

THE CARGO COURIER

Standiford Field ANGB, Louisville, Ky.

123rd Airlift Wing, Kentucky Air National Guard

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Bosnia duty has rewards, dangers for 123rd

By Staff Sgt. Shawn Keller
123rd RMS Special Writer

RHEIN-MAIN AIR BASE, Germany — The Kentucky Air National Guard has once again committed aircraft, crews and support personnel to assist in Operation Provide Promise. Its units have joined forces with other Air Guard and Air Force Reserve units from Nashville, Minneapolis, Colorado Springs, Colo., Mansfield, Ohio, and Martinsburg, W.V., to form a separate unit, the 38th Airlift Squadron, also known as Delta Squadron. Delta Squadron is currently commanded by Lt. Col. Rick Ash, a Louisville pilot from the KyANG.

Provide Promise has surpassed the historic Berlin Airlift of 1948-1949 as the longest sustained relief effort in history, according to Air Force officials. Provide Promise has lasted more than 600



KyANG photo by Staff Sgt. Shawn Keller

Performing pre-flight maintenance at Rhein-Main AB are, from left, Tech. Sgts. Carlton Ray (TN ANG), Gary Dunlap (KyANG) and Leslie Johnson (TN ANG).



KyANG photo by Staff Sgt. Shawn Keller
Loadmasters have a goal of performing their missions in under 10 minutes to avoid being the targets of war.

days. As of Feb. 1, U.S. troops have delivered 34,423 tons of food, supplies and equipment into Sarajevo and airdropped 14,567 tons of food into eastern Bosnia of the former Yugoslavia.

In January, Delta Force increased its number of C-130 aircraft from six to 15 and increased the number of airdrops from one per night to six, according to Lt. Col. Ed Tonini, the KyANG's spokesperson. The ground deliveries to Sarajevo are maintained at 12 per day.

This increase in aid could not have come at a better time for the 4 million residents of war-torn Bosnia. They are in the midst of their second winter without adequate food and shelter.

The increase in the number of missions has also resulted in an increased risk for crew members. Since January there have been several instances of coalition aircraft being damaged by shrapnel and small-arms fire while on the ground in Sarajevo. Although no aircraft

from Kentucky's 165th Airlift Squadron have suffered any battle damage, a Kentucky aircrew led by Capt. Mark Heininger definitely earned its hazardous duty pay Jan. 19.

Heininger, navigator Capt. Steve Cochran and loadmasters Master Sgt. Jose "Butch" Fernandez and Senior Airman Robert Allen were on board an Air Force Reserve C-130 aircraft from Youngstown, Ohio, when it received four holes in the wing and fuselage from nearby mortar fire.

No injuries have resulted from the attacks and aircraft damage has been minimal. Still, the attacks are making some crewmembers uneasy.

"Sarajevo seems to get a little hotter every time we go in," said Master Sgt. Walt Leitenberger, a loadmaster with the 179th Airlift Group in Mansfield.

To minimize their exposure to hostile

Story Continues on Page 5

Commander's Column

ANG storms through snow to help Kentuckians in need

January's record snow fall and the extremely cold temperatures that followed were a true test of our mettle. Many roads were impassable, power lines were down and communication was difficult to say the least. Doctors and nurses couldn't get to hospitals; police and EMS personnel couldn't respond to calls for help; fire fighters and other emergency actions people had difficulty getting around. The governor closed the interstate highway system and as we should expect, called on the Guard for assistance.

Many of you responded without being called. You made your way to the unit on a federal holiday, surveyed the situation at hand and began responding to the need with all available resources. Four-wheel drive vehicles, including the 123rd Combat Control Team's "HMMWVs" were pressed into action and other equipment like portable heaters were readied for immediate response. Mobile Aerial Port Squadron personnel

set up an action response cell and many of you, including our snow removal crews, worked around the clock to do whatever was required. Our fire fighters jumped into action when a twin engine business jet reported that he was gliding toward Standiford Field with both engines failed. They were in place when the pilot gently set his glider down on Runway 01.

