



Kukailimoku

War God Of King Kamehameha I - 154 Group

Vol. 39. No. 3

Hickam Air Force Base
Hawaii

March 7, 1993

Air National Guard Commander Retires

Brigadier General Allen M. Mizumoto, Commander of the Hawaii Air National Guard, will be retiring on March 31.

General Mizumoto is responsible for command and control over 22 units located on four islands in the state of Hawaii.

General Mizumoto was born on November 30, 1936 in Honolulu, Hawaii. He graduated from Kaimuki High School in 1954. The General completed Squadron Officer School in 1969, the Air Command and Staff College Seminar Program in 1974, and the National Security Management Course in 1978.

His military career began when he enlisted in the Hawaii Air National Guard in 1954 where he was assigned to the 199th Fighter Interceptor Squadron as a fire control systems mechanic. He was promoted to the rank of senior master sergeant in 1964 and his last assignment as an enlisted member was as the non-commissioned officer in charge of the armament and electronics branch in the 154th Material Squadron.

In 1966, he was assigned to Headquarters, Hawaii Air National Guard, as a ground electronics officer. He then became chief, communications-electronics maintenance division, and in 1977 assumed the responsibilities as director of logistics.

In 1979, he was transferred to the 154th Composite Group as the deputy commander for maintenance. He assumed command of the Hawaii Air National Guard in July 1991.



203 ARS Activated

The 203rd Air Refueling Squadron was officially activated during a ceremony held in Hanger 35 on February 12.

"Hoku pa'a", the first operational KC-135R Stratotanker in the 203 ARS inventory was blessed by Kamehameha Schools' Rev. David Kaupu. Other dignitaries attending included Senator Daniel Akaka; Hokuleia navigator Nainoa Thompson; Major General Edward Richardson, Adjutant General and Brigadier General Allen Mizumoto, HIANG Commander.

Nainoa Thompson explained that "Hoku pa'a" is the Hawaiian word for the North star. It is the star which does not rise or set in the Hawaiian sky and which all other stars appear to circle around—the same star used by ancient Hawaiians and the Hokulea, and is still used today to help guide modern aircraft over long distances.



Photo by MSgt. Solomon Ford

Sen. Daniel Akaka, Rev. David Kaupu and Major General Edward Richardson untie Maile Lei at cargo door of "Hoku Pa'a"

The 203 ARS is the ninth and newest squadron assigned to the 154th Group. The squadron is a significant part of the Air Force's restructuring to shift more mission capabilities to the Air National Guard and Reserves.

Continued on page 5

COMMANDER'S CORNER



By: Col Michael H. Tice

FANTASTIC! I know it's premature to say that because the scores aren't all in and the ORI isn't over until we're all safely home tonight, but that's how I'd rate our first two day's performance. It's a great feeling to see things go well, and they have. People and equipment have so far withstood the test, and if we continue in the fashion we started, through to the inspection's end, there's no doubt we'll be pleased with the results. I'd like to thank each and every member of the Group and your families for the part they played in making this happen, because I know that it would not have been possible without dedication, team effort and support and understanding from our families and loved ones.

The official results will be announced at the ORI out briefing on Friday, the 12th of March at 1:00 PM in the Memorial Theater. The full time force will be there enmasse and I hope many of you will be able to break away from your civilian endeavors to attend. Uniforms, either BDUs or light blue shirt/slacks will be required for the full time force; people coming from town may come in comparable civilian attire. Don't miss it; I'm confident you'll leave feeling proud to be a member of this great organization, the 154th Group. Mahalo!

Legal Line

by Maj. James T.K. Itamura, Asst. Staff Judge Advocate

The long, gnarly, tentacle-like effects of Iniki have reached far beyond the shores of Kauai and now embrace the entire state of Hawaii in a stranglehold of higher homeowners insurance premiums or even no insurance coverage at all.

Why? One reason is that insurance companies rely on what are called "re-insurers". These re-insurance 'clubs' are based mostly in England. Insurance companies themselves buy coverage from these re-insurers. For example, they might pay \$1 million to buy \$10 million of re-insurance coverage.

