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U.S. AIR FORCE



# VIKING FLYER

934th Airlift Wing, Air Force Reserve Command, Minneapolis-St. Paul International Airport Air Reserve Station, Minn.



Mark Davidson

## *Employer support*

▶ See Pages 8-9

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(UPAR of the Year 1996)  
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Staff Sgt. Michael Dvorak - 934th LSS  
Master Sgt. Ruth Duffy - 934th SVF  
Staff Sgt. Shannon Armitage - 934th AW

**On the cover**

Staff Sgt. Jeffrey Sommerfield (left), 934th Civil Engineer Squadron, invited his boss, Glenn Dwelle, director of engineering, Valley Craft, Inc., Lake City, Minn., to Employers' Day, June 7. See employer support news, Page 8-9.



Mark Davidson

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**Commentary**

**Employers' Day**

**Event demonstrates value added by citizen airmen**

Col. Michael Gjede  
wing commander

**T**he value of our Employers' Day cannot be underestimated. It gives the employers of our reservists an opportunity to see first hand not only the place where we train but the type and quality of training we provide.

They should come away from their visit with us knowing we are sensitive to their concerns when we take reservists from their full-time jobs. They should come away knowing open, honest, two-way communication between employer and employee is the key to maintaining a good relationship, taking the needs of both parties into account. They should come away confident we are good stewards of the government property and equipment we possess, and that the tax dollars used to train our reservists truly do give them the "most bang for the buck."

We just completed another very

successful Employers' Day, with possibly one more in August for our members residing in the Chicago area. Each time, we get a chance to tell our story and demonstrate the time commitment required of our reservists so the freedom we enjoy as Americans will forever be preserved, even as the active force continues to shrink.



Gjede

We should never treat Employers' Day as just another tasking. It's an opportunity to "show our stuff," tell our story and demonstrate that readiness comes at a cost — a cost not always measured in dollars. The real cost is commitment — the commitment of not only our reservists and their families but the employers of our reservists. We couldn't do our mission without them! □

**'Ops tempo' scrutiny**

**Subtle touch of brakes may signal future relief**

Maj. Gen. Robert McIntosh  
chief, Air Force Reserve Command,  
commander, Headquarters AFRC

**Y**ou may hear more in the future about the Air Force "slowing down" after several grinding years of deployments, exercises and inspections. Because we are part of the total Air Force and

share so much of the Air Force mission, we in Air Force Reserve Command have felt the strain as well.

In an effort to reduce some of the workload, we are evaluating a reduced inspection schedule. This may not sound like much, but it represents a significant change in our culture and the way we do business. Possibilities include extending the time between operational readiness inspections, combining inspections with real-world deployments and some other innovative options I'll tell you more about as they evolve. In the meantime, as we move into our summer schedule, work and play hard, but remember to be safe. □

UTA schedule		
Aug. 23-24	Dec. 6-7	July UTA
Sept. 6-7*	*(Family	pay should be
Oct. 4-5	Day,	deposited by:
Nov. 1-2	Sept. 7)	July 23.

World

**Reserves see small QDR bite**

The Quadrennial Defense Review report issued May 21 by the Department of Defense did much to validate the importance of Air Force Reserve Command and its reserve component partner, the Air National Guard.

In its recommendation, the QDR report looked at the DoD cutting its force structure by 60,000 active-duty members, 55,000 reserve people and 80,000 civilians. Of that number, the Air Force would eliminate 26,900 active-force and 18,300 civilian positions, but only 700 reserve slots.

As the most integrated Total Force service on a day-to-day basis, according to the review, the Air Force relies heavily on reservists to fly a large percentage of its mobility and support missions, in peacetime and in war.

"We are a part of the Air Force long-range plan and will continue as a viable part of the Air Force after QDR initiatives are implemented," said **Maj. Gen. Robert McIntosh**, AFRC commander. *(AFRC News Service)*

**Upgrade time for 5-skill level cut**

Airmen no longer need to wait until they sew on senior airman stripes before qualifying for their 5-skill level.

As of May 21, airmen will have to complete an apprenticeship and another 15 months in upgrade training. During this time, they must complete career development courses and core tasks tied to their duty positions. After that, they need only their supervisor's recommendation for award of the 5-skill level.

These are virtually the same requirements as those in the previous upgrade system, except for dropping the link to senior airman promotion. Personnel officials say this will cut the average upgrade time to the 5-skill level in half — from 36 months to 18 months. *(AFNS)*

**New junior officers, some civilians will need new PME course**

A new officer Professional Military Education course is on the horizon at Air University: the Air and Space Basic Course.

**Gen. Ronald Fogleman**, Air Force chief of staff, directed the ASBC be developed and implemented on a trial basis for all officer and select civilian accessions. The course will concentrate on the Air Force mission, core competencies, strategy and doctrine, and application of air and space assets to the nation's defense. *(AFNS)*

**Gulf War VA loan program expires soon**

Time is running out for some Selected Reserve members to take advantage of a benefit from the Persian Gulf War.

Unless otherwise entitled, reservists with at least six years service have until Oct. 28, 1999, to sign up for government guaranteed mortgages under the Veterans Administration's

*(Continued on next page)*

**Tighten up**

**QDR seeks total effectiveness, efficiency in military operations**

**Secretary Sheila Widnall**

secretary of the Air Force, and

**Chief of Staff Ronald Fogleman**

Air Force chief of staff

Over the past six months, we have engaged in a general review of our national defense. The first phase of this review, the Quadrennial Defense Review, is now complete and the results are in. They will affect every member of the Air Force, and so it is important that we all understand what came out of this study.

