperd said in an *Air Force Times* interview, "it will have to start coming out of the Guard ... (and) we've not seen the end of the budget cuts."