The problem, however, is that Hawaii is now considered a hurricane prone area like the Caribbean because we have had two hurricanes (Iwa and Iniki) within ten years. As such, an insurance company may now have to pay \$3 million for only \$7 million re-insurance coverage. The added expense is of course passed on to the consumer. Some companies may choose to get out altogether because of the diminished return on their investment.

The state government is in a tough position, too because if it becomes too pushy and passes laws that insurance companies consider financially oppressive, nothing prevents them from simply pulling up stakes and leaving the state. Allstate insurance company did just that in Massachusetts when then Governor Dukakis tried to put the screws to them.

The final act has not yet been played, and is far from being resolved. A state sponsored homeowner's insurance, HIGA, has been instituted. Also, Honolulu Mayor Frank Fasi is attempting to set up a city sponsored program. Senator Inouye and the Hawaii congressional team are also trying to get relief on the federal level.

The whole situation is scary enough without having to depend on the government to solve our problems.

KUKAILIMOKU

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Interdenominational Worship Service

How about getting your Sunday UTA off to a great Start? An interdenominational worship service is held every Sunday UTA at 8:00 am in the Group Dining Room. It is open to everyone.

See you there!

PERSPECTIVE

A S T O R S



By Captain (Capt) Robert Nagamie

Many years ago, I heard an interesting story of three knights and a poor village. The setting of the story was centuries ago.

The three knights were on a long journey and very tired. But most of all, they were very hungry.

As they approached the poor village, word got out that these strangers were coming. The villagers weren't only poor but very curious. So by the time the knights had arrived, everyone in the village was waiting to see why these knights had come and what they wanted.

The knights explained that they were on an important mission and sent by the king. They were tired, but above all, very hungry. So they asked for food from the villagers. But one by one, the villagers walked away. The villagers were unwilling to give up what little food they had. They felt that they certainly didn't have enough food for themselves, let alone some strangers.

But being wise knights and persistent men, the knights found a big pot and devised a plan to persuade the villagers to share their food. They poured water into the pot, placed it over a fire, threw a stone into the pot and started stirring.

One by one, the curious villagers started coming out of

their homes to ask these strangers what they were doing. The reply was, "Just making a pot of soup." Then, one by one, the poor villagers responded by saying, "You can't make soup with a stone. Let me bring what I have so that you may have some real soup." One person brought carrots, another potatoes, while another meat and so on...until everyone in the village shared their food.

The soup became full and very delicious. In fact, it was the best soup the villagers ever made. In the end, both the knights and villagers ate to their pleasure, and they were all happy.

Besides getting a great meal, the knights taught the villagers an important lesson: separately people may have a little, but together they have a lot!

Now, how does this story apply to us? Individually, we can't do enough to bring about a successful ORI, but together, we can make it happen! Let's continue to work together as a team.

Please submit your articles for the Kukailimoku no later than 12:00pm on Saturday UTA

Do You Know the Meaning of THREATCON and DEFCON?

Threat Conditions:

THREATCON ALPHA: Threat Condition Alpha is declared as a general warning of possible terrorist activity. The nature and extent of which are unpredictable, and the circumstances do justify full implementation of the measures contained in a higher threatcon.

THREATCON BRAVO: Threat Condition Bravo is declared when there is an increased and more predictable threat of terrorist activity, even though no particular target has been identified.

THREATCON CHARLIE: Threat Condition Charlie is declared when an incident occurs or when intelligence is received indicating that some form of terrorist action is imminent.

THREATCON DELTA: Threat Condition Delta applies in the immediate area where a terrorist attack has occurred or when intelligence has been received that a terrorist action against a specific location is likely, normally this threatcon is declared as a localized warning.

Defense Conditions:

DEFCON: A system of five progressive readiness conditions. DEFCON 5 is normal readiness and DEFCON 1 is the maximum readiness posture. The descriptions given below show the type of action a commander will normally take, or higher authority will normally direct, to make the command's readiness posture fit the situations.

DEFCON 5: Normal Readiness.

