



Kukailimoku

War God of King Kamehameha I • 154 COMPG

Vol. 38. No. 4

Hickam Air Force Base
Hawaii

April 5, 1992

Fun Run/Walk A Success

The First Annual Hawaii National Guard Fun/Run/Walk was held on March 29, 1992. A great time was had by the over 400 participants that included members of the Army and Air Guard and their families. The participants ran, jogged, or walked the 5k or 10k courses.

At the end of the race, a breakfast was provided and hosted by MG Edward Richardson for all participants and volunteers. Trophies and medallions were presented to the winners in the various age categories. SSgt. Jason Caires was the overall winner of the event. All participants were provided with a commemorative Fun/Run/Walk T-shirt. Next year's race should be even better.



and the race is on!

Photo by TSgt. Charlie Chang

Audio Visual Ordering Changes

by Sgt. Mary Livingston

The Air Force Central Visual Information Library (AFCVIL) at Norton Air Force Base established changes for ordering audio visual training materials, effective March 9, 1992.

Trainers should provide the following product information when requesting audio visual materials:

- PIN No.
- Title
- Media - ST35 - Slide/tape
VHS - video cassette
AC 1/8 - audio cassette

• Alt. Med - same as Media
• Date needed
Customers ordering programs after March 9, must provide the following address information on their official letterhead:

- Official ANG address: Organization and Office Symbol
- Unit and Symbol meaning
- Attention line or POC
- Building/Room number
- Geographic location (base/state or other location)
- 9 digit zip code
- Telephone numbers (DSN and commercial)
- Account number (HIANG Requesters will use 421-000 for the first request)

The above information may be mailed to AFCVIL at Norton AFB, CA 92409-5996; FAXed to DSN 876-2758, Commercial 714-382-2758; or come into the Audio Visual shop with the same information, and an E-mail order will be sent in for you. Either way, the AFCVIL will assign you your own account number (421-xxx), and ship your order directly to you.

The best time to submit orders for electronic ordering are either during the week or on Sunday afternoon during drill. Also, we have the capability to search the Product Data base for any products that are under your subject requests. Come on in if you want to check out what's available!



By: Col Michael H. Tice

Last month's "RECALL" of personnel of the 154th COMPG was just one element of what constitutes the INITIAL RESPONSE PHASE of an Operational Readiness Inspection (ORI). This phase is an evaluation of a unit's capability to transition from peacetime to contingency operations or a wartime posture. It includes all actions which would normally be expected to occur prior to the outbreak of hostilities. The rated areas include:

- Command and Control
- Alert Force Capability
- Aircraft Generation
- Mobility
- Aircraft Deployment
- Aircraft Regeneration After Deployment
- Security
- Communications-Computer Systems
- Status of Resources and Training Systems (SORTS)

An EXCELLENT rating requires that Command and Control, Aircraft Generation and one of the other "•" areas be rated at least EXCELLENT; and the other "•" areas at least satisfactory. Not more than one of the remaining areas may be rated less than satisfactory.

The following is a brief expansion/explanation of the rated areas:

COMMAND AND CONTROL includes:

- Management & Control of Personnel & Resources
- Alert Recall
- Battle Staff/Contingency Support Staff Actions
- Command Post
- Alert Response
- OPSEC/COMSEC Procedures
- Actions that contribute to survivability
- Intelligence

Alert Force capability is an exercise of the forces on air defense alert, both aircraft and radar.

Aircraft Generation evaluates the ability of the unit to safely generate properly configured aircraft capable of performing the mission in support of the unit's war plan tasking.

Mobility evaluates the capability of the unit to implement its mobility plan. All actions necessary for

an actual air deployment will be taken unless specifically exempted by the inspection Team Chief.

Aircraft Deployment is a unit's demonstration of it's ability to deploy to an overseas or forward operating location (FOL) with the required number of properly configured aircraft. Deployment may be actual or simulated with launch and recovery at home station.

Aircraft Regeneration after deployment evaluates the deployed unit's ability to attain a combat ready posture for the in-theater commander as soon as possible after arriving at the deployment base. Only the people/equipment designated to deploy may be used for generation if deployment was simulated from/to home station.

Security evaluates the ability of the security force to provide increased security for priority resources and the installation.

Communications-Computer systems are evaluated for readiness and ability to support initial response actions.

Each of the above rated areas is further broken down into sub-items with individual ratings that combine into the area rating. As we go through this exercise in understanding the ORI regulation, it will hopefully become clear to everyone, through these articles and unit meetings, exactly what and how important their contribution is. It's a COMPG effort in its entirety.

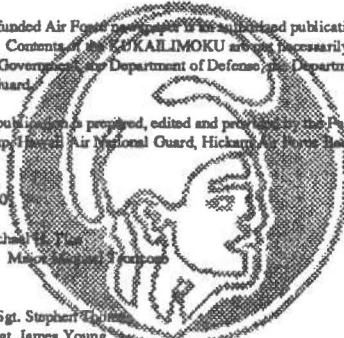
KUKAILIMOKU

This funded Air Force publication is for subscription publication for the members of the U.S. military services. Contents of the KUKAILIMOKU are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense, the Department of the Air Force or the Hawaii Air National Guard.

