



154TH WING  
HISTORY OFFICE  
FILE # 2-98-283

# Kukailimoku

## War God Of King Kamehameha I - 154 COMPG

Vol. 33, No. 7

Hickam Air Force Base  
Hawaii

July 19, 1987

### F-15 EAGLE UPDATE

By LtCol Jerald Aoki

The 154th Composite Group (COMPG) F-15 Eagle conversion is proceeding well. To date the unit has received four F-15 aircraft. These aircraft were dedicated to maintenance training. From July to November 1987, we will be getting four aircraft per month. The last two Eagles will be transferred in December making it a total of 26 aircraft on the ramp.

The maintenance Field Training Team (FTT), provided by Air Training Command, been busy at work conducting classes here at the 154th COMPG. In spite of the problems we encountered in the sourcing of our aircraft, the training has gone well. The maintenance training activity will continue to October 1987.

The pilot training has progressed on schedule to date. We currently have nine pilots at Luke AFB, Arizona and six pilots at Tyndall AFB, Florida for upgrade training. All of our pilots will complete upgrade training by March 1988.

The many minor construction projects that supported the workarounds to allow a timely conversion have gone according to schedule. The only incomplete minor construction project is the sound proofing of the 199 TFS facility. This project will be finished in August 1987.

There are three current Military Construction Projects that are being worked on simultaneously. These projects are the Operational Flight Simulator Facility, the Composite Avionics and Weapons Release Facility, and the Hush House Facility.

Overall, the F-15 Eagle Conversion is on schedule. We anticipate some problems in obtaining some critical support equipment and spares which may make the conversion process difficult. However, the flexibility and professionalism of the HANG personnel will allow using workarounds to get the job done.

### QUAD DEP

By Maj Richard R. Dove, Chief CBPO

As of July 1, 1987 the 154th COMPG has a fourth deputy commander. The Deputy Commander for Support (DCS) joins Operations, Maintenance, and Resources at the group level. With the growth of the ANG, the new requirements levied on support functions were consuming the flying commanders' time at the expense of the unit mission. To ease the burden, the support area is reorganized under the DCS.

Under the new structure Civil Engineering comes under DCS. Combat Support Squadron changes to Mission Support Squadron (MSS). Staff Judge Advocate, History, Public Affairs, and Chaplain move to group level under DCS. In the resources area, all Logistic Plan moves to group. The Resource Management Squadron Commander is separate from the Deputy Commander for Resources. Five new positions are created by this change.

### 150th ACWS WINS!

Congratulations go to the 150th Aircraft Control and Warning Squadron (ACWS) for recently being selected as the winner of the 1987 National Guard Bureau's Outstanding Communications-Electronics-Meteorological Unit Award. Congratulatory letters from General Jack I. Gregory, Commander in Chief, Pacific Air Forces, Major General John B. Conaway, Director, Air National Guard, Major General Alexis T. Lum, the Adjutant General, and Brigadier General Edward V. Richardson, Commander, Hawaii Air National Guard, cited the unit's outstanding professionalism, technical expertise, teamwork, enthusiasm, and dedication. Congratulations to the men and women of the 150th ACWS for their exemplary performance which won this award.

## Commander's Corner

by

Col. John S. W. Lee



(Ed. Note: In the absence of our Commander, Colonel Alan M. Mizumoto, Deputy Commander for Maintenance, provided his thoughts for Commander's Corner).

The past few months have been extremely hectic and demanding on our aircraft maintenance troops. There has been a flurry of additional activity resulting from our conversion from the F-4C Phantom to the F-15A/B Eagle, while we are still required to maintain our air defense alert commitment and support our F-4 operational training.

The change in our aircraft sourcing from Tyndall AFB, FL in the summer of 1986 to Holloman AFB, NM in December 1986 and finally to Elmendorf AFB, AK in April 1987 has also caused us to expend a great deal of additional effort and manhours to re-establish transfer procedures at each new base, renegotiate Memorandums of Agreement for the transfer of aircraft, and perform additional acceptance inspections on our incoming F-15s.

However, in the final analysis, I believe that with each sourcing change, we got elevated to a better aircraft. We went from aircraft with a training mission to a combat coded unit and finally to aircraft that are utilized in the same type of mission that we have. Although the F-15s from Alaska are three years older than those we would have gotten from New Mexico, they have approximately the same average number of aircraft hours on them and have been operating on the frontline of our defenses. In addition, our acceptance inspections on six aircraft to date confirm that the 21 IGW at Elmendorf AFB, Alaska has been doing a great job of maintaining the aircraft.