DEFCON 4: Increased intelligence watch and strengthened security measures.

DEFCON 3: An increase in force readiness above that required for normal readiness.

DEFCON 2: A further increase in force readiness, but less than maximum readiness.

DEFCON 1: Maximum force readiness.



March marks the half-way point for this fiscal year. By the time you all read this article, Phase II of our ORI should be half completed. **THINK OUT-STANDING!!** and we should be in good shape...Good luck to SMSgt James "Yama" Yamamoto as he has decided to call it a career as he recently (3 Mar) retired from the technician workforce. His presence will still be felt as he will continue to work with us as a traditional guardsman...The welcome mat goes out to AB Darrick Tiqui (Weapons Load) and SrA Randy Zheng (Avionics MEWS) as they've joined the ranks of the best!!!!...Sewing on new stripes recently were SrA Brian Rego (Admin) and SSgt Danny Ardo (Avionics MEWS). Wear 'em with pride!!!... Welcome back goes to Amn Anthony Wolleat as he recently returned from BMT and weapons load school...Congrats are in order to A1C Christy Brody as she graduated from the Information Management tech school as an Honor Graduate...TSgt Ken Matsuoka and wife on 10-minute standby as she is ready to give birth any time now...Congrats to SSgt Mike Matsuura and wife Sharlene as they welcomed a newborn daughter to the family. Have fun!!!!...From MSgt Wayne Okabe of the Programs & Mobility section if you're a newly assigned mobility person and need training, come see us for your mobility kits and we'll check you out...From the Admin office - your State clothing checks are in. You need to come up to Admin to sign for them though. While you're getting your checks, you might want to check out the new T-shirts now available in vibrant colors. They've also got baseball caps with the Squadron logo in front. Put your order in for the special edition of the 154th CAMS Milk Caps (POGS, as they're popularly known as). The POGS should be in by the middle of March, and orders have totaled more than 10,000 so far! Get them while they last!!!!...And don't forget to dust off your running shoes as the physical fitness run is scheduled for the April Sunday UTA. Get in shape!!! Speaking of running, the 2nd Annual HING Fun Run will be held at Bellows AFS on Sunday, 21 Mar 1993 at 0630. Last day to submit your application is 12 March. Buy your 154 CAMS T-shirt and show your NO-KA-OI pride during the fun run...Well, that's all for now, so til next month..."It is not the going out of port, but the coming in, that determines the success of a voyage." (Henry Beecher)..fhiga



What is Safety?

Safety is accountability

We should not accept accidents as uncontrollable events characteristic of the hazards of daily activity.

1. Safety is quite simply a clear understanding of the responsibility to perform every task with the prevention of loss as the overriding consideration. We should know our responsibility to avoid accidents by minimizing risk taking.

2. Safety is training which is both informative and continuous in the specific procedures necessary to minimize the varying daily exposures.

3. Safety requires holding everyone accountable for the bottom line—NO ACCIDENTS, through multi-layer management and worker-employee accountabilities, which are both continuous and meritorious, positive and negative, qualitative and quantitative, and immediate.

The most important of these is accountability. The daily decisions people make on the job should be based on the knowledge of what the consequences are and their responsibility to minimize risk-taking.

A lack of accountability, however, will create risk-taking, corner-cutting, accidents.

Safety is recognizing and avoiding any and all loss-producing activities; it is achieved by minimizing risks.

Safety is accountability.

NEXT UTA

April 3rd and 4th

CBPO Connection

MSgt Iris Kabazawa

ATTENTION AGRs: A new Dependents' Dental Plan (DDP) will begin 1 Apr 93. If you are currently enrolled in the DDP, you will be automatically enrolled in the new plan. Members not currently enrolled or members who wish to disenroll must report to CBPO Records Section to apply. Premiums for the new plan are \$9.65 for a single family member and \$19.50 for two or more family members. Contact the Records Section (449-7788) for more details.

SGLI: Just another reminder, all members must sign a new SGLI form whether or not you take the new additional coverage. If you have not yet signed a new form, report to your unit orderly room or the Records Section at your earliest convenience. You may change your coverage at any time, however, after 31 March 1993, you will be required to submit a statement of health with your application.