The review looked at every element of the American military, across all the services: how we fight, how we support our forces, how we buy equipment, and what forces this nation needs in the years ahead. From the beginning, we considered this a major opportunity for the Air Force. We have a great story to tell of what we do, how we do it, and how we plan to do it better in the future.

Further, the work we had accomplished in our long-range planning effort over the past two years provided us with a plan for the QDR — a plan that we executed. We set some objectives as we began our work in this review: to continue our modernization, to sustain our readiness, to preserve the forces we need to execute our missions and to ensure we have the resources we need to achieve all that. And we wanted to ensure that everyone involved in decisions about deploying our forces understands the impact these decisions have on the Air Force — how these deployments affect our people and our readiness.

We accomplished all of our objectives. Our key modernization programs will be fielded, sustaining our world-class capabilities far into the next century. We will sustain the readiness we need as we provide this nation the rapid global responsiveness that only air and space forces can. We will retain the forces, in the numbers and the quality needed to execute our mission.

We cannot afford any inefficiency if we are to achieve all this. So we took a very aggressive look at how we support and operate our forces. We found a wide range of opportunities for more efficiencies, which we must take advantage of. Unless we take every possible approach toward

*(Continued on next page)*

**Surfin' the VF**

- 4** New family readiness facility opens
- 7** Recruiting: bonus list released, loadmaster shortage continues
- 8-9** Employer, wing earn state honors

### World briefs ...

(Continued from previous page)

Home Loan Guaranty Program. Many reservists already qualify for a VA loan because of active-duty service.

More information about the VA home loan entitlement, how to obtain it and requirements for its approval is available by contacting the local VA regional office at 1-800-827-1000. Veterans can also find more detailed information in VA Pamphlet 26-4, VA-Guaranteed Home Loans for Veterans, or VA Pamphlet 26-6, To the Home-Buying Veteran. Home loan information is available at: <http://www.va.gov/vas/loan>. (AFRCNS)

### Web site news, five-star honors

The Office of the Secretary of the Air Force, Public Affairs, announced a new Air Force issue web site June 2: <http://www.issues.af.mil>. The site, accessible only from .af.mil or .af.pentagon.mil domain names, will feature sections on mission, people, resources and library features.

The Five Star Web Site Award for May was awarded to Air Combat Command: <http://www.acc.af.mil>. Second place went to the Hurricane Hunters, 53rd Weather Reconnaissance Squadron, Keesler Air Force Base, Miss.: <http://hurricanehunters.com>. Seventy-five sites competed. (OSAF/PA message, AFNS)



### Paint-A-Thon needs volunteers

The wing needs volunteers for the annual Metro Paint-A-Thon. Preparation will be done after work on Monday, Aug. 11, and painting, after work on Thursday, Aug. 14. Volunteers paint the exterior of a local elderly or disabled person's house.

To sign up or get more information, call **Master Sgt. David Hammer**, wing historian, Ext. 1240, or **Master Sgt. David Cormier**, 934th Maintenance Squadron, Ext. 1354.

### September military ball planned

Last month's news brief on the wing's 50th Anniversary of the Air Force Military Ball, set for Saturday, Sept. 6, had some erroneous information.

Planned by the 934th Operations Group, the ball is set for the Hyatt Hotel, Minneapolis. Music will be provided by "Looking Glass," from Offutt Air Force Base, Neb. Entree choices are roast sirloin of beef or Minnesota walleye, with soup or salad; rolls; choice of dessert; coffee, tea or milk; and both a commemorative glass and bottled beverage.

The uniform is mess dress, with optional service dress for enlisted members; suit and tie for civilian and retired men; and evening wear for women. Tickets prices are: officers and retirees, \$35; master sergeants through chiefs, \$30; and technical sergeants and below, \$25. Unit first sergeants will have tickets through the August drill.

For more details, contact the project officer, **Maj. Tom Hueg**, 934th Operations Support Flight, Ext. 3536. □

### QDR ...

(Continued from previous page)

improving our efficiency, we just cannot succeed in building the force we need to execute our missions in the future.

So we have made the decision to accelerate the effort to transfer work from uniformed members to civilian or private sector employees where this can be done without hurting readiness. In some other cases, we will cut manpower. If our experience is any guide, you can expect some very alarming headlines as these decisions are announced.

Many of you will be rightfully concerned about the impact these changes will have on the Air Force, your careers and your families. First, though many of the details of the reductions remain to be worked out, we will execute any reductions, as far as possible, through voluntary programs. For both military and civilian reductions, we will use incentives first to encourage voluntary separations or retirements as we execute this drawdown.

We are now structuring a plan for these reductions, based on a few basic principles. First, we will protect manpower that directly contributes to achieving our core competencies. Second, our future Air Force will be capable and fully manned with trained and experienced people. Third, we will provide robust transition programs and ample time for those who may leave the Air Force. We remain committed to taking care of our people through the process — both those who stay with us and those who leave the Air Force.

Second, it is clear that we have gone about as far as possible in doing more with less, in terms of our deployment schedules and the demands on our people. This review has gone a long way in highlighting the problems that operations tempo poses for our force, and we will do everything possible to ensure that those problems are understood as deployments are planned and exercise programs are constructed.

