

192D FIGHTER GROUP

VANGUARD

VIRGINIA AIR NATIONAL GUARD

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FAMILY DAY - Technical Sgt. Ed Hall removes ink from the hands of his sons Chris and Cameron, after fingerprinting
Photo by Technical Sgt. Ken Hill.

HR FORCE MANAGER STARTS WORK

*By 1st Lt. Debbie Fredette
HQ VaANG Public Affairs*

Senior Master Sgt. Edwin "Ed" B. Shaw has been selected as Virginia Air Guard Human Resource Force Manager. In a continuing quality force improvement move, the Air Force and National Guard Bureau recently created this new position within each state.

In response to rapid changes in today's military force makeup, the Air Force and National Guard realize they must do more with fewer people. To better manage and utilize this streamlined force, the military must better understand and meet the needs of its members. The Human Resource Force Manager position was

See *MANAGER* on p. 8

"THANKS A 10 MILLIONTH!!"

If you think filling your car up every week takes a while, imagine having just pumped your 10 millionth gallon of gas!! The 192d FG POL section recently achieved that milestone.

Lt. Col. Hicks, their commander, presented a cake (complete with fuel truck) to the hard workers and also wanted to express his gratitude for their efforts. A photo of the this event is on page 5.

"The fighter pilot is usually the guy that gets all the glory", he said. "We wouldn't have been able to complete 10,000 sorties without you."

How much is 10,000,000 gallons??? An F-16 can hold about 2000 gallons of fuel. The earth is about 24,000 miles in circumference. 10,000,000 gallons of fuel would take an F-16 around the world over 400 times.

Soldier's/Sailor's Civil Relief Act -- Update

By Lt. Colonel Frank Pedrotty

Last month we left off with the fact that the Soldier's/Sailor's Civil Relief act has resulted in confusion. A majority of violations in civilian jobs are accounted for by that fact alone. The Veteran Employment and Training Service (VETS) in the Department of Labor oversees compliance with the law. VETS presently handles about 10,000 inquiries each year. Since fiscal year 1991, 6313 of these inquiries have led to investigation, 4,056 involving National Guard & Reserve members. The complaints range from pay rate, benefits, seniority and status, to lost wages and lost jobs. 73 claims were forwarded to the Dept. of Justice for judicial action.

The law grants VETS the authority to "assist" in complaints which means to "investigate". However, investigators have no subpoena power. Which means an employer doesn't have to release records it doesn't want to. Nevertheless, typically, only three percent of cases are referred to the

Justice Department for prosecution.

It's among that three percent that the system can break down. It takes time for federal attorneys to build and present a case, and congressional sources complain that the Justice Department tends to "handle cases gingerly." Consequently, claims can languish two years before court resolution. And with no punitive damages permitted in the original law - at worst the employer will have to pay back wages - some employers are content to see a complaint through to the judges chambers while the reservist suffers.

PUTTING IN THE BITE

Hence, last year both the House and Senate unanimously passed different versions of the Uniformed Services Employment and Re-employment Rights Act to replace the 1940 law. The legislation was in conference committee at press time to iron out differences. Final passage is expected later this year.

Both bills simplify provisions of the 1940 law - linking levels of protection to time away from the civilian job, regardless of type of duty. Both enhance protection for federal employees serving in the Guard and Reserve. And both sharpen the enforcement teeth.

For the first time, employers would face the possibility of having witnesses and documents subpoenaed, and of paying damages if found to have willfully violated the act. Damages could even include punitive awards if the employer is found to have purposely violated the law.

The legislation also would require the reservist to take a more responsible role in heading off

**G R E A T AMERICAN
smokeOUT**



See RELIEF on p. 9

COMMANDER'S CALL

Colonel Bill Jones, 192d Fighter Group Commander

QUALITY UPDATE. *I'm not sure where to start. The more I look around, the more I see the results of quality performance by the members of our group. The EXTREMELY successful family day program is one recent example. There are so many people who helped plan and execute such a superb event that I will miss many key players if I try to thank everyone by name. As usual, it was another team effort.*

One person I would like to express my sincere appreciation to is Lt. Col. "Buddy" Evans. He was behind the scenes (as usual!) in just about everything that was done --



and I didn't even know that he is a virtuoso choirmaster! (Ask Col Evans for a detailed explanation.) Virtually every section displayed equipment and presented programs that were informative and entertaining. Individual as well as unit pride showed up everywhere. I could not be more proud of you all!!!