SBP: Another reminder - Open season for the Survivors Benefit Plan ends 31 Mar 93. If you need assistance, come in and see us.

CONGRATULATIONS to SSgt Alison Bruce-Maldonado who was recently crowned Mrs. Ebony World Hawaii 1993. Alison is a traditional Guardsman in our CBPO Admin Section.

HING FUN RUN: The 2nd Annual HING Fun Run is scheduled for 21 March 1993 at 0630 at Bellows Air Force Station. Most unit commanders are giving credit for the annual physical fitness exam if you participate. Check with your unit first sergeant for details and application forms. Forward your application and \$12.00 to CBPO. The \$12.00 will be for a T-shirt and meal.

1993 HIANG VOLLEYBALL TOURNAMENT

The 1993 HIANG Central District Volleyball Tournament is scheduled for 27-28 March 1993. Tentative location for the tournament is Kekuhaupio gym at Kamehameha Schools. Three Divisions of play will be offered in this year's tournament: Men's Open, Womens' Open, and Co-Ed. The top finishers in each division will represent the HIANG in the HING Volleyball Championships scheduled for 24-25 April 1993. Times & location to be announced later. Interested members should contact their respective Unit Sports Coordinators or 1st Sgts for more information and questions. Mass participation is encouraged so come on out and play or cheer for your favorite unit.

203 ARS Activated continued from page 1



Hoku Pa'a draped with maile lei

According to Major Edwin Vincent, Chief of Operations and Plans for the 203 ARS, the Air National Guard currently provides about a third of all the Air Force's total refueling capabilities. Maj. Vincent says that figure is expected to go as high as 60 percent in the not too distant future.

The 203 ARS will provide air refueling and cargo services for PACAF for a broad spectrum of contingencies throughout the Pacific theater.

There are two KC-135R aircraft already in the 203 ARS inventory and two more are expected next month.

Photo by Sgt. Delmar Galicinao



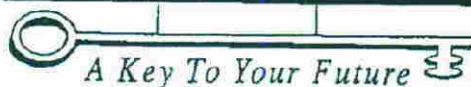
Members of the 203 ARS stand proudly next to their tanker.

Promotions

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

HQ 154 COMPG	
SSGT ALAN T. BERGESON	16 FEB 93
A1C MI KYUNG KANG	1 MAR 93
150 ACWS (FXD)	
TSGT CLAYTON C CARVALHO	16 FEB 93
TSGT WALTER D INES	16 FEB 93
154 CAMS	
TSGT MAURICIO S ARREOLA	16 FEB 93
TSGT SAMUEL KEKUNA	16 FEB 93
SSGT DANNY K ARDO	16 FEB 93
SSGT BYRON C CRISTOBAL	16 FEB 93
SSGT GRANT K KANESHIRO	16 FEB 93
SSGT PATRICK D LAGMAY	16 FEB 93
SSGT JASON VIERRA	16 FEB 93
SSGT LANCE K YAMASHINA	16 FEB 93
SSGT BRENT H YUEN	16 FEB 93
SRA BRIAN P REGO	1 MAR 93
SRA DANIEL P K STONE	19 FEB 93
AMN THOMAS C DAVIS	24 FEB 93
AMN GLENN G MIRAM	24 FEB 93
AMN ANTHONY W WOLLEAT	24 FEB 93
154 CES	
SSGT ALLEN B ULEP	16 FEB 93
A1C TIMO A SATOLA	12 FEB 93
154 MSS	
SSGT ROGELIO C TUCAY	16 FEB 93
154 MSF	
SSGT MARK V SAVARES	16 FEB 93
154 RMS	
SSGT DARREL J BACTAD	16 FEB 93
154 SPF	
MSGT GARY L WITT	16 FEB 93
169 ACWS (FXD)	
MSGT DENNIS S UYEHARA	16 FEB 93
SGT BRADLEY S SPENCER	16 FEB 93
203 ARS	
TSGT ANTHONY M FORTNEY	16 FEB 93
TSGT PEARL S LAFAVER	16 FEB 93
SSGT PAMELA C YASHIKI	16 FEB 93
A1C KENNETH E MIKE	9 FEB 93
AMN KALVIN K KAAKIMAKA	28 FEB 93

