



Kukailimoku

War God Of King Kamehameha I - 154 Group

Vol. 39, No. 11

Hickam Air Force Base

November 6, 1993

Hawaii

169th ACWS Members Deploy to Alaska

By 1st Lt. Charles J. Anthony

Talk about a change of scenery for six members of the 169th Aircraft Control and Warning Squadron during the week of October 18th to 23rd. Major Charles Pribyl, 1st Lt. Tamalani Nakamoto, MSgt. Wayne Matsumoto, MSgt. Preston Nishie, TSgt. Wilfred Shimada and TSgt. Bradley Spencer deployed to Elmendorf AFB, Alaska for "Amalgam Warrior" exercises. For TSgt. Spencer, it was the first time he had seen snow.

The purpose of the trip was to receive familiarization training with the 169th's counterparts at the Alaska Regional Operations Control Center (Alaska ROCC). "We were there getting to know different airspace and training rules," according to MSgt. Nishie. He says Alaska has "a little different system coordinating communications with the FAA."

The team from the 169th arrived the day after the exercise began and "jumped into the middle" of things. Local geographic training included tracking active duty Air Force F-15s, F-16s, B-52s and A-10s.

Airlift to Elmendorf AFB was provided by the 203 AREFS, which also participated in the exercise in an air refueling role.

Special Article Submission Deadline

Due to the non-availability of our printing press next month, the deadline for the December issue of the Kukailimoku has been moved to Tuesday, November 23th (that's just a little over a week earlier than normal—we need this lead time to take the paper to an outside printer), so please plan to meet this deadline for the submission of your articles if they are to be in the December edition.

Thank you for your cooperation.

203rd AR Squadron Deploys to Japan

By 1st Lt. Charles J. Anthony

Members of the 203rd Air Refueling Squadron are currently deployed to Yokota AB, Japan for "Cope North" exercises with the Japanese Self-Defense Air Forces. The first KC-135R "Stratotanker" left Hickam AFB on October 29th. A second tanker allowing for personnel to "swap out" took off yesterday, November 5. The deployment will allow members of the 203 AREFS to receive conventional/tactical experience in a setting simulating actual wartime conditions, according to Lt Col. Edwin "Skip" Vincent.

So far, the 203 AREFS has flown at least one "Cope North" mission that included a six-ship tanker cell. That involved flying in formation with 203 AREFS counterparts from the 128th Air Refueling Group (ANG) in Milwaukee, WI. and active duty tankers from Kadena AB, Japan. "It can get pretty crowded up there," said Lt Col. Walter Kaneakua, 203 AREFS Commander. "With six tankers and four fighters behind each getting refueled." All of the tankers on that sortie were "R" models, making things a little less complicated, according to Lt Col. Kaneakua. He says Cope North is a "really critical" exercise for the Japanese military. It's also very good training for the 203 AREFS as more boomers can get qualified on different receivers, and pilots and navigators gain more experience flying in tanker formations. According to Lt Col. Vincent, the tankers will be refueling fighters as well as "heavies" while at Yokota AB.

The second tanker crew along with support and maintenance personnel is due back in Hawaii on November 12.

COMMANDER'S CORNER



By: Col Michael H. Tice

The Commander's Action Line is your direct link to me. It's your opportunity to find answers to questions you haven't been able to get through normal channels. This program is not a substitute for working within your supervisor/command chain, but a means of providing information that isn't available elsewhere. Inputs should be sent to:

154th Group
Commander's Action Line
360 Harbor Drive
Hickam AFB, Hawaii 96853-5517

or a "puka" envelope addressed to 154th Group/CC and routed through our normal distribution system will work just fine.

HNGEA Holds Business Meeting / Banquet

by SSgt. Stephen L. Thomas

The HNGEA held its 21st Annual Business Meeting and Banquet at the Tripler Officer's Club on Saturday, October 16, 1993.

During the business meeting, members voted to increase dues effective January 1st, 1994:

E-1 through E-4 - \$ 6.00

E-5 through E-6 - \$10.00

E-7 through E-9 - \$15.00

New officers were elected for 1994:

President- MSgt Alfred DeRego of the 203 AREFS, HIANG

Vice President- SSgt Richard Hargrave of the 193 AV, HIARNG

Secretary- SSgt Pam Yashiki of the 203 AREFS, HIANG

Treasurer- MSgt George Stibbard of USPFO HQTRS, HIANG

Councilman- HIANG

MSgt Wayne Y. Soma, 154 MSF

TSgt Fred Hirayama, Jr., 169 ACWS

TSgt Scott E. Duffield, 154 SPS

HIARNG

SSgt Americo Morris, Co. A, 1/299 Co., INF

Sgt Antoinette McClain, HHC, 29th Spt Bn

A fine banquet was held in the evening starting with cocktails at six followed by dinner at 7:15 p.m., with a half-hour program following at 8:45 p.m.

The evening featured musical entertainment provided by "Ho'okahiko" of the HIANG's own "HIANG Ohana". Outgoing president SFC David Aponte wished to express his sincerest appreciation to the "wonderful" HIANG Ohana (now "Ho'okahiko") "serenaders". He really appreciated the music and singing.