*Lt. Col. Buddy Evans served as Family Day choirmaster.
Photo by Technical Sgt. Ken Hill.*

VISION

*In the context of quality, a definition of vision would be unusual discernment or foresight. **AIR FORCE VISION:** "Air Force people building the world's most respected air and space force... Global Power and Reach for America." The 192d FG Executive Council (another council!) has been meeting to put our own vision (and other things) into words.*

192d FIGHTER GROUP VISION: *"A team of Virginia citizen-soldiers building the nation's most respected F-16 fighting force...continuing our proud militia tradition of service to the nation, state, and community."*

See VISION on p. 4

C A R E E R*By Master Sgt. Bobby Lamb***O
R
N
E
R*****Community College of the Air Force***

Are you utilizing your military skills to further your education? This can be accomplished by enrolling in the Community College of the Air Force.

In the past year, Gregory Sprouse, Toni Vanderspiegel, Michael Navarini, and Robert Underwood have accomplished this goal. They

now have Associate Degrees relating to their Air Force Specialty Codes.

You Probably have more semester hours toward an Associate Degree than you realize. Contact the Career/Education Section, Master Sgts. Bobby Lamb or Gary Harper and let us help you achieve your educational goals.

SAFETY: FIREARMS DON'T KILL

That's's right! Humans Kill...a firearm alone is a safe, inanimate object, To function, a human must load the weapon and pull the trigger. The human is also responsible for the proper maintenance of a firearm. With the hunting season upon us take a moment to consider the following tips:

SAFETY INSPECT THE WEAPON

After a thorough cleaning, visually inspect the firearm. Function test it several times (muzzle pointed in a safe direction). Be certain the bore is free of any foreign matter: rags, dirt, etc.

BE FAMILIAR WITH THE FIREARM

Before the hunting trip, a few hours on the range will verify your point of impact at a known distance. It will also familiarize (or re-familiarize) you with the weapon. Don't forget your hearing protection on the firing range.

Remember that shooting sports can be safe if we do our part as responsible operators of firearms.

TRANSPORTING THE FIREARM

Transport the weapon in an unloaded configuration. Choose a location in your vehicle that prevents the firearm from becoming a missile or damaged during sudden stops.

SAFETY EDUCATION

Virginia requires anyone under age of 16, and anyone who has never been issued a valid Virginia hunting license, to attend a Certification of competence in hunter education course before a state hunting license will be issued. This course has brought dramatic reductions in hunting accidents. Another law that has reduced accidents is the "**blaze orange law**". Every hunter, or anyone accompanying a hunter, shall wear a blaze orange hat or blaze orange upper body clothing. It must be visible from 360 degrees or display at least 100 square inches of blaze orange material within body reach, visible from 360 degrees.



Lt. Col. Steve Hicks presents a cake (complete with fuel truck) to the hard workers of 192d POL who recently pumped their 10 millionth gallon of fuel. Story on page 1. Photo by Technical Sgt. Ken Hill.

Social Actions Meetings

The Human Relations Council will meet on Saturday, Nov 5, at 10 a.m. in the O&T Conference Room.

That meeting will be followed by a meeting of the **Drug and Alcohol Abuse Control Committee** at 11 a.m. in the same room.

“Feeling a Little FLU?”

The Flu vaccine has been delayed due to production problems by the supplier AND the fact that overseas troops received them first.

To find out if flu shots will be given November UTA, please check your Master Training Schedule on Saturday November 5th for times and availability.

VISION - from p. 3

Since “vision” implies something in the future, the word “building” becomes important because it demonstrates the need for continuous improvement...WE can always be better! Also, the word “continuing” is important because it shows we will not sacrifice any of the good we have done or are doing just for the sake of change. This simple vision statement is one of our building blocks to formally charting our direction into the next century.