In a nutshell, this conversion has not been easy and is taking an awful lot of our time, effort, and attention. And through it all, we supervisors and managers must be sensitive to the adverse effect it may be having on our people and the possibility that we may be setting up conditions that could result in either injury or damage to our people and equipment. In looking ahead to the many actions we must still take to ensure the success of this conversion, let

us not lose sight of our day-to-day requirements still facing us in supporting our faithful F-4Cs and in ensuring the safety and well being of our people.

I salute all the efforts of our aircraft maintenance people, both fulltime and drill status for the outstanding progress we have made thusfar in our conversion. The drill status people, in particular, are deserving of special recognition for coordinating time off from their employers to attend the required F-15 training courses; some individuals were required to attend in-residence courses at Lowry AFB, CO for as much as 17 weeks.

I am fully confident that with the continued support of our Resource Management people and the "No Ka Oi" spirit of our aircraft maintenance squadron that we will have a safe and successful conversion and that we will be able to provide the needed sorties to our aircrews to ensure early attainment of our operational ready status.

## Next UTA August 1 & 2, 1987

### STUDENT LOANS

Are you thinking of going back to school this fall? If so, the Air Force Aid Society can assist you in financing the costs of your education.

Air Guard members, their children and widows or widowers of participating or retired members are eligible to apply for a guaranteed student loan. There are three types of loans. First, the Gen Henry Arnold Student Loan is used by a child of a Guard member. Second, the Gen George Brown Senior Student Loan is for the member and widow or widower of a member. Finally, the Parent Loan Program is a loan that is made by the parent to pay for a dependent child's education.

These loans may be used for tuition, fees, books, supplies room and board, etc, and must be repaid within 15 years after receipt. For more information, contact me at 449-5669 or the Air Force Aid Society at Hickam AFB, at 449-6981.

MSGT IRIS KABAZAWA  
BASE CAREER ADVISOR

# Pastor's Perspective



by Chaplain  
(1Lt) Robert Nagamine

Loneliness. It is the perception or feeling that a person is all alone and not happy about it. It can be a familiar feeling for some of us. Everyone has experienced it. It is sometimes as brief as a passing fragrance in the wind. Other times it lingers on. Sometimes it is as mild as ripples on water. Other times it is as attention grabbing as rough currents of water making its way downstream.

There are many times in which we must deal with loneliness. A common occasion is when we are alone. If we were given a choice, the majority of us would not choose to be alone for extended periods of time. An unexpected time of loneliness is when we are with a crowd of people. But unfamiliar faces and unfamiliar places are not always attractive to everyone. And, when no one seems to be interested or cares about what is going on with us, it can get awfully lonely. But for now, let us deal with the time of loneliness when we are alone.

Being alone is not necessarily bad. When some people are alone for extended periods of time, they take advantage of it. This time can be used for reflection, planning and prayer. It can be used to reevaluate our life goals and priorities. It can be used as a time to draw closer to God.

But in reality, we are not alone. In times of crisis and loneliness, we find that God is right there with us. We come to the realization that God was always there. We do not always understand His plans and His ways. Whether we have acknowledged it or not, He has helped us get through times of great difficulty.

Loneliness is really misguided energy. We need to redirect it. We need to make it work towards positive results. Use this energy towards constructive projects. So, when you get lonely, do something good

for someone else or even yourself.

May God continue to make His encouraging presence known in your life in the coming days.

## Planning Meeting PROTESTANT WORSHIP SERVICES



Sunday August 2, 1987  
154 CAM SQ -Classroom #3  
3:00PM

All interested persons invited to attend.

## 154 CSS FAMILY DAY

Saturday, July 25, 1987

8:00 a.m. to 4:30 p.m.

Bellows Air Force Station Picnic Area 5A

Free Food and Beverage

Family Agenda Items:

Safety

Alcohol and Drug Abuse

Child/Spouse Abuse

Commander's Comments

See your unit enlisted advisors for more details.

KUKAILIMOKU  
MEMBERS OF THE KUKAILIMOKU  
STAFF

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The editorial content is edited, prepared and provided by the Public Affairs Office of the 154 Composite Group, Hickam Air Force Base, HI 96853-5000. PH: 449-9374

Colonel John S.W. Lee, 154 COMP6  
Commander

Major Richard K. Shimamura,  
Public Affairs Officer

KUKAILIMOKU STAFF

A1C Gaye Sakamoto.....Editor  
SSgt George Galasinao.....Illustrator

# CAM SQ. News & Views



by MSgt Fred M. Higa, Jr.