I am sure we will hear many war stories from those of you who volunteered your services and were able to make it to the base. The Guard spirit was alive and it was fun helping those in need. Isn't that what the Guard is all about ... being able to respond during a crisis? Wouldn't it be a shame if no one was available?

The fact is, we had more volunteers than were required to man the equipment and to manage problems at the base. However, it would be a good time for each of us to take stock of our commitment to what we are all about as guardsmen and rededicate ourselves to the prin-



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

cipals upon which the guard was founded.

Thanks to all of you who met the challenge and to those of you who were ready if needed.

The Quality Air Force Assessment, or QAFA, that was cancelled during January will be rescheduled for November. We will announce the exact dates when confirmed.

Air Force Memorial kicks off fund-raiser

Washington (AFNS) -- President Clinton has signed a bill that authorizes the Air Force to establish a memorial in Washington. The legislation enables the Air Force Memorial Foundation to begin discussions with the National Park Service to select an appropriate location for

the memorial. The memorial's purpose is to reflect past accomplishments while also motivating young men and women to ensure that the U.S. Air force is a valuable national resource. The foundation was established in 1992 with the goal of raising \$24 million for the memorial.

Ooops!

Due to the printer's error, last month's Cargo Courier displayed a photo of Lt. Col. Michael L. Harden as commander of the 123rd Airlift Wing. Brig. Gen. Stewart R. Byrne's photo was incorrectly omitted, and he remains the wing commander. The editor and staff apologize for this error.

This funded Air Force newspaper is an authorized publication for members of the military services. Contents of THE CARGO COURIER are not necessarily the views of the government, the Department of Defense or the U.S. Air Force.

The editorial content is edited and prepared by the public affairs office of the 123rd Airlift Wing, Kentucky Air National Guard, Standiford Field ANGB, Louisville, Ky., 40213, phone 502-364-9431.

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Deadline for submission is Sunday of each UTA, for publication in next month's issue. Articles may be delivered to the wing public affairs office in Building 7.

Tuskegee Airmen honored as first black flying unit



The Tuskegee Airmen were the Army Air Corps' first black flying unit, opening up cockpits for future generations of black aviators. During World War II the Tuskegee Airmen were cited for heroism 800 times.

Compiled by Tech. Sgt. John Martin
123rd Airlift Wing Historian

As we remember our participation in World War II it is appropriate to honor some of the men who fought in this war 50 years ago, a group of dedicated pilots that achieved a remarkable record against the enemy -- the famous black aviators from Tuskegee.

These African-American pilots, part of the Red Tail Squadron from Tuskegee, displayed as much courage and grit as their white counterparts.

Up to 1941, blacks were segregated into all black units.

Yet, with America's advent into World War II, the War Department decided to integrate the armed forces -- much to the chagrin of many whites, but paving the way for ending racial segregation in the military.

Just five months before the Pearl Harbor attack, the first black aviation cadets enrolled at the Tuskegee, Ala., school. Out of more than 900 who enrolled, 450 of them would see combat during the war. It was just one year later

(July 1942) that this flight class, later to become known as the 99th Fighter Squadron, became fully manned. The 99th fought its first encounter with Nazi aircraft in June 1943. Leading the 99th (and other squadrons that made up the Red Tails) was Benjamin O. Davis Jr., the first black to be promoted to brigadier general and one of the first pilots to graduate from Tuskegee.

Flying in their P-39s, P-40s, P-47s, and P-51 aircraft, these pilots met and defeated the best that Hitler's Luftwaffe could throw at them. Fighting over North Africa, Sicily and Anzio Beach, it was discouraging that these brave African-Americans who risked everything for their country had to fight discrimination from their own countrymen, ranging from an apathetic government which initially balked at the idea of an all-black flight squadron, to indifferent white soldiers. These black aviators achieved much in the face of great odds; they never lost a single aircraft to enemy fire during the war -- a record unparalleled by other units.

The most daring mission of the Red Tail squadrons occurred on March 24, 1945, during a 1,500-mile bombing raid against the Daimler-Benz plant in Berlin. The Luftwaffe fought them back viciously, but lost three jets to the squadrons of the Red Tail.