These were tough decisions. We made them because we owe it to the nation to ensure that we can meet our responsibilities in the years ahead. We will use the savings that we gain through these steps to fix underfunded programs and to protect our modernization programs from paying the bills for future contingency operations.

In the end, we will come out of this review a strong Air Force, ready for the missions we will face in the decades ahead. Through all the changes the Air Force has undergone in the past, there has been one constant: our people's commitment for excellence and for making the mission happen. Whatever changes may occur over the future, that will remain a constant.

The QDR was a milestone, not a destination. There will be much work and much time before these issues are resolved in detail. We will continue to ensure that you have the information you need as this process continues unfold. ("Must run") □

# Readiness Challenge

## Services flight members pick up second place honor on Reserve team

By Staff Sgt. Larry Dean  
public affairs

Seven members of the 934th Services Flight represented the Air Force Reserve Command in the international contingency skills competition, Readiness Challenge VI, at Tyndall Air Force Base, Fla. The invitation-only competition was held April 27-30, designed to showcase the readiness capabilities of services, civil engineering, public affairs and chaplain services staffs.

"While we finished fifth overall out of 14 teams, we definitely left Florida as the most-liked team and the team with the most spirit," said **Staff Sgt. Stacy Campbell**.

"We were on the Reserve team from Wright-Patterson AFB," Campbell continued. "One of the highlights of the competition was placing second in the hostage site recovery event. That included a simulated F-15 crash in which the enemy had taken a survivor hostage and booby-trapped him with dynamite. We were recognized for our

role in staffing the casualty collection tent for that event."

Campbell noted that events included mainly war mobilization activities such as building a hardback tent, setting up the mobile kitchen trailer and running the obstacle course. The Reserve team also was tasked to set up a softball field as one of the graded areas, and they received more high marks for that effort.

"We all put in a lot of hard work preparing for the competition," Campbell said. "None of us had any time off since Easter — we all worked our regular jobs during the week and trained every weekend up until our flight down to Florida. We arrived at Tyndall a week before Readiness Challenge to practice some more."

She added that the Reserve team was known for their age as well as their spirit.

"The average age of the active-duty teams we competed against was about 22, and our team's average age was 38," she said. "We worked harder on the quality of our performance than speed, because you lose time points

for mistakes made along the way. Unfortunately it still left us behind in total points, but it was a good mix of fun and competition."

The 934th participants included Campbell, **Master Sgt. Ruth Duffy**, **Staff Sgt. Mike Gangle**, **Tech. Sgt. Doug Johnson**, **Tech. Sgt. Ken Kruger**, **Staff Sgt. Mary Miller-Huff** and **Senior Airman Erica Twardy**. Duffy was originally on the roster as an alternate, but when a severe ankle injury sidelined Kruger, Duffy joined the roster.

"We designed events to test each team's survival and contingency skills," said **Col. Randy Turner**, director of contingency support at Tyndall. "Teams competed in 25 of more than 40 possible events, the majority of which were timed. The teams didn't know the specific events selected for the competition until they arrived. That keeps them proficient in all their skills rather than focusing on just a few. The competition also evaluates the quality of training people get at their home units." □



Staff Sgt. Robert Walz

### Purple is possible

The 934th Family Readiness Center, which opened May 22, celebrated status as the first joint-service — or "purple" — family readiness facility in the Department of Defense. Participants were, from left: **Capt. Brian Gilmore**, Naval Air Reserve Center; **Capt. Ben Lustman**, Naval Reserve Readiness Command, Region 16; **Col. Michael Gjede**, 934th Airlift Wing; **Patricia Botkins**, 934th Family Readiness Program; **Ron Schmidt**, U.S. Army Reserve Command; **Natalie Bassett**, Air Force Reserve Command Family Readiness; **Maj. Gen. John O'Connell**, 88th Regional Support Command; **Brig. Gen. David Bockel**, USARC; and **Brig. Gen. John Silliman Jr.**, Minnesota Air National Guard. □

### What's 934th's stake in core competencies?

“The core competencies, mentioned in the article on this page, outline the desired state our Air Force must maintain to be successful. For that desired



Breeding

state to be attained, we must all contribute by performing our jobs effectively and efficiently. During a war or contingency, military success greatly depends on teamwork, with everyone completing their individual assignments.

Whether you are in support, logistics or operations, other people, other units and even other service branches are depending on each of us on the 934th Team to do our job so they can do theirs. Without each of us knowing our job and doing the job, the effectiveness of the Air Force diminishes, the core competencies cannot be met — and a war may be lost.



Col. Curtis Breeding  
Commander  
96th Airlift Squadron □

## Air, space superiority

### Lethal bottom line protects American interests

(This is the fourth installment of a nine-part series on core values/competencies.)

The Air Force is committed to complete integration of air and space. That vision is reflected in the core competency of “air and space superiority” that the Air Force’s senior leadership recently defined.

Core competencies represent capabilities the Air Force brings to the nation to support the national military strategy and are part of the Air Force’s new strategic vision, “Global engagement: a vision for the 21st century Air Force.”

The other Air Force core competencies are global attack, rapid global mobility, precision engagement, information superiority and agile combat support.

Air and space superiority combines two core competencies from the Air Force’s earlier strategic vision, “Global reach, global power.” The air and space link is now even stronger in global engagement.