Welcome back to another fun and work filled drill weekend. July 1st is the month we are officially known as an F-15 unit. We should be phasing out of the F-4 business by the end of September, which will complete 12 years in the F-4 aircraft. We took this aging plane and built the entire fleet into an outstanding fighting unit. We must remember, though, that while we are converting to the F-15, we still must maintain the F-4 so that it can continue to support the flying and alert commitment til we phase them out of our inventory. For the maintenance people, this has been a trying year, with people going in all directions for acceptance inspections and hands-on-training, not to mention a complete overhaul of the manhour accounting system from a manual system to computerized event documentation. We've still got another computer enhancement coming up, automating the AFTO Form 781s in September. We are only the eighth Guard unit to get into the computerization of our maintenance documentation, and with Hawaii being where we are, we have had to go it alone in learning the system. For the Workcenter Supervisors, don't forget the CAMS supervisor's meeting on Sunday in classroom 3&4 at 1430. It's important that you attend so that we can iron out the bugs in the system....Now for the CAM SQ news...We've got a couple more honor grads in our midst as TSgt George Kaneshiro of the AIS shop has returned from Lowry AFB with honors. The Admin office has the other honoree in AB Leona Taniguchi as she received her honors while attending the administration tech school at Keesler AFB. You can see Leona working hard in the

Commander's office during drills... Congrats to SSgt Helen Tivera who is expecting her 2nd child sometime in January 1988. Welcome back to work goes to SSgt Yvette Escudro of the Maintenance Control section after her recent birth to daughter Adrena...Good luck goes to our new enlistees, ABs Matthew Tang, David Oliveira, & Stacy Jo Harada of AGE Shop and Daniel Baduria and Jeffrey Leu of Fuel Shop as they go thru basic training in Lackland. Good to have Amn Richard Costa, Geoff Davis and Ricky Hoo of the Munitions Branch as they returned recently from basic and tech school training. 'Superstar' is the term MSgt Doug Abe uses for his temporary hire TSgt Stan Tanigawa. Stan has been working for Doug the past couple of months helping out with the many programs and projects in the Programs & Mobility office..Good luck to Sgt Alex Medeiros on his transfer from the Fab Shop to AGE Shop. Hope SMS Dick DeVeas, MSgt David Leong and TSgt Al DeRego have a successful TA conference in New Orleans. Al will stay on for hands-on-training and will return on July 29. Performing duty at Elmendorf, Alaska is Capt Keith Kunichika and TSgt Tim Young of the Munitions Branch and MSgt Mel Ige and SSgt Owen Uehara of the Engine Shop. Hope you all have fun with the salmon fishing!!!The welcome mat goes to augmentees TSgt Jim Scott, Al Ablola, John Johnson, Randy Roos, and SSgts George Queen, and Tony Jennings who are helping out in the Aerospace Systems section. Good luck goes to 1Lt Dave Snakenberg and MSgt Bill Stern as they leave for Elmendorf this weekend for training. MSgt Val Wong goes in the opposite direction as he heads for Misawa and Kadena for a conference and training. Welcome back goes to MSgt George Padilla as he returned recently from Alaska... Remember the 'War Games' which was the hottest hobby going on at Kualoa Ranch a few months ago. Well, it's still going strong, and if you want to get involved, contact TSgts Larry Kauleinamoku and Ron Miraflor for info. They've got a match scheduled for July 26,

Continued on next page

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maybe you can get in on the action. Congrats to granddad CMS Dave Montes as he welcomed grandchild #8 to the family. Welcoming son Shaun is our UCA man TSgt Larry Auleinamoku, that's #3, a good number to have. I would like to thank MSgt Wayne Soma, SSgt Joseph Kim and Sgt Neal Gima of the Ground Communications shop when they installed computer cables so that we could hook up our computers for the maintenance people. They showed a lot of professional know-how and expertise in doing the job. Much mahalos. Congrats to SSgt Billie Benner, the newest member of the Maintenance Analysis office as she finished a good 2nd in the Tinman competition held recently in Waikiki. Maybe she'll finish 1st next year, right?? Well, that's all for now folks, so til next month, (gosh, that's 2 weeks from now!!), "History teaches us that people seldom learn from history. If they did, history wouldn't keep beating itself." (Source unknown) See you next month.....fhiga

**TO ALL NATIONAL GUARD ENLISTED MEMBERS**



HNGEA NEWS....