These black airmen who fought the 45-minute dogfight over Berlin did more than best one of the world's foremost air forces. They earned the admiration of the enemy.

Called "schwartzte ogelmenschen" (black birdmen) by the Luftwaffe pilots, and Red Tail Angels by the white American aviators, the black Tuskegee pilots had earned respect.

"We knew we had to be better than the white groups to make our reputation," stated former Tuskegee pilot, Capt. Roscoe Brown. "Those groups (white aviators) had more victories, but lost more aircraft than we did."

Why the name Red Tail Angels? Red was the color identification of the rudder (tail marking). But to the Tuskegee pilots, the term Red Tail meant courage, honor and dedication.

New KyANG base closer to reality

Ground breaking set for March; unit reps meet for design plans

By 2nd Lt. Didi Byerly, Base Civil Engineering Officer and Senior Master Sgt. Russell Slinger, Facility Manager

What is that noise in the distance? It's not aircraft engines revving for takeoff or diesel trucks rumbling down I-65. It's the sound of construction equipment preparing for the massive task of building a new base.

The driving force behind the new base is the anticipated opening of the new east parallel runway in June 1995. The runway will take about one-third of the land that the Kentucky Air National Guard now occupies. The new base will be located next to Interstate 65 at the Grade Lane exit.

The new Operations and Training Building already has a complete design and construction contract and should be ready for occupancy in October 1994. The design for the new fire department building is about 30 percent complete.

The design for three other buildings is steadily moving forward using the design-build method. When using this method, the design and construction of the building moves concurrently at a fast rate. Once the design of the building is 20 percent complete, the building contractor begins to pour the foundation for the building and begin construction while the architect and engineers continue to design the building. It's essential to pay close attention to detail as mistakes could literally be cast in concrete.

The hangar-resource complex is estimated to be 120,200 square feet; see map on Page 5

In January 1994, the Regional Airport Authority announced the selection of design firms and construction contractors that will team up to build the civil engineering building (21,200 square feet); composite hangar-resource complex (120,200 square feet); and a complex to house composite squadron operations, the combat control team, communications, TALCE and weather lab (41,000 square feet).

Immediately after the selection of the architect firm, representatives from organizations that will occupy each building

joined the design teams and began the painstaking development of the floor plans.

It's apparent that a quality environment is having a positive impact on the design of the new base.

Lee Anderson, the Air National Guard Readiness Center's program manager stated, "I'm very pleased with the way the design groups are working with the engineers to develop quality facility designs. Their dedication and thoughtful inputs are the keys to this fast-tracked process."

The anticipated ground breaking for the new base is this month.

See base master plan on next page

Kentucky Air National Guard
presents its annual

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Enlisted members urged to participate in AFSA's annual membership drive

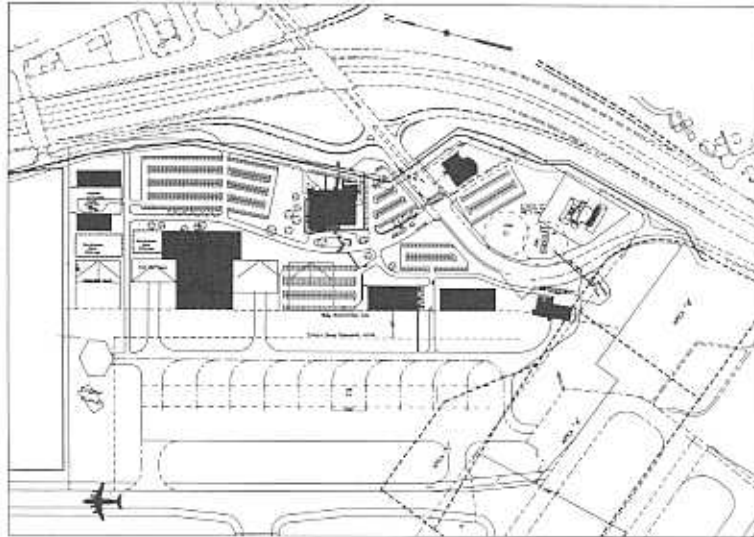
Never before in our history has involvement in our professional associations been more important. The Air Force Sergeants Association is extremely effective in representing the total Air Force enlisted community in issues which affect our enlisted members' con-

tinued service to nation and state. I strongly encourage all Air National Guard enlisted personnel to support the 1994 AFSA membership drive.