“Air and space superiority prevents adversaries from interfering with operations of air, space or surface forces and assures freedom of action and movement,” said **Sheila Widnall**, secretary of the Air Force. “The control of air and space is a critical enabler for the joint force because it allows all U.S. forces freedom from attack and freedom to attack. With air and space superiority, the joint force can dominate enemy operations in all dimensions: land, sea, air and space.”

**Gen. Ronald Fogleman**, Air Force chief of staff, noted that while air and space superiority is lethal against enemy forces, it saves American lives.

That view was echoed as recently as last fall when the Air Force received a letter from a man whose brother served as a Marine during Desert Storm in 1991.

“I believed at that time and continue to believe that the greatest threat to [my brother’s] safety was from air attack,” said **Brit Ferguson** of Stephenville,

Texas. “This danger never materialized, and he came home safely because of the absolutely outstanding job that the U.S. Air Force did in rapidly gaining and then maintaining overwhelming air supremacy.”

This core competency from the global reach, global power strategic vision, now modified to include space, fits comfortably into global engagement.

“Gaining air and space superiority is not just operationally important,” Fogleman said, “It is also a strategic imperative for protecting American lives throughout a crisis or conflict. It is the precursor for dominant maneuver and the basis of full-dimensional protection.”

Strategic attack and interdiction, Fogleman said, are “crucial to the outcome of any battle. They’re not possible without air superiority. Effective surface maneuver is impossible without it, and so is efficient logistics.

“The bottom line,” he continued, “is that everything on the battlefield is at risk without air and space superiority. Moreover, if air dominance is achieved and joint forces can operate with impunity throughout the adversary’s battle space, the joint force commander will prevail quickly, efficiently and decisively.”

The Air Force secretary added that defense against ballistic and cruise missiles is an increasingly important element of the air and space superiority core competency.

“The proliferation of cruise and ballistic missiles threaten Americans and America’s interests and is one of the developments that accelerates warfare along the air-space continuum. The Air Force is moving aggressively to counter this threat.”

Although the global and theater missile threats are now addressed separately, Fogleman said, over time they will merge into a common missile defense architecture, becoming a single counter air and space missile defense mission. (AFNS, “Must Run”) □

# Bonus specialties

## Big bucks offer incentive to new recruits

The bonus list for July 1-Dec. 31 has 16 Air Force Specialty Codes offering a \$5,000 enlistment bonus, according to **Master Sgt. Mark Jones**, recruiting office manager for the 934th.

"All non-prior service candidates who have completed high school are eligible," he explained, "as well as prior-service enlistees with between six and 10 years of service, based on pay date."

Here are the current bonus specialties:

Aeromedical 4FOx1, aircraft fuels 2A6x4, air transportation 2T2x1, communication

computer systems operations 3COx1, electrical power production 3EOx2, flying medical service X4NOx1, general vehicle maintenance 2T4x2, ground radio communications 2E1x3, health service management 4AOx1, liquid fuels systems maintenance 3E4x2, loadmaster X1A2x1, medical materiel 4A1x1, medical service 4NOx1, vehicle body maintenance 2T4x2, vehicle maintenance control and analysis 2T3x3 and vehicle operations/dispatcher 2T1x1.

"Bonus AFSCs are based on stringent criteria," said Jones, "and it's a cooperative venture between the wing and Headquarters Air Force Reserve Command." □

## ESGR 'sourcebook'



Have a civilian employer problem regarding your military duty that your supervisor and commander haven't been able to solve? Here are the people who can help:

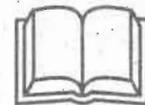
### 934th Staff Judge

**Advocate General:**

612-713-1230

**State Ombudsman for Employer Support of the Guard and Reserve:**

612-297-8764



Wish you had printed information to give your employer to explain your Reserve commitment — or the laws protecting your right to serve? The legal office can provide you with a folder full of fact sheets of interest to both you and your employer. Another suggestion is to bring your boss a copy of the **Viking Flyer** each month to help him/her learn more about the mission and how important you are to the 934th.



Want to give your boss a quick connection to ESGR information? Try the Internet:  
<http://ncesgr@ra.osd.mil>

### Viking Search:

## C-130 Loadmaster

A new feature, "Viking Search," will focus on career field openings within the 934th.

This month's specialty, C-130 loadmaster, suffers a shortage throughout the Air Force. Clip this for a friend, colleague or family member and assist 934th recruiters in their Viking search!

**Air Force Specialty Code/unit:** X1A2x1, 96th Airlift Squadron.

**Basic job description:** This is a flying specialty, requiring performance of duties during extensive trips around the world. Loadmasters plan, monitor and accompany all cargo for deployment, ensuring preparation for all types of aerial delivery missions, airdrop and airland, loading and unloading, airlifting everything from humanitarian relief supplies to tanks, paratroopers to patients.

#### Testing:

▶ "Class III" flying physical, which requires higher standards than normal, particularly in eyesight and hearing.

#### Training (23 weeks total):

▶ Cost of training estimated at \$500,000 per individual.

▶ Six-weeks, basic loadmaster school,

Little Rock Air Force Base, Ark., for prior service; Shepard AFB, Texas, for non-prior service.

▶ Five days, initial altitude chamber, location varies.

▶ Twelve weeks, C-130 qualification/mission school, Little Rock AFB.

▶ Three weeks, basic survival school, Fairchild AFB, Wash.