Scholarship Grants for school year 1987-1988...

Three scholarships were awarded this year by your local association. The recipients are: Mr. Joey Barros - Hawaii Army National Guard Dependent - \$200.00, Sgt Colin K. Beal - 199 Weather Flight - \$400.00, and Sgt Earl W. Riddle - 154 Consolidated Aircraft Maintenance Squadron - \$400.00

Congratulations to these three recipients. Sgt Beal's application was also forwarded to the National Association for consideration.

Membership drive is still on: E1 - E4 \$4.00  
E5 - E6 \$6.00  
E7 - E9 \$8.00

Words to the Wise...Use your commissary privileges. Don't abuse it.

Nominations are now being sought for the following offices: Term of office to begin January 1, 1988.

- President....One year term
- Vice-President ..One year term
- Secretary . . . Two year term
- Treasurer. . . .Two year term
- Council-Person. . . HANG & HARNG. . . One year term

Elections will be held during our annual membership meeting to be held on the island of Kauai, October 16-18, 1987.

Interested persons/members should send in their names to: MSgt Wayne Y. Soma 154 Combat Support Squadron, Hickam AFB, Hawaii 96853-5000.

**SURE-PAY**

Major General John Conaway, Director of the Air National Guard has requested that an aggressive campaign be instituted to promote the advantages of SURE-PAY (direct pay deposit). The overall ANG participation rate is 43 percent while the active Air Force has a rate of 93 percent. The participation rate for the HANG is 47 percent as of May 31, 1987.

In order to make it easier for our members to subscribe to SURE-PAY, each unit received samples and blank SURE-PAY forms (SF 1199A).

Should there be any questions, please call our Military Pay Section at 449-1608.

**AREA BADGES**

All individuals who have Restricted Area Badges, AF Form 1199C, must turn them in to the 15 ABW/SPS Pass & ID Office, during out-processing. The Pass & ID Office is located in Wing A, Room 101, Bldg. 1102, PACAF Headquarters building.

At the time of turning in the AF Form 1199C, the individuals will also turn-in all vehicle decals that are in their name, unless they are retiring or are otherwise still entitled to retain the decal.

This change is a result of a request by the 15 ABW/SPS in order to maintain better control and statistics on badges.

Any questions should be referred to our security police at 449-2080.

**JAIL-A-THON**

NCO Academy Graduate's Association News -  
By MSgt Wayne Y. Soma

Members of Chapter 18 participated in this year's American Cancer Society Jail-a-thon. MSgt Wayne Soma, Tsgt Ron Muronaga and "super-volunteer" Sgt Russell Miyamoto chauffeured arrestees to and from the portable jail all at Honolulu District Court this past Thursday. They enjoyed driving the brand new Lincoln continentals provided by Budget, and fun was had by all. Be ready to serve - be square.

**BREAK RIGHT** 

199th TACTICAL FIGHTER SQUADRON

By Capt Gaylord G.H. Dowson

Its been about two months since the first squadron pilots returned from F-15 upgrade training. Col Kunichika, LtCol Hong, Maj Pawling, and Capt Wakeman are all happy to be back from Tyndall AFB, Florida and are more than ready to share their experiences of "slipping the surly's" with the Eagle. The excitement they have created in the squadron can be compared to the emotions of one waiting for his new 911 Turbo Carrera Porsche to arrive at the docks.

These new "Eagle Drivers" admitted that the eleven week course was very demanding; mentally and physically. Mentally, the student required intense study in the multitude of aircraft systems. These ranged from propulsion and hydraulics to the complex radar which was an entire course itself. The flying aspects of the course started with the simulator then the actual flying of the aircraft. This is where the physical part came into play. Due to the high maneuverable capabilities of the F-15, pulling 9 Gs (nine times your weight) is par for the course whereas the F-4 required only 6 to 7 Gs. Physical conditioning becomes a must. The pilot has to be able to keep his blood from leaving his head otherwise, he'll blackout and soon become a "big splash".

Maj Pawling and Capt Wakeman had also attended F-15 Instructor Training at Kadena AFB, Japan. This two week course consisted mainly of multi-aircraft scenarios that required the student to brief and debrief their flights as mission commanders. This required knowledge in F-15 weapons, tactics, and wingman capabilities. In the end, they were "blessed" as Eagle Instructors and could return home and "hold the hammer".