- Maj. Gen. Philip G. Killey,
National Guard Bureau

KyANG base master plan at Standiford Field

See related story on Page 4



Bosnia duty has rewards, dangers

Continued from Page 1

fire while landing in Sarajevo, the crews conduct full assault landings and take-offs with a minimum of one to two engines running at all times while the aircraft are being unloaded. Crewmembers and essential ground personnel are equipped with survival vests, flak jackets and "blood chits" in the event they are stranded in hostile territory.

Staff Sgt. Tim Ochai, an active Air Force satellite-communications operator from McGuire AFB in New Jersey, said "Our goal is to accomplish the mission in the shortest on-ground time possible." This results in an average time of 8-10 minutes on the ground with each trip into the Sarajevo airport, he explained.

However, the mission doesn't always go as planned. On Feb. 4 a crew from Mansfield struggled to offload an oversized pallet that became trapped in the bent load rails of the aircraft. The pallet eventually broke free, but not before the crew spent more than 20 minutes on the ground in Sarajevo. "The longer we are on the ground, the more likely we are to become a target," Ochai added.

Aircrews are not the only ones with an increased workload. Maintenance crews now have 15 aircraft to maintain. The increase in aircraft has pushed the

number of maintenance personnel to more than 200.

"Fortunately we're not as short-handed in maintenance as we were last fall," explained Staff Sgt. Arvin Humphries of the 123rd Aircraft Maintenance Squadron here.

The Delta Squadron maintenance component runs a 24-hour operation with Guard and Reserve personnel working 12-hour shifts, seven days a week. Members of the 123rd AMS are currently working the 11 p.m. to 11 a.m. "graveyard shift" with members of Nashville's 118th AW.

Staff Sgt. Freddie Chancellor, a member of the 123rd AMS, added: "The guys seem to be working together exceptionally well so far."

The creation of Delta Squadron has created an increased need for administrative and support personnel. In addition to aircrew and maintenance personnel, the KyANG is deploying members of the 123rd Resource Management Squadron and the logistics plans office in support of the operation. All participants are being sent on a volunteer basis and the list is growing.

Kentucky's commitment to Provide Promise is scheduled to continue through May 8; for now, the monumental task of feeding the citizens of war-torn Bosnia has no immediate end in sight.

Senate nods Perry to DoD

WASHINGTON (AFNS) — The Senate unanimously confirmed William Perry Feb. 3 as secretary of defense to replace Les Aspin, who announced his resignation in December.

The 66-year-old Perry was deputy secretary of defense when President Clinton tapped him to succeed Aspin after retired Adm. Bobby Inman withdrew his name from consideration Jan. 18.

One of Perry's first official acts was to travel to Munich Feb. 4 to take part in an annual international security policy conference, said Pentagon officials.

He was to testify before Congress Feb. 8 on the fiscal 1995 defense budget, officials said.

In his statement before the Senate Armed Services Committee Feb. 2, Perry talked briefly about the United States' continued need for "strong, flexible and ready military forces."

He noted that some 80,000 U.S. military members are deployed around the globe in "peacekeeping, peacemaking, border monitoring, humanitarian relief and deterrence through presence."

Perry said the military is carrying out such diverse missions in a period of declining defense budgets — a period which, historically, the United States has not managed well.

"This time, we must get it right, or we will pay the cost later either in blood or treasure or both," he said.

"We owe them," Perry said. "I owe them my best possible effort, and they shall have it."

What is Sexual Harassment?