Next month...our mission statement. How would you define our mission?

*One last comment. Last month many of us participated in a “Leadership Culture Workshop.” This was a very positive experience for our unit, but aside from the workshop, the team chief, Lt. Col. Alan Groben (Arizona ANG) made the observation that our military courtesy was “absolutely outstanding.” This was not part of the workshop – it just made such an impression on him, that he felt the need to pass it on. As I said before, I could not be more proud of you or of our unit. **“ABSOLUTELY OUTSTANDING”** Pass it on!!*

BILL JONES

COLLEGE FINANCIAL AID INFORMATION

The Airmen Memorial Foundation (Combined Federal Campaign Agency #0253) in cooperation with the Air National Guard Education Branch join in announcing a new community service - an automated library of financial aid information for college bound and in-college ANG personnel, their spouses and children - undergraduate and postgraduate students.

AMF/CASHE is an efficient, automated computer data base that provides information on various types of financial aid. CASHE helps you gather current information from a data base

containing over 150,000 awards. These resources include scholarships, grants, loans, work fellowship and work co-operative programs at undergraduate and graduate level.

You simply complete a CASHE data base application form available from your unit Career and Education Office, Master Sgt. Lamb, CBPO, and mail it to the Foundation, 5211 Auth Rd., Suitland, MD 20746 together with a self-addressed postage paid return envelope for a free comprehensive Student Profile including the financial aid you are eligible to apply for.

FAMILY DAY 1994: Fun, food, fellowship

Scenes from Family Day 1994 appear on these two pages, as well as throughout this issue of the Vanguard. On Sunday of the October UTA, nearly 3,000 family members visited the base to view work center displays, meet unit members, and generally have a good time.

Of course, the event was planned to say "thank you" to all family members who provide the support and understanding that is essential to mission accomplishment.



CHIEF MASTER SGT. PALMORE RETIRES

By Technical Sgt. Veronica Sargent, 192d Maintenance

Chief Master Sgt. Thomas M. Palmore, Quality Assurance Supervisor for the maintenance Squadron retired 30 Sep 1994 after 22 years with the Air National Guard. There was no one more dedicated to the business and the people than he.

Palmore served with the US Navy at NAS Oceana from 1967 to 1971. After being released, he joined the Virginia Air National Guard in 1972, where he became a full time technician.

Palmore has worked in the Jet Engine Shop for 10 years, then he was assigned to the Quality Assurance Section in 1982 as an Engine Inspector,

and later became the Chief of Quality Assurance. His career included deployments as Chief of the Acceptance Team for Germany (1991), last A-7 deployment to Panama, Ready Olympiad (1993), and Cold Lake Canada (1994). The highlight of his career was being selected as Guardsman of the Year in 1992.

When asked what he plans to do after retirement he replied, "Take a vacation with my wife, visit my mom and just spend time at home with my family." Chief Palmore resides in the Sandston area with his wife of 28 years, Carolyn. He has two daughters, Murolyn and Christy.



Left: Samuel hitches a ride with his father, Paul Roberts. Below: Security policemen practice their cooking skills while serving up Family Day lunch. Photos on page 7 by Technical Sgt. Ken Hill.



MANAGER - from p. 1

designed to address career issues for military members.

As the first Human Resource Force Manager in the Virginia Air Guard, Sergeant Shaw is tasked with analyzing recruiting and retention concerns. He will work with the senior enlisted advisor and specialists in recruiting, retention, social actions, finance, the chaplain's office, public affairs, and various councils to coordinate and implement programs dealing with recruitment, retention, and career satisfaction issues.

Career advancement and the importance of professional military education will be high priority areas for Sergeant Shaw in his new job. "PME is of vital importance to anyone desiring promotion, and I'll be stressing PME to all Guard members. I want everyone to understand their PME requirements and I will work to make sure they have every opportunity to complete these requirements, thereby enhancing their promotion opportunities throughout their careers," Sergeant Shaw said. "For the time being, this has my

highest priority. As we confront other areas of concern, my priorities may shift to include new issues and concerns."