▶ Three days, water survival school, Pensacola Naval Air Station, Fla.

▶ Ongoing professional testing and training throughout career.

**Commitment:** Make at least a five-year commitment after training, with each year requiring 100-150 days service, including drill, annual tour and 48 Additional Flight Training Periods. Rotations to other countries required, normally from two to three weeks in length.

**You heard it here:** "There's a huge feeling of job satisfaction watching a 30,000-pound load of humanitarian cargo slide out of the back of the aircraft and thinking, 'Yeah, I'm good at what I do.'" **Senior Master Sgt. Tom Foss**, chief loadmaster, 96th AS.

**Contact:** 934th Recruiting Office, 612-713-1456. □



Mark Davidson

**Maj. Marge Boldenow (right), 934th Aeromedical Evacuation Squadron, invited her employer, Cheryl Kosec, on the Employers' Day flight. Kosec is regional manager for MedTrac, Minneapolis.**

## Employer support

*Wing, civilian boss win honors*

**Master Sgt. Tim Turner**

public affairs

**T**here's little doubt many civilian bosses of 934<sup>th</sup> reservists support their citizen airmen employees — employees who spend countless hours preparing for inspections, deploying on humanitarian missions and fulfilling countless training requirements.

That support hasn't gone unnoticed.

This spring, the 934<sup>th</sup> and a civilian boss received three prestigious awards from the Employer Support of the Guard and Reserve for outstanding service in 1996.

The ESGR's Seven Seals Awards went to the 934<sup>th</sup>, with an individual award also bestowed on **Col. Michael Gjede**, wing commander. In addition, an employer of a 934<sup>th</sup> reservist received the State Chair Award.

### **Wing, commander earn state honors**

"The Seven Seals Award is presented to people or agencies who demonstrate outstanding support of the National ESGR's mission," explained **Terence Quigley**, state chair for Minnesota ESGR. This was the first time the base has ever received the honor.

Quigley explained why ESGR choose Gjede and the 934<sup>th</sup> for the Seven Seals Award.

"I've worked with Colonel Gjede closely and been on many civic leader tours with him and other 934<sup>th</sup> members," he said. "I've always



**Quigley**

sensed a keen awareness on the part of him and the base to support three areas crucial to ESGR.

"The first is a high regard for the community," Quigley continued. "The 934<sup>th</sup> does a good job making local civic and business groups aware of the base's mission. They do this by working with chambers of commerce, conducting the annual Employer's Day flight, and holding base and civic leader tours, to name a few things."

"The second reason is harder to define," Quigley admitted. "However, in many ways it's the most important: responsiveness." He explained that Colonel Gjede is easily accessible. "With some people in leadership positions, I've had to shag bowlegged to get closure on an issue — but not with the colonel."

Third, Quigley pointed to the 934<sup>th</sup>'s aggressive posture in supporting relations with civilian employers. That support includes resolving conflicts with civilian employers.

"We use ESGR only as a last resort to solve problems between reservists and civilian employers," Gjede pointed out. "First, we use the chain of command to iron out conflicts — even to the point where I'll call a supervisor myself if need be.

"But more requirements are being put on reservists, and that often translates to more problems with bosses," Gjede continued. "Mr. Quigley has done a terrific job learning the inner workings of the 934<sup>th</sup>. That helps us cement relations with employers."

Gjede had high praise for one employer in particular — **Ron Turner**, former boss of **Lt. Col. Rocco Maffei**, chief judge.

### **Reserve 'code of conduct' for good employer relations**

- ▶ Reservists must keep their employers and supervisors posted on drill dates, letting them know as far in advance as possible when training or schools are scheduled.
- ▶ Reservists must request a leave of absence from their employers for any kind of Reserve training, other than initial active duty for training of not less than three consecutive months, which will require absence from their work. This includes weekly or weekend drills, annual tours and special courses of instruction.
- ▶ A single request citing the dates and times of the regular weekend drill periods should be satisfactory. It is not necessary to request a leave of absence prior to each weekly or weekend drill.
- ▶ Notice for annual tours and school tours should be provided in writing — and as far in advance as possible. □

advocate general. "For all his support, he truly deserves the State Chair Award," he maintained. "He's a former military member, which in many ways helps explain his understanding of Rocco's responsibilities as our JAG."

This award recognizes employers or companies who provided excellent support of their employees serving in the National Guard or Reserve.



Turner

### "Patriot" program salutes employers

Turner received his honor via the "My Boss is a Patriot" award program, a precursor to the State Chair Award. When nominated, Turner was president and chief executive officer of Computing Devices International, a Ceridian Corporation company. Subsequently, he has been promoted to Ceridian's executive vice president of operations.

The wing and reservists nominated more than 100 civilian bosses to receive the My Boss is a Patriot award in 1996. The state ESGR's committee then reviewed those submissions to award higher-level recognition.

"The nomination form includes seven categories that illustrate how bosses support their Reserve employees," Quigley said. "Those categories include continuing company benefits and sustaining salary while the reservist is on active duty for more than 30 days. Colonel Maffei's nomination for Ron Turner was a picket fence of checklists," he added.

There is also an opportunity on the form to spell out specifically the support a reservist receives from the boss, Quigley said. "It was clear from Colonel Maffei's submission that his JAG duties put inordinate training requirements on him. Mr. Turner gave him the support he needed to fulfill those requirements," he noted.