Taken from an article by Dr. Guenter-Schlesinger
Director of Affirmative Action and Equal Opportunity for Utah State University

To determine what is and what is not sexual harassment, take the example of a male supervisor coming up to a female subordinate and massaging her shoulders while she sits at a work station. The woman finds it offensive; the man says he's just helping her reduce stress and she's over sensitive. If the behavior continued, the ultimate test would be: (1) if the receiver in fact found it offensive and (2) if a "reasonable woman" would have found it offensive.

If the woman does not find it offensive, then it is not sexual harassment. It may be other things...like inappropriateness, fraternization, flirting, all three, or just plain foolish. Unfortunately, some leaders and supervisors make the mistake of thinking that if the behavior is not unwelcome, since the receiver did not complain, it therefore can be ignored.

It is at this precise point that seeds are planted for a perhaps small problem to grow into a huge one. The person engaging in this behavior, who is usually a male, gets the message that his behavior is "OK."

There are two groups of people who have the most difficulty in understanding what sexual harassment is, the behaviors that can lead to it, and how to identify it when it is occurring. First, are those who require sexual harassment to be so consistently and clearly defined, that each incident of alleged sexual harassment can be determined within seconds.

Sexual harassment simply isn't the type of problem for which a standardized list of sanctions can be developed. Each case is unique and each must be looked at individually and within the totality of the situation.

The other type of people who have difficulty dealing with this issue are those

*"These are not
simple questions;
there are no
'canned' answers"*

who believe sexual harassment is so subjective and vague that we'll never really understand it. They feel that men are totally at the mercy of women who, at any moment, could "perceive" themselves to be victims of sexual harassment and thereby immediately ruin their career, reputation, and life. They fear that the sexual harassment guidelines have given women license to be vindictive and manipulative.

Both these groups miss the point that the complexity of an issue like sexual harassment requires that it be viewed

within context. There are numerous factors that must be taken into account when determining whether or not a particular behavior constitutes sexual harassment. Was it unwelcome? Was it of a sexual nature? What was the degree of seriousness? Was it deliberate and repeated? Did the receiver in any way initiate or participate in the behavior? These are not simple questions, and there are no "canned" answers. Every situation or case must be looked at on its own merits.

A complete understanding of sexual harassment also depends on understanding how this behavior impacts on its victim. It is not something that can be explained away in one or two sentences. It is demoralizing and humiliating. Without exaggeration, sexual harassment has the potential to cause emotional and physical devastation. Because sexual harassment is much more an issue of power and not sex, it has the ability to tear away at one's feelings of self-worth. It severely violates a person's rights to basic human dignity and respect.

Sexual harassment also impacts negatively on the organization. It causes low morale which, in turn, leads to high leave rates, medical expenses, and a decrease in mission readiness.



KyANG photo by Tech. Sgt. Charles Simpson

GETTING IT DONE — Dr. Charles Dygert discussed quality issues with KyANG members during his Louisville visit Feb. 5. A noted motivational speaker and consultant, Dygert has helped international companies progress in their quality journeys. His seminar for the KyANG was held at Male High School.

ESGR thanks local employers during luncheon

By Capt. Steve Bullard
165th Airlift Squadron

Six employers of Kentucky Air National Guard personnel were honored at the first-ever, jointly sponsored meeting of the Kentucky Committee for Employer Support of the Guard and Reserve, the Louisville Armed Forces Committee and the Louisville Chamber of Commerce Military Affairs Committee here Dec. 13.

About 160 people attended the luncheon, held at the Galt House East hotel. Awards were presented to 16 Kentucky employers. Maj. Gen. Larry R. Jordan, commander of the U.S. Army Armor Center at Fort Knox, spoke on the relationship between the post and its surrounding community.

North American Stainless Steel of Carrollton, nominated by Staff Sgt. Gregg Romans of the 123rd RMS, and United Parcel Service, nominated by Staff Sgt. Greg Bean, also of the 123rd RMS, each received one of six prestigious State Chairman Awards from Kentucky ESGR Chairman Edward Holloway.

The ESGR awards are presented to organizations whose policies make it easier for its employees to participate in the Guard and Reserve. Selections are based on narratives written by the reservist employee.