This publication is prepared, edited and published by the Public Affairs Office of the 154th Composite Group, Hawaii Air National Guard, Hickam Air Force Base, Hawaii 96853-5000.

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ANGNCOAGA Chapter 18

by SMSgt. Ken Sonan

March 1992 was a busy month with two community projects successfully completed. On March 8th, we helped Easter Seals with their Telethon that raised a total of \$1,107,350. These donations stay here to help Hawaii's children and adults with disabilities, the therapy they need to live fuller more independent lives. On March 19 and 20, we helped Cerebral Palsy with their Rubber Duckie race, labeling/tagging 10,000 rubber ducks before the race and cleaning/storing them after. Thanks to the following NCOs for a job well done in supporting our community.

154 CAMS

CMSgt. Hiroshi Go (Ret)

SMSgt. Leonard Tam

SMSgt. George Padilla

MSgt. Melvin Ige

169 ACWS

CMSgt. James Akamine

SMSgt. Donald Hashimoto

154 MSF

MSgt. Clifford Sagara

201 CCG

TSgt. Jacqueline Jakahi

154 COMPG

CMSgt. Cornwall Matsusaka

SMSgt. Ken Sonan

MSgt. Melvin Wong

HQ HIANG

CMSgt. Ralph Kaneshiro

This year, Chapter 18 is scheduled to do other community projects, and if you want to get involved, please call SMSgt. Ken Sonan at 449-7736 to get on the call list. Let's support our community. Mahalo!

Best in the West

by 2Lt. Wayne Acosta

Look around and admire your HIANG facilities. Buildings have been painted, renovated, air conditioned, and reroofed.

Buildings 3411 (Fuel Systems Repair Shelter), 3427 (154 Civil Engineering Squadron), 3416 (154 CAMS/154 MSS), 3380 (201 CCG Motor Pool),

and 3432 (Operations Training Facility) were painted with an earth tone color. Why earth tone color? Earth tone colors are required by an approved PACAF directive. Also, one half of building 3432's interior was painted by 154 CES personnel.

The 154th Tactical Hospital renovation was just completed. On the third floor of building 3400, you'll find two new offices, a new customer-friendly counter area, and a brand new carpet. On the first floor there are brand new treatment rooms, lab, bathrooms, two EKG rooms, and a medical storage room. Enjoy the new sights at your medical facilities as you wait for those required shots and physical examination.

Building 3382 (201st CCGP) received a brand new 60-ton air conditioning unit which replaced the old 40-ton A/C unit. With summer around the corner, 201st offices will remain cool and comfortable.

154 CES hasn't forgotten the neighbor island units. At Kahului, the 292nd CCSQ facility received a new roof. At Hilo, parts of the 291 CCSQ roads were repaved.

Enjoy and admire. More improvements are on the way.

If you have a problem or concern about your facility, call the force management office service call desk at 449-8022. We strongly encourage that you, our customers, submit an AF332 for routine jobs. However, if it's urgent (i.e. toilet is overflowing, it's too hot because the A/C unit is not functioning), call the service call desk.



NEXT UTA

MAY

2ND & 3RD

PERSPECTIVE

A S T O R S



By Chapter Captain Robert Nishimura

Time seems to move so quickly. It seems just yesterday that I graduated from high school. But, of course, it wasn't just yesterday. It was many years ago. Last year was the 20th year reunion of my high school graduating class.

Somehow time appears to speed up as we get older. There is a reason for this. Someone gave a good explanation. For a person who's six years old, a year is one sixth of that person's life. But by the time that same person is 60 years old, a year is one sixtieth of that person's life. As we age, the minutes, hours, days, weeks, months and years seem to just run into each other. An hour glass illustrates this. The sand in the hour glass appears to move more rapidly in the final seconds than when the glass is first turned over.

Last month, I wrote part one on time management. This month, I would like to continue with ideas that might help us be more efficient time managers.

We must realize that there is an appropriate time for everything. This may put things into their proper perspective. The Scripture say in Ecclesiastes 3: "there is a season, and a time for every matter under heaven." Theoretically, then, we can live in confidence. If

we take advantage of the opportunities that come our way, things will happen when the time is right. And often there are several windows of opportunity available. For example, the ideal time to get a college education may be available during several windows of a person's life. Granted, some of the times will be more ideal than others.

In time management, we must assign priority to things that are important. In compiling our lists of things to do, we must remember that some things are more critical than others. If history repeats itself, we might never have time enough to do the "1001" things we want to do. Let's spend time on what really counts.

"Limiting the problem" will save time. If under time constraints, go with answers that are simple and attainable, rather than solutions that are complicated, require too much time, effort and coordination.

Know when to stop working on a project and when to finish it. The "law of diminishing returns" is applicable here. If you are a perfectionist, you may need to gage yourself from spending too much time perfecting something that doesn't require or even need perfection. This isn't giving anyone a license to do a sloppy job, but people who are perfectionists need to know when to stop and be satisfied with their product.