In May, the next bunch of pilots left for upgrade training at Luke AFB, Arizona. This group which included our 154th COMPG Commander, Col John Lee, will be returning around the middle of August. This July drill will also mark the departure of another group of pilots leaving for Tyndall AFB, Florida. Their return will be sometime in October.

So far, the flying here has been slowing down for the F-4 and steadily increasing for the F-15. We've been bidding aloha to our old but trusty "Phantoms" as they are flown away to different locations. But, we are welcoming the arrival of our Eagles as they arrive from Alaska (slowly, but surely). With both aircraft sharing the

ramp, the sorties are now comprised of both aircraft battling each other. The dissimilar training is nothing less than outstanding. To fly the F-4 against the F-15 requires complete concentration and teamwork to at least be equal by the "merge". Anything less, and the Eagle will "eat you up" every single time. The advanced weapon systems and switchology, pulse-doppler radar, and maneuverability make the F-15 nearly invincible.

The 199 Tactical Fighting Squadron (TFS) is starting to show its first real signs of change resulting from the aircraft transition. With the many aircrews at upgrade training and the departure of many WSOs, the squadron has a hard time filling the flying schedule, the lounge is empty most of the time, and the "soda" machine never has to be filled which is the "for sure" sign of the changing times.

SHORT NOTES: Congratulations to Maj Mick and Nita Melich on their newborn son Kenneth Kekoa born on July 17. The squadron welcomes back from two long years of flight training our latest addition, 2Lt Adrian Kinimaka. Also, we welcome two F-4 support pilots from the Arkansas ANG, Maj Phil Wear and Lt Tim White. Both pilots will be helping out the schedule at the Alert Pad. And before I forget, aloha to Capt Dave Lilly from Kadena AFB. He is a F-15 jock who will be joining the AFSA office. Jeez, so many new faces!

**MAHALO**

The American Cancer Society and its director of fund raising, Mr. Charles E. McLemore recently extended appreciation to seventeen members of the Hawaii Air National Guard for their support of "Bank Night". The residential door-to-door campaign was a tremendous success again this year with over \$265,000 raised to date for the fight against cancer. This year's supporters, led by SMSgt Richard Deveas included the following:

CMSgt Thomas Sato	TSgt Fred Takara
MSgt Doug Abe	TSgt Tadao Wada
MSgt Tom P. Hirao	SSgt Edwin Biete
MSgt Rudy Luat	SSgt Pam Guieb
MSgt Wayne Soma	SSgt David Motowidlak
MSgt Mel Wong	Sgt Jody Goya
TSgt Wayne Higa	Sgt Richard Morikawa
TSgt David Perriera	Sgt Roy Nagasawa

The following individuals have helped for the last six years:

CMSgt Thomas Sato	MSgt Wayne Soma
MSgt Douglas Abe	MSgt Mel Wong
MSgt Rudy Alvat	TSgt David Perreira

Thanks to all for the time and effort which enhanced the image of the Hawaii Air National Guard and fostered better community relations.

UNIFORM TIP  
(Ref. ANGSC/MP 181500Z Jun 87 Message)  
(AFR 35-10)

**BATTLE DRESS UNIFORMS (BDUs).** The Chief of Staff approved Air Force wide implementation of Battle Dress Uniforms (BDUs) in March 1987. Although ANGSC is working the funding issues of providing BDUs at the Lackland issue point and making them available for purchase at Military Clothing stores, continuing availability problems with OG 507 fatigues necessities authorizing wear of BDUs by personnel who have them. They do realize that there is a limited supply of Army BDUs available. Referenced message does not constitute Carte Blanche approval for all individuals to be issued and wear BDUs, for it will be some time before adequate supplies are available to facilitate issue to all. This does constitute wear authority for those personnel who have or can obtain BDUs. Members may wear BDUs on an optional basis in lieu of the OG 507 fatigue uniform; however, they are not entitled to the unit issue of BDUs. BDUs must be maintained as any other optional uniform item. All members may wear BDUs (woodland pattern only) on a daily basis. BDUs are acceptable in all base offices and base establishments. They may be worn to off-base establishments to include short convenience stops and eating at fast food restaurants. Convenience stops may include short stops at shopping malls. Members will not wear BDUs to off-base establishments to do extended shopping, dining, socializing, or to take part in any entertainment. BDUs will not be worn in establishments whose primary function is to sell and serve alcohol. If a stop is essential, member must present the proper standards of neatness, cleanliness, and military image.