Along with being JAG, Maffei is adjunct professor of government contracts law and a legal instructor at Wright-Patterson Air Force Base, Ohio. He also takes time off from his position as corporate counsel at Computing Devices International, a subsidiary of Ceridian, to visit local law schools and recruit future JAG officers.

"Ron was president of CDI before he became CEO at Ceridian," Maffei explained. "In the five years he was my boss, he gave me the flexibility to do my 934<sup>th</sup> job and take time off to teach at Wright-Pat. Ron has always encouraged my extra Reserve duties."

"I'm flattered to receive this award," Turner said. "It's vital that employers recognize the crucial role reservists like Rocco play in maintaining national security and increasing the awareness of the Reserve program in the local community."

"I'm also pleased to accept the award on behalf of Ceridian," Turner continued. "We have a number of employees in the Guard and Reserve, and we're flexible when it comes to giving them time off to train or deploy. They feel more positive about their career here, knowing they belong to a company that stands behind their decision to serve." □

## Bone up on boss basics

Lt. Col. Rocco Maffei  
chief judge advocate general

**R**eservists or employers who experience problems resulting from Reserve participation should know there are federal laws guaranteeing certain rights in relation to their civilian jobs.

Full reemployment rights are available to all reservists who are other than temporary employees, and who are ordered to an initial period of active duty for training of not less than three consecutive months. The reservist/employee must be granted a leave of absence and reinstated to his or her former position or a comparable position after their return from active duty.

Members of the reserves are also granted protection against discrimination and retention in employment and loss of any benefit of employment as a result of their reserve status. An employer cannot release the reservist from employment or deprive the reservist of any normal employment benefit in the area of pay, status or promotion opportunities because of the employee's reserve commitments.

The reservist has obligations to the employer, too. See the checklist, opposite page.

Employers cannot require reservists to use earned vacation to cover military absences unless the entire workplace shuts down for a standard vacation time that happens to coincide with a reservist's training period.

There is no limit on how often a reservist can leave work for military training — or on the length of time they can be away training. However, reservists are not entitled to receive civilian pay while performing military duty. There is no requirement for an employer to continue any portion of the salary of an employee who is not actually on the job. Also, employers are not obligated to reschedule work for reservists who miss scheduled work because of reserve duty.

It has been the legal office's experience that most problems in this area result from lack of communication between the reservist and his/her employer. If the reservist has a good relationship with the civilian employer, advises the boss of their training dates as far ahead of time as possible, tells their employers about the productive things learned and accomplished while on military duty, and shows how military training helps them perform their civilian job, there is usually no problem from the employers. □

# Getting the troops outta town

## Personnel's superior performers impressed inspector general team

Master Sgt. Tim Turner  
public affairs

**A**ccountability is a buzzword these days in the corporate world as well as in the Air Force. Roughly defined, it means the state of being liable or responsible.

Buzzword or not, accountability aptly defines the role of the 934th Personnel Deployment Function team. It's also a big reason PDF captured a superior performance award in the Operational Readiness Inspection at Volk Field, Wis.

"We impressed the inspectors with our attitude; that's why we got it," noted **Master Sgt. Mike Burns**, chief of personnel systems and readiness. "Our folks' approach was, 'Hey, this is what we're here for — let's get to work.'"

As much as the award means to Burns and the 30-person PDF team, he feels one group overlooked during the exercise was the PERSCO team. Short for "personnel support for contingency operations," PERSCO keeps track of vital statistics of deployed members, included wounded and casualties.

"Even though they got an outstanding from the inspectors, they still deserved a superior performance award," Burns said. "They warrant it as much as we do."

"The PERSCO team was very inexperienced when we started out," explained PDF member **Staff Sgt. Shirley Smith**. "I'm proud of the fact that we all took it seriously



Smith

enough to do the training to do our jobs, and we all did well. The inspectors 'killed off' a couple of supervisors, and we still did our jobs."

"We operated as a team at the ORI," said **Staff Sgt. Annette Sandberg**, another PDF member. "We all worked at different work stations and learned all the jobs."

Along with members of military personnel, the processing line includes PDF members from the finance, chaplains and judge advocate general offices. "It also includes nurses and medical technicians who give last-minute immunizations, and people to check ID card and emergency data form information," explained **Senior Master Sgt. Brad Kimble**, chief of customer support. Kimble worked "in-check" during the exercise, ensuring deployed reservists' shot records and ID cards were up-to-date.



Kimble

A big part of PDF's responsibilities is ensuring 934th reservists are eligible to deploy. "That means making sure they have all the requirements completed for their Air Force Specialty Code and processing orders," Kimble said.

Burns explained that the PDF was well prepared for the inspection. "We learned our shortcomings — which were few — during the Operational Readiness Exercise and Readiness Assistance Visit," he said. "We also held three mini in-processing lines during the unit training assemblies leading up to the inspection. The combination of all three helped prepare us for the inspection and earn a superior performance award."

"Everyone in PDF deserves to share in the award equally, but some people in particular deserve special recognition," noted **Maj. Chris Martin**, personnel division chief. "Mike Burns, **Leann Clark** and **Karen Patnaude** [master sergeants] were ready for any contingency the inspectors would have thrown at them.

"And the people on the PDF team not permanently assigned to personnel — the chaplains, JAGs and medical folks — always came to the processing line with a smile and well prepared," he continued.