If you are overwhelmed with all that needs to be done, focus on one problem at a time. Know your limitations. Remember that you can't be in several places at one time (even if some of us think we can). Eliminate all distractions and remain focused on one problem until you've solved that one problem. Build on that success, and then move on to the next task.

Procrastination sometimes is an unwelcomed old friend. Why wait

until later to do something you can do today? If you have the opportunity to do something positive, take advantage of it today. Why wait until tomorrow? The advantages may not be here tomorrow.

Finally, allow time for unexpected hurdles and roadblocks.

And, let's thank God for giving us enough time do all of the things that count.

For the Family

Imagine yourself as one of the players on the University of Hawaii's football team. You are playing a homecoming game against archrival BYU. As usual, it's a great game with the two teams battling it out to the finish.

Typically, the game will be decided in the last quarter. With two minutes remaining in the game, UH is winning by only four points. BYU is faced with a terrible field position on their own one yard line following a great punt by UH. UH's defensive unit must now come on the field and play solid defense to hold on to their lead and counter BYU's explosive offense.

In spite of a spirited defensive effort by UH, BYU manages to drive down the field with several incredible plays. They move the ball 94 yards down the field, ready to take the game away from UH. But it's not over yet. Your team has to make a goal line stand.

Meanwhile, in the back of your mind, you are thinking about all of those victories BYU just got away with throughout the years. Too painful to remember. Hopefully, not again. But BYU certainly appears to have the game in hand. With thirty seconds left on the clock, they only have five yards to go to make a touchdown and win the game.

Making it more thrilling is that there are no timeouts remaining for either team. You have played too well to lose this game. You can feel the adrenaline pumping through your veins with all of the excitement going



CAMS

News and Views

By: MSgt. Fred M. Higa, Jr.

Here we are again, spending another fun-filled drill weekend with our comrades. We came through the first half of the fiscal year in good shape, however, the second half of the year will test us to the limits as we begin our upgrade to modified F-15's, activate the KC-135 unit, and prepare for our ORI in January. There is much to do in the limited time available, so make the most of the training provided to you... I don't have much in the way of news this month as I just returned from two weeks of TDY which took me all the way to Connecticut only to find my office in a mess as our modular furniture arrived, which meant a major cleaning out. Much thanks to SSgt. Geri Lee for trying to make the move an organized one. Just found the cables and components for my computer on Thursday, but had to find space on my desk to put it together... Congrats to SSgt. Theodore Salmon (NCO Academy), Sgt. Russel Miyamoto, SrA Kenneth Nakamura and Tracy Ohigashi (ANG Leadership School) as they successfully completed their training in Tennessee. Ken returned as an Honor Graduate while Russel was the recipient of the Team Spirit Award. Good show folks... Due to the efforts of Lt. Col. Bruce Minato and the support of Lt. Col. Mick Melich, the Squadron staff functions are sporting a new look as new modular furniture has recently been installed in the Admin and Analysis offices as well as the office of the Commander's secretary. We are all in the clean up and organize mode as we try to determine which filing system works best. Future furniture upgrades, pending funds availability, include the Commander's office, Programs & Mobility office, Training Management office, and the Maintenance Control offices... Good to see Jody and Pam Goya back at work. They were involved in an auto accident last month which put Pam in the hospital for a day and Jody for a couple of weeks. Jody returned to light duty on Friday which is good news. Good to have you both back... Our conversion to the modified F-15 aircraft entails sending many of our specialists to Holloman AFB, New Mexico, to inspect the new aircraft prior to its transfer to this unit. The 29-man team we sent to Holloman is represented by specialists from the Flightline, Avionics, Field Maintenance, Weapons and Maintenance Control branches. The Team Chief is Capt. Dave Snakenberg, with assistance from CMSgt. Kenneth Morimoto and CMSgt. Thomas Hirao. Specialists will be swapping out after performing a two to three-week tour until all of our new aircraft have been inspected and flown here. The whole conversion process takes us into July, and we should be receiving our last aircraft in August. Lt. Col. Mick Melich and I attended