**SHIRT:** Long sleeved camouflage pattern, cotton and nylon twill with button front, wing collar, button cuff closing and four expandable pockets. The shirt must be worn outside of trousers. When arms hang naturally, sleeves will extend to the heel of the thumb. Installation commanders may authorize sleeves to be rolled up. If rolled up, sleeves will touch or come within one inch of forearm when arm is bent at a 90 degree angle.

**TROUSERS:** Camouflage pattern, cotton and nylon twill with button front closure, strap ankle adjustment and six pockets. Trousers must be bloused over combat boots.

**UNDERGARMENTS:** Females must wear bras and panties. Male personnel must wear undershirt or T-shirt. If visible, the undershirt or T-shirt must be green or brown.

**SOCKS:** Either black or white socks may be worn. However, during contingencies, exercises or deployments, if white socks are worn, black socks must be worn over them.

**FOOTWEAR:** Black combat boots (including jungle boots), with or without safety toe may be worn. They must have a plain rounded toe or rounded capped toe with or without perforated seam. Boots may have zipper or elastic inserts. Boots may be made of smooth or scotch-grained leather or manmade material and may have a high gloss or patent finish.

**BELT AND BUCKLE:** Dark blue woven cotton web or elastic belt with black metal tip and matching buckle must be worn. Black tip of belt may extend up to two inches beyond the buckle facing the wearer's left.

**ACCOUTERMENTS:** BDUs will be configured in the same fashion as the present OG 507 fatigue uniform. This includes wear of grade insignia, U. S. Air Force and name tapes, patches, and badges. Refer to guidance on the work fatigue uniform in AFR 35-10 for placement instructions.

Questions should be referred to the CBPO Personal Affairs Section at 449-5669.



CAPT JAMES HIKITA  
2LT MELISSA ZEN  
SSGT CARSWELL ROSS JR.

# LEGAL BRIEF

BY CAPT JAMES ITAMURA



## FRATERNIZATION

Fraternization, an offense that is still actively, though perhaps rarely, prosecuted, is an interesting anomaly.

For one thing, nowhere in the Uniform Code of Military Justice is the term itself used or specified. It's one of those things that you know it when you see it. In 1975, for instance, an Army Warrant Officer was convicted of fraternization based upon a charge which reads that he; "did at Sierra Vista, Arizona, on or about 2 Nov 70, wrongfully fraternize on terms of military equality with three enlisted persons by socializing and drinking alcoholic beverage (in a bar), and thereafter in his quarters...where he undressed and bathed (one of the enlisted persons), a woman not his wife, and under the circumstances, such conduct was prejudicial to good order and discipline in the Armed Forces."

Based upon the above, we could say officers may not associate with enlisted personnel on a basis of military equality. Nor may they associate in a manner which adversely affects prejudices good order or discipline, i.e. the appearance of special treatment to specific personnel may undermine others, belief regarding the officers impartiality.

More and more however, the post WWII Armed Forces rule against fraternization is losing its vitality for a number of social reasons, whereas in former days officers and enlisted rarely had contact during duty hours and certainly none after hours, fraternization was a strict taboo (corporals were admonished not to even socialize with privates). Now however, as more women than ever join the military, the inevitable result has been that more inter-rank marriages have occurred. These marriages were no doubt preceded by a fair amount of fraternization. Also, attitudinal changes in American society emphasized the equality of all people. An officer reared and educated in that mold may not accept readily, the privileges and responsibilities based upon distinction in rank.

The Air Force, though clearly the most permissive of the services as far as tolerating, still does occasionally court-martial offenders in blatant situations which undermine good order and discipline.

## SEXUAL HARASSMENT: DEFINITIONS

What is "Sexual Harassment"? How do I know when I participated in Harassment? These questions are important because it affects your work and, possibly, your promotion on the job. Sexual harassment is a new issue, so a standard definition has not been formed. Here are some definitions presented by Kathleen Ryan in her pamphlet Understanding Sexual Harassment on the Job.

1. Sexual harassment is best described as unsolicited, non-reciprocal male behavior that asserts a woman's sex role over her function as a worker. It can be any or all of the following: staring at, commenting upon, or touching a woman's body; requests for acquiescence in sexual behavior; repeated non-reciprocated propositions for dates; demands for sexual intercourse, and rape.