HIANG EDUCATION OFFICE



CUSTOMER SERVICE HOURS
 Monday-Friday 7:30am - 4:00pm
 UTA 9:00am - 3:00pm
CAREER KOKUA HOURS
 Monday-Friday 2:00pm - 3:00pm or by appointment
 UTA 11:30am - 12:30pm or by appointment
LOCATION
 Building 3415, 2nd Floor, CBPO,PHONE: 449-7794

Know Your Job Rights

by Donna Bungler American Forces Information Service

A National Guardsman working for a small town police department received orders for a four-month officer basic course. When he requested time off from his civilian job to attend the course, his employer told him that when he finished his military training he'd have to reapply for his job and wait for the next vacancy.

A reservist told his civilian boss his unit was scheduled to serve a four-week annual training period in Europe. The employer said he'd release the employee for two but not four weeks of military duty.

In both cases, the employers violated federal law. Employers often don't realize that employees who periodically must take leave of absence to serve in the National Guard or Reserve are entitled to special employment protections.

On the other side of that coin, many Guard and Reserve members don't realize they're not entitled to carte blanche job protection—that if they want to retain their civilian job rights, they have responsibilities to their civilian employers.

Air Force Colonel Barbara Bacon spends her days helping Reserve component members and their employers understand their particular responsibilities. As ombudsman for the National Committee for Employer Support of the Guard and Reserve, Bacon works to resolve employer-employee conflicts before they reach the courtroom.

Bacon said she often deals with employers who don't realize their legal obligation to allow their employees time away from the job for military training.

Beeline

by TSgt. Laura Masuda,
Environmental Eng Svcs

Eyewashes and Showers

There are increasing uses in eyewashes and showers in the workplace due to the increase in the use of chemicals. The basic reasons for such devices are hazards to the workers from acids, caustics, cryogenic fluids, clothing fires, and other emergencies needing volumes of water.

The characteristics of these hazards provide the basis for the emergency equipment selected. For example, radioactive or highly toxic materials may require a total decontamination shower.

The effectiveness of the eye-wash or shower depends upon how quickly they can be utilized, so location is important. The first 15 seconds after injury is critical. Do not block access to these areas. Showers should safely be located away from electrical apparatus or power outlets.

Be sure to properly maintain these devices by testing them periodically. Records should be maintained showing last inspection. Testing should be done at full blow.

Train workers in the proper use of these devices.

MENU

Baked Chicken
Rice
Mushroom Gravy
Buttered Corn
Chocolate Cake with
Butterscotch Frosting

Hamburger
Cheese Burger
Salad Bar

Shotline

by Capt. Adele Auyong

Welcome back to SSgt Emilio Maldonado from tech school, and a big congratulations to him for being an outstanding graduate.

**NEW HOSPITAL HOURS
FOR IMMUNIZATIONS:** Sunday
UTAs only 0900-1400 hours.

**Healthful Hints: Smoking -
Getting ready to Quit!**

1. Set a "quit day" for some time in the near future. Once you've selected a day, mark all your calendars and announce the date to your family, co-workers and friends. Don't change the date!
2. Write down all the personal reasons you have for wanting to quit. Tape this list to your bathroom mirror and review it out loud before going to bed and upon waking.
3. Start buying cigarettes by the pack instead of by the carton. Don't buy a new pack until you've finished the pack you have.
4. Make yourself aware of each cigarette you smoke by putting the pack in an unfamiliar pocket or place. This will help break the automatic reach for one.
5. Start a regular exercise program. This will help you feel better, especially after you quit.
6. A few weeks before you quit, consider switching to a brand of cigarettes you don't enjoy.
7. Consider not carrying matches or a lighter. This will make you have to ask others for a light. This can help you cut down.
8. Call the local American Cancer Society or the American Heart Association for workshops or more information on how to quit smoking.