the ANG Maintenance Analysis conference in Montgomery, Alabama. I then flew on to visit the Connecticut ANG to look over their flightline computer program to check on the feasibility of possibly doing the same thing here. Looks like we'll be able to do it here. Need money! Wrong time of year, though as it got down to 28 degrees, and it snowed for a couple of days, enough so that I had to dig my car out of six inches of snow. I then flew down to Holloman AFB to coordinate transferring the new aircraft to this unit. Our guys had to adapt to changes in temperature as well as work schedules, as it was real good snow and ski weather. Then it got rainy and cold, which added more snow to the mountains, which meant more skiing opportunities. The first work schedule was built around receiving one airplane on Friday and a couple more over the next few weeks. We arrived at work on Friday and there were three airplanes waiting for us. Plan B & C had to be put in place as we also found out that our host unit had Monday off, which meant another work schedule adjustment. Fun time in Holloman... All the folks there said to say they're doing great, they are working hard and they all wish they were back home... The CAM Sq has another first: TSgt. George Kaneshiro has been a technician in the Avionics Branch for more than 20 years. His son, Elwin, joined the unit a few years ago and is a full time engine repair person. Elwin recently exchanged wedding vows with Gina Kuriyama, who joined the CAM Squadron's Admin office a couple of years ago. She now works full time for the Mission Support Squadron in the Admin office. Is that what is known as 'all in the family'?... The First Annual Hawaii National Guard Fun/Run/Walk was held on March 29, with over 400 participants from both the Hawaii Army and Air Guard. Much fun was had as entire families ran, jogged, and walked the 5k and 10k course. After the race was over, a breakfast was provided, hosted by MG Edward Richardson. Trophies and medallions were presented to winners in the various age categories. SSgt. Jason Cairns was the overall winner of the event. Lots of door prizes were given out, and all participants were provided with a commemorative Fun/Run/Walk t-shirt. Everyone is looking forward to next year's race which should be even better. Hope to see you all there, too... Well, that's all for now folks, so til next month—"It's not the years in your life, but the life in your years that counts." (Adlai Stevenson)... Mahalo and Aloha.....fhiga

Interdenominational Worship Service

How about getting your Sunday UTA off to a great start? There is an interdenominational worship service held every Sunday UTA at 6:45 am in CAM Squadron classroom 3. This is open to all interested persons. See you there!

Fulltime Employment in the HIANG

These are the current vacant federal civil service positions open for recruitment. You can read more about the position by checking with your orderly room for complete details or see TSgt. Phillips, Bldg 3400, Rm 211, Mon-Fri.

JVA#	POSITION	GRADE	CLOSING DATE	LOCATION
FY92-130	Spvry Air Tfc Asst	GS-09	09 Apr 92	Wheeler (169)
FY92-131	Elect Digital Comp Mech	WG-11	09 Apr 92	Wheeler (169)
FY92-132	Materials Handler	WG-05	10 Apr 92	Hickam (293)
FY92-133	Air Traffic Assistant	GS4-7	10 Apr 92	Wheeler (169)
FY92-134	Air Traffic Assistant	GS-08	10 Apr 92	Wheeler (169)
FY92-136	Command and Control Techn	GS-07	15 Apr 92	Hickam (TFS)
FY92-137	Motor Vehicle Operator	WG-07	16 Apr 92	Hickam (RMS)
FY92-138	Acft Ordnance Sys Mech	WG-10	16 Apr 92	Hickam (CAMS)
FY92-139	Health Systems Techn	GS-05	16 Apr 92	Hickam (TAC HOSP)
FY92-140	Military Personnel Techn	GS-06	22 Apr 92	Hickam (MSS)
FY92-142	Acft Ordnance Sys Mech	WG-10	28 Apr 92	Hickam (CAMS)
FY92-143	Military Pay Techn	GS4-5	28 Apr 92	Hickam (RMS)
FY92-145	Supply Clerk	GS-05	05 May 92	Hickam (RMS)
FY92-146	Disaster Prep Specl	GS-09	05 May 92	Hickam (MSS)

CBPO Connection

by MSgt. Iris Kabazawa

The newest addition to our full-time force is temporary hire Amn. Jackie Woodall - helping out in our Admin and Personnel areas. Welcome back and congratulations to TSgt. Aurora Oato - just back from NCO Academy. Thanks to all the folks who participated and helped at the 1st annual HING Fun Run. We got lots of compliments on the stew and rice - was real ono. Thanks to Stephen Lee and his gang at our service section.

On to personnel news - the 90th Air Force Uniform Board recommended, and the Chief of Staff approved the use of the aircrew style name tag on the BDU. The aircrew style name tag on the BDU eliminates all other accouterment wear on the uniform. The name tag will be the only authorized item on the BDU. Implementation will begin upon receipt of the change to AFR 35-10 and AFM 67-1. We'll keep you posted.

Getting back to the Reserve Component Survivors Benefit Plan (RCSBP). The open enrollment period is from April 1, 1992 thru March 31, 1993. ARPC will notify all eligible members of the open enrollment and available options. Upon receipt of your packet, if you need assistance, contact our Personal Affairs Branch, SSgt. Carol Togami, 449-5669 or me at 449-7784 - we have a computer product that figures cost factors. Once again, the open season applies to members eligible for retired pay (except for attain-

ment of age 60) on or before March 31, 1992 who previously elected not to participate in the RCSBP. That's all of you who "forgot" to mail in your election form or elected Option A. Those of you who already made an election of Options B or C are being offered the additional coverage provided by the Supplemental SBP.

Hawaii National Guard Association

43rd Annual Conference

May 22 - 24, 1992

Turtle Bay Hilton Resort

Submit registration form by April 15, 1992 to:
HNGA

3949 Diamond Head Road
Honolulu, HI 96816-4495

Attn: Maj. Leslie Bise

For more information,
contact Maj. Bise at 732-0982
or Maj. Keith Tanouye at 737-9450
or Maj. Ford Chinen at 732-2341.