2. Sexual harassment is sexual attention imposed on someone who is not in a position to refuse it.

For the Guard, the following definition is the most important. This is the reg that rules us, ANGR 30-2. Note: Harassment can be done by women toward men.

Sexual Harassment is a subcategory of discrimination. Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

- a. Submission to such is made either implicit or explicit a term or condition of job, pay or career.
- b. Submission or rejection is a basis for career or employment decisions.
- c. Conduct has purpose or effect of interfering with an individual's performance or creating an intimidating, hostile or offensive environment.



## WHERE'S THE BEEF ?



By CMSgt Rod Correa

The 154 Civil Engineering Squadron's (CES) Beefers recently returned from a two week deployment to Andersen AFB, Guam. Major Smith, Commander of the 154 CES and 46 members of the squadron worked on two major projects. We dedicated many manhours working on the rehabilitation of a dormitory known as "Andy South". Work included new electrical service, lighting systems throughout the building and restoration of the old latrines. The second project involved preparing and pouring a concrete building foundation for a new 4,000 square foot munitions maintenance facility. Both projects were necessary to the mission of the 43rd Strategic Wing. For many members of the squadron this was their first experience working on a SAC base. Fortunately we were supported by an outstanding CE squadron, the 43 CES. Additional help was provided by the members of the 254 Air Base Group and the 254 Civil Engineering Squadron, Guam Air National Guard. During our off duty hours members used the many clubs and services available at Anderson. Cookouts were numerous as well as around the island excursions on the weekend. At the traditional end-of-camp celebration we presented a plaque to Col Mugg, commander of the 43 CES, who in turn presented the 154 CES with a beautiful wooden trophy in appreciation for our hard work. Much thanks to our supporters here at Hickam who played a key role in getting us to and from Guam, the folks at TMO, LGX, RMS and especially those in the Comptroller Shop. Next year its off to Kadena AFB for our RRR training, Rapid Runway Repair, tent city heaven..... Some short notes, MSgt Bob Davis is now known as the king of the rollers, our First Shirt, Stan Fong is giving up bowling, may try golf, and Rochelle is known as "Ms. Disco"...



The Guard tradition of excellence continued on July 14, 1987 when another second generation member was sworn in. This time the proud parent was Lt. Col. Steven T. Oka, Operations Officer for the 169th AC&W Squadron. Colonel Oka's son, Scott S. Oka, raised his right hand earlier this week and joined the ranks of the HANG.

"I'm very proud," Colonel Oka said enthusiastically, "that he's made a commitment. And I think it will be an outstanding opportunity for him to develop his own growth. This is a big transition going from full-time student into the job market."

Scott is currently attending the University of Hawaii. He will be assigned to a Non-destructive Inspection Specialist slot in the CAM Squadron. "I feel good about it," he said. "This will help pay for my tuition and help me get through school and I think it will give me some good experience."

Welcome aboard, Scott, and congratulations, Lt. Col. Oka on continuing the tradition. If you have a son or daughter who might want to become a member of the Air Guard, or you know someone else who would, have them call your friendly Hawaii Air National Guard Recruiter's Office today! Contact: 449-5601, 449-9486 or 449-9589.

## ROYAL GUARDSMEN

There will be a general membership meeting today, July 19, 2:00 pm in the COMPG dining hall. All Royal Guardsmen are required to attend, also part Hawaiian Guard members interested in the Royal Guard are invited to attend.

Agenda will include the upcoming 25th Anniversary, duties and responsibilities, equipment and future events for July, August and September.





Hats off to the following people who were promoted to the ranks shown on the dates indicated:

<u>154 CSS</u>	
Sgt Ramon M. Quizon	June 16, 1987
<u>154 Tae Hosp</u>	
SrA Wyatt L. Copp	June 22, 1987
<u>154 COMPC</u>	
Sra Gaye S. Sakamoto	June 17, 1987
<u>154 CAM SQ</u>	
Sgt Rowan K.N. Escuadro	July 15, 1987
SrA Raul B. Ibarra	July 15, 1987
SrA Duane S. Brede	June 16, 1987
SrA Robert J. Natividad	July 16, 1987
SrA Anthony Ilagan	June 15, 1987
SrA Edward T. Essman	June 30, 1987
SrA Randall A. Fukunaga	June 30, 1987
ALC Brian J. Dossantos	July 15, 1987
<u>199 TFS</u>	
ALC Vincent A. Cui	July 9, 1987
<u>169 ACW SQ</u>	
SrA Guy I. Hironaka	June 17, 1987
ALC Darilyn R. Torda	July 1, 1987
ALC Mary S. Ho	June 26, 1987
<u>150 ACW SQ</u>	
Sgt Burt L. Sakata	June 30, 1987

## PERSONNEL NOTES

AIR COMMAND AND STAFF COLLEGE (ACSC) CORRESPONDENCE COURSE ENROLLMENT TIME LIMIT CLARIFICATION.