That preparation translated into a well-oiled machine during the ORI, according to Burns. "I think the key to PDF getting a superior performance award was we were well organized," he said. "We got people off the base and on the planes to Volk with little or no problems." □

### 'Dumpster dives' spot check:

## May

Building	Area	Items Found
395	Officers Club	None
710	Aerial port	Cardboard, paper, cans
711	Lodging	None
716	Lodging	None
744	Civil engineers	None
745	Transportation	None
750	Security police	Cardboard, paper, cans, plastic bottles
755	Base Exchange	None
760/761/852	HQ area	None
801	Supply/Services	None
807	NCO/Dining hall	None
812	Boiler plant	Cardboard
821	Hangar, east end	None
821	Hangar, west end	Cardboard, paper
822	Maintenance	None
830	Life support	Paper, cans
840	Medical	Cardboard, paper, cans
	Fuel site	None
	Rifle range	None □

**Medals**

**Meritorious Service Medal**

Maj. Deborah Asselanis, OSF  
 Maj. Jorge Llambes, ASTS  
 Master Sgt. Kenneth Riebel (Retired), CF

**Air Force Commendation Medal**

Tech. Sgt. Tracy Elbers, AES  
 Capt. Robert Fleming (2 Oak Leaf Clusters), AS  
 Master Sgt. Jean Hohn (1 OLC), AES  
 Maj. Marilyn Hoy (1 OLC), AES  
 1st Lt. Christine Kiraly-Thomas, LSS  
 Master Sgt. Bernadette Koehle (1 OLC), AES  
 Staff Sgt. Sharon Lehmeier (Retired), CF  
 Capt. James Mages, AS  
 Tech. Sgt. Sally Poindexter (1 OLC), AW  
 Staff Sergeant Troy Puckett (2 OLC), AS  
 Tech. Sgt. Christopher Vandenberg, AES

**Air Force Achievement Medal**

Master Sgt. James Conroy, MXS

**Promotions**

Tech. Sgt. Timothy Mikesh, CF

**Newcomers**

Airman Basic Dustin Ator, SPS  
 Capt. Kirby Bauer, CF  
 Senior Airman Jonathan Bradley, APS  
 Senior Airman Adrian Broberg, ASTS  
 Capt. Brian Burke, AS  
 Airman 1st Class Clarissa Christian, ASTS  
 Staff Sgt. David Clossley, CES  
 Staff Sgt. Christopher Coats, MXS  
 Staff Sgt. John Demuth, SPS  
 Senior Airman Carol Hess, ASTS  
 Senior Airman Michael Jacobs, APS  
 Tech. Sgt. Steven Jones, AES  
 Capt. Matthew Lee, APS  
 Airman Kelly McCann, MXS  
 Capt. James Majors, AS  
 Senior Airman Paul McGuire, CES  
 Senior Airman Patrick O'Brien, APS  
 Staff Sgt. Mark Pierson, APS  
 Staff Sgt. Jeffrey Piley, SPS  
 Staff Sgt. Wayne Ruedinger, MXS  
 Senior Airman Wade Rynning, APS  
 Senior Airman Kevin Schaum, MXS  
 Staff Sgt. Thomas Stratton, MXS  
 Senior Airman Gregory Teslow, AW  
 Staff Sgt. Edward Vigilante Jr., MXS  
 Airman 1st Class Angela West, ASTS

**Air reserve technicians:**

Staff Sgt. Manuel Soto, MXS

**Civilians:**

Todd Scheubert, LGT

**Honorable service**

Three 934th Airlift Wing members provided emergency, lifesaving assistance after an accident June 3 involving three contract employees working on the flightline refurbishment project. The employees were injured by a tug vehicle backing up, and one person sustained life-threatening injuries — a severed femoral artery. **Senior Master Sgt. David Pudney**, 934th Maintenance Squadron; **James Valentine**, 934th Base Civil Engineering and also a staff sergeant with 934th MXS; and **Patrolman Bryan Dykstra**, Department of Defense Security Police, helped the victims while waiting for arrival of the Metropolitan Airports Commission rescue squad. See next month's *Viking Flyer* for the complete story.

**Reenlistments**

Master Sgt. James Conroy, MXS  
 Staff Sgt. Richard Hopkins, APS  
 Master Sgt. Richard Huffman, CES  
 Tech. Sgt. Robert Jacobson, MSF  
 Tech. Sgt. Dale Klein, MXS  
 Tech. Sgt. Margaret McGill-Zimny, APS  
 Staff Sgt. John Parenteau, APS  
 Tech. Sgt. Pamela Peck, SVF  
 Chief Master Sgt. David Skirka, CES

**Weddings**

**Tech. Sgt. Leann Clarke**, MSF, was married to **Gary Reid**, June 14. She has now moved to Boise, Idaho, and will serve in the Air National Guard unit there where her husband is a full-time technician.

**Retirements**

**Military:**

Master Sgt. David Corrow, AS  
 Staff Sgt. Sharon Lehmeier, CF  
 Master Sgt. Kenneth Riebel, CF  
 Staff Sgt. Michael Running, APS

**Civilians:**

Jerome Allar, LGT

*(Submit news of births, engagements, weddings, college/technical school graduation or civilian job honors via e-mail or base distribution to Cherie Huntington, Viking Flyer editor.)* □

**Family readiness selects volunteer of the month**

**Patricia Botkins**

family readiness program director

Our 934th Family Readiness Program July volunteer is **HMC Carol Sippel**, U.S. Naval Reserve Readiness Command.