Promotions

Hats off to the following individuals who were promoted/appointed to the ranks shown effective on the dates indicated:

154 CAMS

MSGT RANDY C. AVILLA	16 MAR 92
MSGT JAMES K. PUU, JR.	16 MAR 92
TSGT VICTOR C. IOLI	16 MAR 92
SSGT JASON Y. KOGA	16 MAR 92
SSGT MILES T. NAKAMURA	16 MAR 92
SSGT ELDON T. YUASA	16 MAR 92
SSGT REX A. GODINEZ	16 MAR 92
SSGT PAUL S. KIM	16 MAR 92
SSGT DEWEY J.B. DELACRUZ	16 MAR 92
SSGT GEORGE K. KAWAGUCHI	16 MAR 92
SRA JASON P. CASHMAN	27 MAR 92
AMN SHANNON E. KNELL	23 MAR 92
AMN KEVIN M. TAKAHASHI	23 MAR 92

154 CES

MSGT HAROLD T. KANESHIRO	16 MAR 92
MSGT STANLEY J. GOMES, JR.	16 MAR 92
AMN TIMO A. SATOLA	23 MAR 92

154MSS

SSGT ANGIE FLEENOR	16 MAR 92
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154SPF

TSGT SCOTT E. DUFFIELD	16 MAR 92
AMN DWAYNE A.K. MONIZ	16 MAR 92

154 TAC HOSP

TSGT JOYE C. ROMERO	16 MAR 92
AMN MICHAEL J.R. SALVADOR	28 MAR 92

154TCS

SMSGT LOWELL J. AGENA	16 MAR 92
MSGT ALVIN W. ROBINSON	16 MAR 92
MSGT HAROLD T. UYEDA	16 MAR 92
TSGT FERNANDO BRAN, JR.	16 MAR 92
TSGT STANLEY DELACRUZ	16 MAR 92
A1C KRISTELLE D. KENNEY	17 MAR 92
AMN SHANE R. TANIOKA	22 MAR 92

169ACWS (FXD)

SSGT HENRY C. HOPE, JR.	16 MAR 92
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203 AREFS

SRA CHRISTOPHER J. ABBOTT	16 MAR 92
SRA GLENN P. TARRANT	11 MAR 92

Family continued from page 4

on. Very focused, all you're thinking about is what you need to do: play the best defense of your life.

BYU has four attempts to punch it into the end zone. On the first, second and third down, your team makes some great plays, but BYU still moves the ball to the one yard line.

Now the final play of the game. This will determine the outcome. For a moment, you turn your head and see all around you a stadium filled with fans standing, anxiously waiting to see the nail biting outcome. You can hear the fans yelling, "Defense, Defense." With now five seconds left, the ball is snapped. BYU's quarterback quickly passes the ball to one of his receivers, and the ball is right on target. The ball goes straight to a receiver in the end zone. But in a split second, you dive right in front of the receiver and intercept the ball. You stand in the end zone waving the ball above your head in celebration. The fans are ecstatic. You are ecstatic. How sweet it is! UH has won the game!

For a person who has played or watched football games, especially UH football, this imaginary story might communicate a level of excitement and celebration that no other story might communicate. Although this story is fictional, those who can identify with it can almost feel the entire range of emotions that would be felt in a real game.

A story like this is a communication tool, and it would be called an "emotional word picture" by Gary Smalley and John Trent, coauthors of a book titled, "The Language of Love."

This fine book is an excellent book on communication and I highly recommend it to anyone wanting to become an effective communicator. Any person properly using the principles taught in this book will be effective in communicating with all people, including his/her spouse, children, parents, friends, supervisors, etc.

One of the main points of the book is that people sometimes need a story or phrase that would bring meaning to what they are trying to communicate. When we use ordinary, everyday language to communicate something important to us, it is difficult for people to experience or understand what we are talking about. With an "emotional word picture", people can experience the degree and depth of the emotions and feelings we have about a certain situation. As an example, I gave you an "emotional word picture" through the above story. If we relate this story to someone who watches a lot of football games and explain that that's just how much excitement and celebration we feel about going to a certain place or doing a certain thing, then that person may understand us and support us. Of course, our story or words must differ depending on who we are trying to communicate to. With a different person, there would be a different story. Our spouse or family member might not relate to a football story at all, so we need to pick stories or phrases or words that will effectively communicate an "emotional word picture." Read the book, if you get a chance.

CPR Sunday

by Lt. Col. Judith Fadrowsky

Cardiovascular (heart and blood vessel) disease is responsible for 48% of deaths from all causes each year. Approximately 1,500,000 people have heart attacks each year. About 540,000 of them die. Roughly 350,000 of them die outside the hospital, usually within three (3) hours of the onset of symptoms. If prompt bystander CPR (Cardio Pulmonary Resuscitation) is initiated, many of these lives might be saved.