Sergeant Shaw will provide ideas and insight for improving recruiting and retention programs in addition to advising Deputy Adjutant General for Air, BG John Metz, and his staff on actual or perceived problems areas, and recommendations for corrective action.

Sergeant Shaw feels providential over his appointment to this new position. "I feel I can be an asset to the Virginia Air National Guard in this position. I am very confident of the support I am receiving from General Metz and the headquarters staff. They have a sincere commitment toward the people and the program. I will be briefing the adjutant general for air on a regular basis and will be working with many other base offices and agencies to find problems, study them, and set up programs for dealing with these concerns. We will be looking at the big picture and what we can do to help our members."

FAMILY DAY SCENES - Photos on page 8 by A1C Sophia Piellusch



To Your Good Health

By Lt. Colonel Joan Brumfield, 192d FG Health & Wellness Officer

DoDDS Smokeout Focuses on Prevention

(From American Forces Information Service)

The American Cancer Society expects more than 9 million smokers to "kick a little butt" during the Great American Smokeout on Nov. 17. That's how many quit or reduced their smoking for at least 24 hours last year.

Military installations around the world observe the smokeout, now in its 18th year. Planners hope many who quit for a day will kick the habit for good. Many do, and the adult smoking rate is steadily declining. But health promotion experts are concerned because 3,000 young people smoke for the first time every day.

This year the DoD Dependents School System is focusing on the future. In health classes, students

learn the dangers of tobacco along with other drug education. Often, the school nurse or a nurse from the military hospital or clinic gives a talk.

On smokeout day, DoDDS students are encouraged to adopt a smoker. Students support their smoker, who could be a parent or friend, by providing encouragement and perhaps healthy snacks.



RELIEF - from p. 2

conflict via advance notice to the employer of military obligations.

Beyond education, there's the matter of understanding. This goes both ways. Reservists need to remember that employers, by and large, know nothing of the Reserve's role in the nation's military strategy.

The onus is on the reservist to educate the employer. In this regard there is the National Committee for Employer Support of the Guard & Reserve (NCESGR). This all volunteer group with chapters in every state mediates disputes between reservists and employers. The NCESGR is made up of employers who use their own business standing to educate fellow employers.

The reservist also must understand the employers' situation. When you get down to the scheduler, the person who is having to scrounge for somebody to fill in Saturday, that person is hurt by it. It's a hard law.

In that vein, it's important for the Guard and Reserve member to be a model employee. "When you have a guy ask for the annual calendar to give their employer, you rarely have a problem," Righello says. "When you're training on the weekend and you tell them Thursday, then after a few months you're going to have a problem.

If unit members have any questions concerning this or any other legal matter, please contact a member of the Legal Office, located in the 192d HQ building.

A Few Good Words *By Chaplain, Major Charles E. Woods*

Not too long ago I had the rare privilege of watching a very talented artisan at work. I attended a conference in Chicago, and while there, I had the opportunity to "take in" the sights. The State Street Celebration was going on, and for block after city block there were vendors, ethnic foods, and entertainers galore!

While I was walking down the street I noticed a crowd gathering around an artist who was painting some kind of picture. As I approached, I noticed that he was painting with spray cans, and common ordinary household objects. He would take the objects (cans, pots, pans, lids, silverware, etc.) and use them to block some of the spray paint as he worked. What resulted was some of the most fantastic art I have ever seen. Very futuristic pictures were depicted of far away galaxies with vivid color and imagination. It was truly a breath-taking experience.

There have been many people in the world who have seemingly "created" something from nothing by their talent. That street artist could take ten dollars worth of "stuff," paint a picture on it, and make it worth several hundred dollars. Longfellow could take a worthless sheet of paper, write a poem on it, and make it worth six thousand dollars.

Rockefeller could sign his name to a piece of paper and make it worth a million dollars. A skilled

mechanic can take metal that is worth only five dollars and make it worth fifty dollars.