Dental Note: teeth are designed for one job...chewing food.

Avoid bad habits such as chewing on pens, pencils, thread, unshelled nuts, fingernails, hard candy and ice, etc. These can break, crack and wear down tooth enamel and injure gums.

Other dangers from foreign objects in the mouth include infection, poisoning, accidental swallowing and cigarettes. Smokers have more Periodontal Disease and get Oral Cancer four times more often than non-smokers.

Electronic Forms

The Air Force is now issuing Air Force forms on diskettes. These electronic forms may be used by all personnel who have an office computer. The diskettes are maintained at the HIANG Publication Distribution Office (PDO).

The Air Force standard personal computer electronic forms software package is called Perform Pro. Perform Pro is a commercial-off-the-shelf package. NGB has planned to have this software available on the Local Area Network (LAN).

If you would like to purchase the Proform Pro software before LAN, submit an AF Form 3215, Communications-Computer System Requirements Document, to 154 MSF/SCC. The unit cost is approximately \$100.

St. Patrick's Day March 17



Know your Job Rights Continued from page 6

Congress has provided that a member of the Reserve forces is entitled, upon request, to an unpaid leave of absence from a civilian job to participate in annual training, active duty for training or weekend training drills.

This applies whether a reservist or guardsman volunteers for, or is ordered to, active duty, and regardless of the frequency or duration of the duty (up to five years).

By law, an employer cannot require an employee to use vacation time for military training. The employee may choose to use vacation time, but may also use leave without pay or, if provided by company policy, paid military leave.

Congress also stipulated that once this training is completed, the employee is entitled to reinstatement to the same job or a similar job of equal status and pay. The returning reservist is entitled to the same seniority, status and rate of pay to which he would have been entitled if he had remained on the job, Bacon explained.

While Bacon frequently deals with employers not familiar with their legal obligations, she also encounters guardsmen and reservists who don't understand their responsibilities or abuse the protections they have.

These primary obligations, she said, are to:

- *Keep their employers informed about upcoming training periods as far in advance as possible, preferably by presenting the employer with military orders, a unit training schedule or a letter signed by the unit commander.

- *Return to work immediately after the training is completed.

- *And avoid taking excessive absences from their civilian workplace to conduct unnecessary military training.

In short, guardsmen and reservists have to be considerate of their employer's needs if they want to preserve a harmonious employer-employee relationship, Bacon summarized.

"The thing we stress is communication. When a reservist knows of upcoming training in advance, he has a responsibility to tell his employer. That gives the employer a chance to plan for the employee's absence and to adjust work schedules if necessary."

To retain his employment rights, a reservist is obligated to return to his civilian job as soon as his military training is completed. In the case of initial active duty training, however, the reservist must

report back to work within 31 days following release from duty.

Any additional time a reservist chooses to take off before returning to his civilian job must be taken with the employer's permission and is counted as leave without pay, personal or annual leave—not military leave.

While the law provides reservists almost unlimited leave opportunities for military training while maintaining job rights, Bacon advises reservists and guardsmen not to abuse this entitlement.

"Some reservists seem to sign up for one school after another and one duty assignment after another, frequently leaving their civilian employment for weeks and weeks at a time, Bacon said.

She advised that members of the Reserve forces who wish to pursue military training attend only those military schools directly related to their military specialties to help keep peace with their civilian employers.

"Reservists have a responsibility to be fair to their employers," Bacon said. "When it comes to avoiding employer-employee conflicts, it's a two-way street."

2nd Annual HING 6k Fun Run/Walk

Date: March 21, 1993 Time: 6:30 am

Location: Bellows AFS, Waimanalo

For: All National Guard members and their families

Cost: \$12.00 adults

\$10.00 children under 12

Entry Deadline: March 12, 1993

Send entry forms and checks to:

HQ HIANG, Attn: CBPO

Make checks payable to HINGSSB



HIANG Ohana returns to entertain at 203 ARS Ceremony.

Photo by MSGT Solomon Ford