According to the American Heart Association's textbook for Advanced Cardiac Life Support, communities with both large numbers of laypersons trained in Basic Life Support (CPR) and an emergency medical services system with a rapid response time have shown up to 30-40% of patients who receive bystander initiated CPR and prompt advanced care by emergency services can survive certain episodes of cardiac arrest. To maximize survival chances, CPR should be initiated within 4 minutes of cardiac arrest with more definitive emergency care initiated within 8 minutes. Facts like these have prompted the American Heart Association, American Red Cross and the Hawaii National Guard to sponsor "CPR DAY II" aimed at teaching members of our community the potentially life-saving techniques of CPR.

This training does much more than teach you the skills of CPR. It will teach you how to prevent or reduce your risks of cardiovascular disease, how to recognize the signs and symptoms of cardiovascular disease, and how to gain quick access to emergency services.

For many of us, CPR is something we intend to do "someday". Take the opportunity on April 12th to learn CPR. An enrollment form is enclosed. You may mail in the form or just show up at the indicated locations. The course takes about 3 hours and last registration is at 3:00 p.m. Encourage family and friends to go also. The more individuals trained in CPR, the better our community will be.

The Restaurant Row site is putting out an urgent call for 40 instructors and volunteers. If you can help, please call Lt. Col. Fadrowsky at 377-5382 (recorder) to sign up. King Intermediate in Kaneohe could also use more instructors and volunteers. Please call Chris Paik at 239-7119 (recorder) if you want to help in Kaneohe.

For all Guard personnel who have signed up as instructors or volunteers, the uniform is BDUs. And this year, volunteers will be given a T-shirt that may be worn with the BDUs while teaching at the site only (per Lt. Col. Dennis Kim, Hawaii National Guard Coordinator).

Social Actions

By TSgt. Carwall Ross

Employee Assistance Programs

Overcoming substance abuse in the workplace

The February 1992 edition of the SBA (Small Business Administration) News contained the following article written by Mr. Oscar Wright. This information could be useful to many, that is why we have decided to share it with you.

Drug and alcohol abuse is a major small business problem. Seventy percent of all illegal drug users are employed full- or part-time. This translates into over five million drug abusers working in small business.

Substance abuse affects the bottom line. It costs a small business owner-manager money. Workers who abuse drugs and alcohol are less productive, miss more days of work, and are more likely to injure themselves or cause damage in the workplace. In addition to the real dollar cost of absenteeism, overtime pay, high insurance claims and worker's compensation, other hidden costs include: diverted management time, friction among workers, damage to equipment, personnel turnover, and damage to the company's image.

If you own a small business, what can you do to avoid the problems of substance abuse in your workplace? You may think the solutions involve a high cost, but in fact, they will probably save you money. A three-step program, which you can begin to implement immediately, is listed below.

1. Write a Formal Substance Abuse Policy - Outline where you stand, what you expect from employees, and what you will do if your policy is violated. Your policy should explain your reasons for establishing it (e.g., workplace safety, worker health, product quality, productivity, and product liability) and it should tell employees what will happen if they violate the policy. This lets everyone know that you are committed to a drug-free workplace. Your concern and safety for the health of your employees will also help to build morale.

2. Train Supervisors and Educate Employees - Supervisors need to know how to look for signs of substance abuse and what to do once they find them. But they are not responsible for treating substance abuse problems. Their responsibilities should be limited to informing and educating employees about the company's policy, to explaining how drug and alcohol abuse affect the company's productivity and product quality and to referring employees to assistance programs.

continued on page 9

Assistance continued from page 8

3. Provide Employee Assistance - Most small business owners have never heard of an Employee Assistance Program (EAP) or think that they are only for big business. EAPs are usually private organizations that, for a fee, offer services to identify, assist and resolve poor job performance associated with employees impaired by personal concerns, including: drug, health, marital, family, financial, emotional, stress or other personal concerns.

As a small business owner, you may be concerned with the cost of the services provided by EAPs, but, in fact, the cost of an EAP can be relatively low—as little as \$300 per employee per year. It is estimated that for every dollar an employer invests in an EAP, the savings range from \$5 to \$16 in reduced absenteeism, improved productivity, and a safer working environment. You can lower the cost of EAP services by joining a consortium of small companies or working with a trade or local business organization. In addition, some health care carriers offer EAP services as part of their benefit packages.

For more information on EAPs, contact the Drug Free Workplace Helpline at 1-800-843-4971. For further information on substance abuse, contact the National Institute for Drug Abuse Hotline at 1-800-662-4357. For pamphlets and resource materials on substance abuse, write or call the National Clearinghouse for Alcohol and Drug Information, PO Box #2345, Rockville, MD 20852; 301-468-2600 or 1-800-729-6686, toll-free. For assistance from the US Small Business Administration, call the Office of Advocacy at 202-205-6532. You can also contact this Social Actions office at 449-8000.

MENU

Beef Curry Stew

Rice

Peas

Toss Salad

Macaroni Salad

Jello

Snack Line: Burger and Fries

Legal Line Watch your Finances

by Maj. Stanley W. Kopacz, Jr.