Enrollees have a one year time limit for completing ACSC correspondence course (32, 33, 34 series, 35A, 35B, 35C). Exams, including necessary retakes, must be received, scored and recorded at ECI within one year from date of enrollment. HQ ACSC recommends study time of 6 to 13 weeks for each course, thus allowing sufficient lead time for completing the process cycle. Failure to complete a course within one year or failing course exam twice results in a six month restriction from that course. (Major Richard R. Dove/DPM/449-5701)

ENROLLMENT IN NATIONAL SECURITY MANAGEMENT CORRESPONDENCE COURSE (NSMCC).

The National Security Management Correspondence Course is an approved Senior Service School and the rules in AFR 53-8 apply. Specifically, majors are ineligible for enrollment. Since NSMCC is not controlled by the Air Force, ineligible officers have successfully enrolled. Air Force majors selected in CY 86 or later, who enroll in NSMCC will not receive credit for

a Senior Service School upon completion nor later in their careers unless they re-enroll and complete the course again after selection to lieutenant colonel. Completions by ineligible enrollees will neither be placed in a hold file and credited later nor masked until the officer is promoted. It is not advisable to try to "beat the system." (Major Richard R. Dove/DPM/449-5701)

## KUDOS

Lt. Colonel Kenneth P. Wicks was an outstanding graduate of National Security Management, a nonresident, senior level professional military education course. His diploma recognizes both a high grade average and outstanding performance, a distinctive achievement as only a small percentage of the graduates are designated as outstanding.

ALC Derek E. Mau, 154 Student Flight, was recently recognized for his superior academic achievement while attending the Aircraft Control and Warning Radar Specialist Course.

## TENNIS TOURNAMENT

The Hawaii National Guard tennis tournament will be played at the Sub Base Tennis Courts, Sub Base, Pearl Harbor, on August 22, 1987 from 7:30 am to 5:00 pm.

Events will include Men's and Women's Doubles in Classes A/B, C, and Novice. In the event there be insufficient women for women's doubles, women may play in the men's doubles.

Applications must be submitted by August 7, 1987, after which pairing of entries by class will be determined by chance and competitors notified. Contact LtCol Chris Jay, 199th Weather Flight, 655-1216 or SFC Larry Mun, CSMS #1, HIARNG, 732-1941.

## GOLF TOURNAMENT

9TH ANNUAL ALL HANG GOLF TOURNAMENT

DATE: 5 OCTOBER 1987 (MONDAY)

PLACE: HICKAM AFB GOLF COURSE

TIME: REGISTRATION 0700-0745  
SHOTGUN START 0800

LUNCH/AWARDS TO FOLLOW AT THE  
154 COMPC RECREATION CENTER (CRC)

ENTRY FEE: \$16.00  
INCLUDES CART, LUNCH, PRIZES

GREEN FEE:	E-1 TO E-4	\$3.50
	E-5	5.00
	E-6 TO O3	6.00
	O-4 & ABOVE	7.00
	AF DOD	8.00
	CIVILIAN	20.00



BETTA START PRACTICING!!

FLIGHTS: THERE WILL BE FOUR FLIGHTS A, B, C AND CALLAWAY. A, B, AND C FLIGHTS WILL CONSIST OF 24 HANDICAP AND BELOW. SPACING OF THESE FLIGHTS WILL DEPEND ON THE AMOUNT OF ENTRIES RECEIVED. THE LOWEST HANDICAP WILL BE USED. THE HANDICAP COMMITTEE WILL HAVE THE FINAL SAY AND WILL ADJUST IF NECESSARY. THE FIRST 144 APPLICATIONS RECEIVED WILL BE ACCEPTED.

CONTACT YOUR UNIT POC: HIANG: DENNIS TAKESHITA  
154 COMPC: CORNWALL MATSUSAKA  
(See flyer for entry form) 150 ACW SQ: OWEN OTA  
169 ACW SQ: GEORGE KAWAGUCHI