Alumax of Carrollton, a fabricated metal products company, nominated by Tech. Sgt. Theodore Strahle of the 123rd RMS; CMTA Inc. of Lexington, an engineering consulting firm, nominated by 1st Lt. Dave LaLonde of the 165th AS; Veterans Administration Medical Center of Louisville, nominated by Senior Airman Donnie Dorsey of the 123rd RMS; and Wagner Electric of Louisville, nominated by Staff Sgt. Darryl Loafman of the 123rd CES, each received the Seven Seals Award from the ESGR.



The most prestigious award, the "Pro Patria," was presented to Leeco Inc. of London for its policy, "Keeping You Sound," which compensates its reservist employees the adjusted difference in pay while serving on military duty.

Upcoming ESGR Bosslifts

The Kentucky Committee for ESGR is planning a prospective 1994 Bosslift schedule in conjunction with the Kentucky Army and Air National Guard, and the Army Reserve. The tentative schedule is as follows:

Late May — Bosslift to Air Force Museum at Wright-Patterson AFB, Ohio.

May-June — 125th ARCOM, joint Kentucky-Tennessee ESGR Bosslift to Fort Campbell, Ky.

Aug. 9 — Army Guard and Army Reserve ESGR Bosslift to Fort Knox, Ky.

Sept. 21-23 — ESGR Bosslift to Fort Riley, Kan.

The purpose of the Bosslift program is to introduce employers of guardsmen and reservists to military operations, training and tradition in an effort to increase their understanding and support of the vital contribution of the guard and Reserve.

The Bosslift programs are open to all employers of reservists. Commanders and reservists who are interested in promoting employer participation on these Bosslift programs should contact Capt. Steve Bullard, executive director of the Kentucky Committee for ESGR, at 502-491-4737.

Benefits For All

By Maj. Randall Kindler and
Staff Sgt. Barry Wright
123rd Tactical Hospital

Last month the unit health promotion council met and discussed its agenda for 1994. You may be wondering why this is important and what it has to do with you. What do we need a health promotion council for, and who needs another meeting?

Companies in the civilian sector found they could save a lot of money if they focused on providing programs in the worksite that promoted healthy living. Lockheed saved \$116 per employee by spending just \$2 per worker on health promotion programs.

Some experts claim 60 percent of health care costs result from unhealthy lifestyle habits and poor stress manage-



ment. That's one significant area where the Kentucky Air National Guard can focus our health care efforts. This year the base health promotion council will seek to identify health concerns so programs can be developed to address them.

Several areas of concern have already been identified. Tobacco and alcohol use

are higher among the military population. Military members may be subject to high stress levels during deployments. The health promotion council wants you, the customer, to let them know what health promotion programs you would like to see on base.

Many types of programs are possible. The civilian sector, for example, has been successful in developing worksite programs that address health risk assessment, hypertension screening, aerobic exercise and fitness, nutrition, weight control, stress management, smoking cessation, healthy back training, cancer risk screening, drug and alcohol abuse prevention and education, accident prevention and self care health information.

Let your unit health promotion council representative know what types of programs interest you.



New photo pose

RANDOLPH AFB, Texas (AFNS) — The pose for the officer official photograph has changed from the head and shoulders view to a head and torso view, the Air Force said Feb. 1.

Due to the absence of shoulder rank on the new uniform, this pose will allow officers wearing the new uniform to display the rank on the sleeve. Officers wearing the current uniform will also have the head and torso view.

The new pose applies to active duty, Air National Guard and Reserve officers wearing both the old and new uniform.

The officer may be standing or seated, with the face directly toward the camera and the body turned about 30 to 45 degrees to the right, so the left shoulder is forward to the camera. Hands will be folded in front of the officer, right over left, resting on a support at approximately the level of the second button from the top of the service dress uniform. The braids of each sleeve will be clearly visible.

Pictured at left is the new pose for officers' official photo, which changed Feb. 1. Not all officers must get a new photo, and the mandatory uniform wear date is not until Oct. 1, 1999. Photo is courtesy of the U.S. Air Force.