Sippel first started volunteering by serving as a workshop panel member. She has continually promoted our joint service effort in every major activity, working at all the 934th's major exercises and inspections, as well as this year's Spring Festival Auction and the June Teddy Bear Auction. She also served on the committee for the wing's Grand Forks Relief fund-raising even held in May.



Sippel

The chief was one of the founding members of the Joint Service Family Readiness Committee and has worked closely with the other members, drafting and revising the charter of memorandum of agreement to unite our services. The result is a network of resources for our reservists, guardsmen, the Department of Defense community, retirees and families.

"It's important to have the members ready for mobilization," said Sippel, "but it's equally important to have the families ready. Working with the family readiness office has given me the ability to help make units and families aware of this."

We're sad the chief transferred to a new assignment in Texas last month, and we will miss her. Our loss is not only her new unit's gain, but a gain for its entire military community. We thank her for her enormous contribution to our fledgling joint-force community. □

# Crash survival

## Reservist thanks air bag, seat belt

Tech. Sgt. Janet Byerly  
public affairs

**A**fter Maj. Judy Marchetti's minivan hit the median, rolled and landed upright, it was turned the wrong way on I-94 in the midst of rush-hour traffic.

As she came to, she saw a state trooper turn his car in front of her van to block traffic. She saw that the front windows of her van were blown out, the windshield crumpled like an accordion, and the deployed air bag lying on top of the steering wheel. She was still wearing her seat belt.

"I've been a strong believer in seat belts ever since I worked in critical care as a nurse about 10 years ago," said Marchetti, a clinical nurse with the 934th Aeromedical Staging Squadron.

Now, she can say she's a believer in air bags, too.

"The patrolman told me the air bag and seat belt saved my life," she said. "The paramedics said the same thing. I suffered a concussion and a few bruises."

"I hit my head pretty hard," she continued. "Initially, I couldn't answer their questions about where I was going and what day it was. I knew I should be able to answer. Later, I would remember."

Marchetti, a full-time student at the University of Minnesota, was on her way to pick up her daughter from school. She remembers rounding the curve near "spaghetti junction" in St. Paul.

"I saw that traffic was slowing, so I started to brake," she said. "There were several car lengths between my van and the next car. The median was on my left. As I applied the brakes, they locked up and the van went out of control."

Marchetti blacked out, but apparently the van hit the median with the left front, which caused the air bag to deploy. The van rolled, landing upright facing the wrong way.

In Marchetti's case the air bag worked properly, but if she hadn't taken precautions, the bag might not have done the job.

"I was concerned about the air bag, especially in the past year when I heard about the problems," she said.

The force of an activated air bag has been found to be too great for children and small adults.

Marchetti, who is 5 feet 3 inches tall and petite, took heed to current warnings and made adjustments. "I make certain the steering wheel isn't tilted up toward my face, and I adjust the seat so I sit about a foot back from the steering wheel," she said.

Marchetti, and her husband, John, supervisor of environmental engineering for the 934th Base Civil Engineering, are glad they made those changes. □



Marchetti

# SERVICES BRIEFS

### Service clubs

#### ▸ Officers Club

The **Ivory Keys Band** plays every Friday night, 8 p.m.

**Retiree Recognition Night** is Saturday, July 12, 6 p.m.

The annual **membership picnic** is set for Sunday, July 20, at noon. Call for reservations.

☉For Officers Club reservations, call 713-FORT.

#### ▸ NCO Club

A **Retiree Recognition Party** is set for Friday, July 18, 6 p.m.

☉For NCO Club reservations, call 713-1655.

### Recreation services

▸ **Family Day** unit representatives will meet Saturday, July 12, at 1 p.m. in the Bldg. 852 break room. Family Day is set for Sunday, Sept. 7.

#### ▸ Softball

Game results from June follow. There are no games on July drill:

**Coed-recreational:** APS Ramp Raiders beat CF Softys, SVF Food Fighters beat AS Flying Vikings, MSF Wingers beat the CF Softys and LSS Bud Bunch beat AS Flying Vikings.

**Men's:** Play resumes in August.

An extramural league softball tournament will be held on Saturday, July 26.

#### ▸ Court repair on hold

The base tennis courts'

bad asphalt was removed last month by the 934th Civil Engineer Squadron as a training project, but refurbishment awaits funding. The asphalt removal will lower the cost of the project, but no completion date estimate is available.

▸ **Wednesday Walks** continue through Sept. 24 for lunch-break walkers. There are incentive awards for all who complete at least 60 kilometers, approximately 40 miles. Register at recreation services.

▸ **Registration for the** July drill golf tournament at Highland Park Golf Course, St. Paul, Minn., has closed with 18 teams competing.

▸ **Discount Valleyfair** tickets are available from recreation services. Also available are **Air Force Family Camp** memberships.

### Military Expo

With 10-20,000 visitors expected, the 934th Airlift Wing will participate in the area's first Military Expo, Aug. 9-10, with static display aircraft and booths. The Fort Snelling polo fields will feature displays from all area military branches of service and shuttle bus routes to the 934th ramp. The event is free. Call public affairs, Ext. 1217, for details.

☉ **934th Recreation Services**  
**Bldg. 802, Ext. 1128 or 1665**