But then the thought struck me -- only God can take a person's life when it seems totally hopeless, and turn it around. Only God can take a failed marriage, a ruined job, a pregnant teenager, a hopelessly hungry orphan, an alcoholic relative, a dying parent, a relative with cancer.....and much, much worse, and somehow turn the situation around, put His hand on it, His spirit in it, and make it a blessing to humanity! That is true artistry!

Over the years, I have seen situations that appeared utterly hopeless, turn completely around for the good simply because God started working on it. I have seen marriages healed, new careers found, babies adopted, homes found for the homeless, substance abusers recover, parents spared pain and suffering, and cancer patients go into remission!

Just when I think I have seen it all, God goes and does something else just to remind me that He can do ANYTHING! Our part in all of this, is that we must find the faith to trust Him, and give Him our problems. That's the hard part! Faith, Trust, and Surrender! I am reminded of a verse from the Bible where Jesus said, "With man (all) this is impossible, but with God all things are possible" (Matthew 19:26).

TOUGH TRAINING = TOUGH PACKING

Although the Mobility Exercise is postponed until March in Savannah, all members of the 192d FG will be required to bring a packed Personal Mobility Bag when their unit is designated to process for training. December UTA will be the first training period for Personnel Processing Training. Items required are as follows:

Personal Mobility Bag contents include: Minimum Clothing List: Each: Duffel Bag/Suitcase, 1; Battle Dress Uniform, 4; Boots, Combat, 1 pr; Socks, Black, 4 pr; Undergarments, 4; T-Shirts, O.D., Brown, Black, 4; Belt w/Black Tip and Buckle, 1; BDU Cap, 1; Field Jacket w/Liner, 1; Hygiene Kit (as required - see below); NOTE: Items being worn are counted as part of the above quantities.

HYGIENE KIT: (minimum quantities and items) - **MALE:** Shaving Cream, 1 can; Razor, Disposable, 1 5-pak; Deodorant, Stick, 1; Soap, 3-4 oz bar, 4; Toothbrush, 1; Toothpaste, 1

tube; Comb or Brush, 1; Shampoo, 1 btl. **FEMALE:** Lotion, Hand/Body, 1 tube; Deodorant, Stick, 1; Soap, 3-4 oz bar, 4; Toothbrush, 1; Toothpaste, 1 tube; Comb or Brush, 1; Napkin, Sanitary/Tampon, 1 pkg; Shampoo, 1 btl.

Minimum Aircrew Clothing List: Duffel Bag/Soft Luggage with rounded corners, 1; Flying Jacket, 1; Flying Suits, 3; Flight Boots, 1 pr; Flight Cap, 1; Undergarments, 4; T-Shirts, O.D. or White, 4; Socks, Black or White, 4 pr; Hygiene Kit (as required - see above)

African American Banquet Meeting & Bake Sale

There will be a committee members meeting for all persons helping plan the African-American Banquet. The meeting will be held on Sat. November 5, 1994 at 2 p.m. in the O&T Conference Room. For more information, contact Master Sgt. Gerald Golden at ext. 6530.

There will also be a bake sale to benefit the banquet scheduled on Saturday the 5th. All items will be priced at \$1.00 each so bring a healthy appetite to UTA. For more information regarding the bake sale contact Sgt. Sheila Buckingham, EXT 6575.

VIRGINIA AIR NATIONAL GUARD
Headquarters, 192d Fighter Group
Richmond International Airport, Sandston, Virginia 23150-6109

Special Order M-1-Va

18 Oct 94

1. UP Sec 502, Title 32, USC Sec 206, Title 37, USC, ANGR 50-01 and 192/TFGR 50-01. All members of the 192d Fighter Group are hereby ordered to attend all unit training assemblies shown on this training schedule unless attending a split UTA (SUTA), or rescheduled UTA (RUTA) at Richmond IAP, Sandston, VA 23150.