How are your finances? AFR Regulation 35-8 and its ANG counterpart require members to pay their "just debts" in a timely fashion. Failure to pay your just debts when due can subject a member to non-judicial punishment (Article 15, UCMJ), Court Martial (rare, but possible), and/or administrative discharge action, as well as letters of reprimand, counseling, and so forth, at the Commander's discretion.

If you need help in this area - legal advice, bankruptcy, budgeting - please come and see us. We're only a phone call away at 449-6102.

The bottom line is make sure you pay your financial debts and obligations on time. Diligence pays. Paying your bills can go a long way toward avoiding trouble with both military and civilian authorities, as well as damage to one's credit, reputation, and career. Paying debts on time includes paying all of one's child support on time! Be smart, be diligent, protect yourself and your career. We're here to help.

Easter at the Hale Koa

Easter dining has become a tradition at the Hale Koa Hotel that is too good to miss. Join the Hale Koa Hotel on April 19th for a sumptuous Easter Buffet Brunch or an elegant Easter Dinner.

The lavish Easter Buffet Brunch includes baked ham, rack of lamb, roast baron of beef, smoked salmon, Eggs Benedict, crepes, homemade pastries, made-to-order omelettes, fresh fruits, juices, salads, and much more. Easter Brunch is \$15.95 for adults and \$7.95 for children under 12 and will be served from 9:00 a.m. to 3:00 p.m.

Easter dinner wouldn't be complete without a special Easter menu from the Hale Koa Room. Our Chef will delight you with herb crusted prime rib, melange of island onaga and Norwegian salmon, grilled jumbo bay scallops, pan-seared peppered lamb chops, and roulade of chicken breast. All entrees include choice of soup or salad, vegetable du jour, dessert and beverage. Dinner will be served from 5:00 p.m. to 9:00 p.m.

Make your reservations early for Easter brunch or dinner by calling the Activities Desk at 955-0555.

You can also celebrate Easter Sunday under starry skies! Join the Hale Koa for an exciting Hawaiian Hoedown and Paniolo Show. Tickets for the show and barbecue buffet are just \$17.95 for adults and \$8.95 for children under 12. Tickets may be purchased at the Activities Desk or at the Special Services ticket office on your base.

Beeline

by TSgt. Laura Masuda

Computer Illness

Can your computer make you sick? It is said that you are risking your health everytime you use your computer. Fact or fiction?

Most computer-related health problems are attributes of poor office environment. Office equipment, such as chairs and desks that do not match your body needs is the culprit and not your computer. There are three points of concerns in maintaining a healthful workplace: (1) where your eyes meet the monitor screen, (2) where your fingers press against the keyboard, and (3) where your body rests in the chair.

EYES: Eliminating eye strain, irritation, and fatigue means removing the source of the problems. That means changing the lighting to reduce glare and equalizing the illumination on your work, moving your monitor to a more comfortable viewing position to lighten the burden on the muscles that shift your gaze, and adding a glare shield or even buying a new monitor, one with a flatter screen. Keep what you're typing the same distance from your eyes as the monitor screen so your eyes don't have to shift focus constantly, thus reducing eye fatigue. Periodically, take a break and shift your focus.

HANDS: Position of the hands on the keyboard for a long duration can cause fatigue. The ailment is called repetitive strain injury (RSI). Straining to perform the same hand movements over again can lead to physical damage. Carpal tunnel syndrome and wrist tendinitis are some ailments. Position your hands and wrists properly. Keep your wrists straight by adjusting the height of your keyboard. Take periodic breaks.

ACHING BODY: You were not meant to sit all day. Feet swell, circulation is poor, and neck and back begin to ache. Good posture, frequent breaks, and use of ergonomically designed office furniture could correct a lot of physical ailments.

If you have suitable working conditions and take care of yourself, many of the "computer illnesses" could be resolved.

Shotline

by Capt. Adele Auyong

Be on the lookout for a brand new look around the 154th Tactical Hospital. The third floor, as well as the hospital annex, has new carpet, walls, and paint. Along with the renovation, things are changing, and while the hospital rearranges areas, we request everyones cooperation and patience...especially patience.

Joining the TAC hospital are three new members: 1Lt. Robert Baysa, dental officer; 1Lt. Dennis Alvaro, physician assistant; and A1C Michael Salvador, a new 902. We look forward to working with these individuals.

Healthful Hints: When someone stops breathing! With CPR Sunday coming up April 12th, its good to review the first steps of CPR (Cardio Pulmonary Resuscitation) to see if you should attend:

1. If victim appears to be unconscious, tap him on the shoulder and shout, "Are you ok?!"
 2. If there is no response, call for help, tilt victim's head back by lifting the chin, then look, listen, and feel for air flow.
 3. If victim is not breathing, give two full slow breaths.
 4. Check for pulse (heartbeat) on neck (carotid artery site).
 5. If there is a pulse, but no breathing, give one breath every five seconds for an adult, and one breath every three seconds for a infant.
 6. If there is no heartbeat, then begin CPR.
- For more information on how to learn and perform life saving CPR, call the local American Red Cross or Heart Association.





1992 Hawaii ANG Softball Tournament

by CMSgt. Cornwall S. Matsusaka

Two slow-pitch softball tournaments are in store for HIANG members.

A HIANG Central District Softball Tournament is scheduled from June 13-14, 1992. The HIANG Central Tournament kicks off the 1992 season at 4:00 pm, June 13 at Earhart Field, Hickam AFB, with the following games:

- 154 COMBOs vs 154 CAM D
- 154 RMS vs 199 TFS/Hq HIANG
- 201 CCGP vs 154 CAM A
- 169 ACWS vs 154 CAM C

The top four Central teams will then represent Oahu in the HING State Softball Tournament scheduled for August 29-30 at Earhart Field.

Each neighbor island will conduct an Island Army/Air Softball Tournament to determine an island champion. Neighbor island champions will then have earned the right to play in the HING 12 team/23 game State Softball Tournament in August.

All events are slow-pitch/double elimination tournaments. Ground rules and other tournament requirements to be published at a later date and distributed to unit team managers. Air Guard members interested in participating in this year's softball events are encouraged to contact their respective unit team managers.

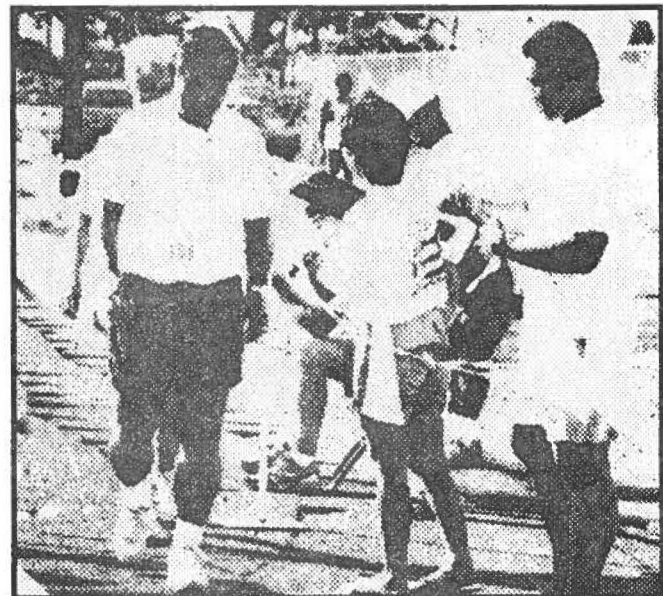
- 199 TFS Adrian Kinimaka
- 154 CAM A Bobby Furtado
- 154 CAM B Elwin Kaneshiro
- 154 CAM C Claton Chang
- 154 CAM D Jimmy Pahukula
- 154 COMBOs Cornwall Matsusaka
- 154 RMS Mitch Tanaka
- 169 ACWS Steve Abear
- 150 ACWS Ron Javier
- 201 CCGP Ricky Torrijo
- 291 CCS George AhChong
- 292 CCS Marino Quitazol
- 298 ATCF Harvey Maeda

These sport activities afford us the opportunity to engage in friendly competition between air and army units to foster unit pride, togetherness and friendship at a State level. If you do not wish to play in these tournaments, come on out and cheer your team to victory, and enjoy a weekend of baseball, fellowship, food and drinks.

The 1992 HIANG Central Tournament Chairman and Coordinators are MSgt. Kauleinamoku and TSgt. Gerald Gono, respectively. The HING State Softball Tournament will be chaired by the Army National Guard.

Fun Run/Walk '92

Photo by TSgt. Charile Chang



Learn to save a life at

CPR Day II

April 12, 1992 / 7:00 a.m. to 3:00 p.m.

CPR Day II is a state-wide cardiopulmonary resuscitation (CPR) training program. **FREE** three-hour classes in CPR--a technique to save victims of heart attack, drowning, electrical shock and heat stroke--are offered to everyone, age 12 and up.

Locations include:

- Diamond Head Armory
- Farrington High School
- Honolulu Police Academy (Waipahu)
- Restaurant Row
- King Intermediate School (Kaneohe)
- Pali Momi Medical Center (Aiea)
- Waianae Recreation Center

Sponsored by:



**HAWAII ARMY & AIR
NATIONAL GUARD**

Supported by: Bank of Hawaii, Foodland Super Markets, KHON-TV2, KSSK-AM/59 and FM/92.3, Longs Drug Stores, and United Way.

To register:

Walk-ins will be accepted at each site on a space available basis. To pre-register, complete the attached form and mail no later than April 5 to: CPR Day II, 4155 Diamond Head Road, Honolulu, HI 96816.

Yes! I want to learn to save a life. (Please complete one registration form per person.)

Name _____

Address _____

Phone (evening) _____

Please reserve a space at the following site:

Location _____ Preferred time * _____

* Classes begin every half hour from 7:00 a.m. to 3:00 p.m. The time you select is confirmed, unless you are otherwise notified