UTAS: 05 Nov 94
06 Nov 94

DEPLOYMENTS:
3-20 Nov 94, Air Warrior II, Nellis AFB, NV;
11-25 Mar 95, AFT, CRTC, Garden City, GA.

| | | | | |
|------------------------|----------------|----------------|--------------|----------------|
| SCHEDULED UTAS: | 3 & 4 Dec 94 | 7 & 8 Jan 95 | 4 & 5 Feb 95 | 25 & 26 Feb 95 |
| | 8 & 9 Apr 95 | 6 & 7 May 95 | 3 & 4 Jun 95 | 15 & 16 Jul 95 |
| | 12 & 13 Aug 95 | 16 & 17 Sep 95 | | |

2. AM assemblies will be 0800-1200 (Sat) 0700-1100 (Sun) and PM assemblies will be 1300-1700 (Sat) 1200-1600 (Sun), with the following exceptions: Assembly for one flight of Food Services Personnel: AM 0630-1030 (Sat) 0530-0930 (Sun), PM 1100-1530 (Sat) 1000-1430 (Sun). Additional duty hours to cover special work requirements such as pre-flight, post-flight, etc. will be scheduled by each unit as required. Each UTA will be no less than four hours duration excluding lunch periods.

3. Uniform will be lightweight blues or BDUs, as directed.

4. Commanders may utilize RUTAs to achieve training objectives using maximum availability of equipment and full-time personnel resources that cannot be achieved during UTAs and SUTAs. A RUTA must be requested, approved and documented in advance of the missed period.

5. Equivalent Training (EQT) may be authorized by commanders for personal attendance problems if requested in advance. EQT with pay must be performed within 30 days of the missed UTA and within the same fiscal year. EQT without pay (retirement points only) may be authorized when the individual is unable to make an EQT in pay status.

FOR THE COMMANDER


JACQUELINE J. ATKINS, GS-7, VaANG
Records Manager

DIST 'A' Plus 1 Ea: ACC/ADUBO; Chief, ACC/CRFG; 9th AF/CRFG, CV & IC; NGB/XOS & TE; 1913th ISG/CC (AFCC); 1 FW/DO; 1 FW/LGSPC; 113th FW/SC; 1CGS/DPMD; HDQ/TCD/RF, Langley AFB, VA 23665-6343.

VANGUARD

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Church Services: Catholic Mass, Sat. 9:30 a.m.; General Protestant, Sun. 8:00 a.m.

Flu season will soon be here! Assuming the flu vaccine arrives prior to the November UTA, Clinic representatives have established the following schedule for all shots, as well as the mandatory flu shot: Sat. 5 Nov, 9:00 a.m.-3:00 p.m. (Yellow Fever between 9:30-10:30 a.m. only); Sun. 6 Nov, 9:00 a.m.-2:00 p.m. (all shots except Yellow Fever). ALL SHOTS GIVEN IN THE MAIN HANGAR.

RETIREES' ASSOCIATION MEETING: The Virginia Air National Guard Retirees' Association meets at Club 149, at 7 p.m. on the second Thursday of each month except December. Dues are \$12 annually.

NOTARY SERVICES: Anyone requiring Public Notary Services can see Lt. Col. Barker in CBPO, Ext. 6318.

MOTEL RATES INCREASE: Effective October 1, 1994, motel rates for UTA weekends, single pay difference, increased to: Best Western, \$14.50 per night; Holiday Inn, \$14.50 per night; and Legacy Inn, \$16.00 per night.

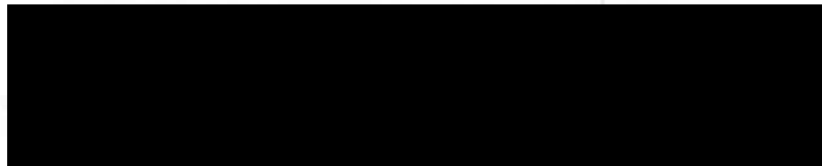
MENU - NOVEMBER UTA

SATURDAY

- Beef Tips
- Braised Pork Chops
- Mixed Vegetables
- Rice
- Fruit

SUNDAY

- Turkey w/Dressing
- Ham w/Raisins
- Creamed Potatoes/Gravy
- Green Beans/Candied Yams
- Fruit Cake



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