After the special guests were introduced, speeches were given by the Adjutant General, Maj. Gen. Edward V. Richardson and outgoing president SFC David Aponte.

The Soldier of the Year award was presented to Spec. Roy Macaraeg from HHSB (Hqtrs/Hqtrs Svc Batt), HIARNG.

The HNGEA \$1,000 Scholarship for school year 1993/1994 went to Ms. Tiare Geolina. She was accompanied by her mother, Mrs. Wendy Geolina from Hilo.

Master of Ceremonies Colonel (Ret.) Larry Siu introduced the special guests attending:

Representative and Mrs. Noboru Yonamine

The Adjutant General Maj. Gen. and Mrs. Edward V. Richardson

Brig. Gen. (Ret.) Allen M. Mizumoto

HIARNG Commander Brig. Gen. and Mrs. Eugene S. Imai

HIANG Commander Col. and Mrs. David M.

Rodrigues

HIANG Deputy Chief of Staff Lt. Col. and Mrs. Steven Oka

Commander 203 AREFS Lt. Col. Walter Kaneakua Senior Enlisted Advisor SMSgt. and Mrs. Delbert Dandurant

Command Sergeant Major 29th Inf Bde (Sep) CSM Raymond Gibo

HNGA President Maj. Keith Tanouye

HNGEA President SFC David Aponte

Chapter 18 NCO Academy Association President MSgt. Craig Harimoto

The purpose of the HNGEA is to promote and maintain adequate national security; to further the interest of the Hawaii National Guard; and to promote and advance the status, welfare, and professionalism of the enlisted members of the Hawaii National Guard.

America's people at our best.

PERSPECTIVE

A S T O R S'



By *Chaplain (Capt) Robert Nagamichi*

Many years ago, I had a friend who wanted to celebrate big time during the weekends. The weekdays were demanding and not much fun. So when the weekend came, he was ready to party hard.

'Til this day, I still remember one weekend night very clearly. After my friend had a few too many drinks at a party, he drove away in his car wanting to go "cruising." As soon as he entered the H1 Freeway, he wanted to see how fast his new car would go. That evening the streets were wet from the recent rain. Almost as quickly as he burst into the freeway with great acceleration, his car spun around and was headed in the wrong direction. He was facing the oncoming traffic! For just a few seconds he was like a lame duck, ready to be crushed. While bracing for a devastating and sudden impact by the approaching cars, every split second was felt and everything seemed to move in slow motion...

But fortunately and surprisingly, there was just enough time and room to turn the car around and head off in the right direction. He had just escaped a major disaster! A few seconds later, it would have been a different story: a junk yard of crushed cars right in the middle of the freeway.

The excitement didn't end there, though. He still wanted to test how fast his car would go. That evening, he clocked 110 mph. Very fortunately, his luck did not run out. No accidents, injuries or deaths that evening.

How do I know this happened? I was a passenger in his car.

If this same thing were to happen today, with a lot more cars on the road, I wouldn't be alive to write this story to you.

Today, my friend is still alive. He is a successful professional in the community.

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!

My story has a good ending, unlike the countless stories we have heard with unhappy endings. If you've ever shared stories with your friends, read the newspapers or seen the 6pm or 10pm television news, hopefully you've heard and seen enough.

The holidays will soon be upon us. Let's be careful not to drink and drive. Let our celebration be a real celebration, free from accidents that can be prevented.

NEXT
UTA
December 4 & 5

For the Family

For many of us who live here in Hawaii, we are faced with financially hard times. Of course, across this great country we are not alone. People everywhere are thinking at least twice before buying big ticket items.

If you are tempted to buy some things but don't have the money, you have basically three options. One, don't spend your money. Two, spend money that you don't have and realize that it may take you a long time to pay it back. With high interest rates (in my opinion), your credit card will make a killing off of you. Or three, an often overlooked option is to purchase something that is in good condition yet second hand.

At times, option three might be the best option because you still get what you want but don't have to pay as much.

Earlier this year, I heard about this place called DRMO (Defense Reutilization and Marketing Service). So I decided to check it out. Through a spot bidding process, it auctions off second hand military items that the military can't use any more. The items aren't necessarily bad. With a little fixing or sometimes no fixing, the items can be in good condition. They auction off all kinds of items such as, but not limited to: copiers, typewriters, bicycles, household furniture, television sets, trucks, cars, washing machines, dryers, etc. Anyone who is interested can participate in the spot bidding process. DRMO is located at the Manana Storage Area in Pearl City. If you are interested in their hours of operation or desire other information, call them at 474-2238. Who



November! Seems like we just started the new fiscal year and we're into the second month already... I really don't have much news to report this month, but here goes... The CAM Squadron has received the newest 'toys' in the HIANG, Zenith 486 desktop computers. We've delivered at least one computer to each maintenance workcenter and office, with additional computers on the way. In a few weeks, the "second shipment" of computers should be on our doorsteps, with all HIANG Z-248 and Sperry computers being replaced with IBM 486 computers. We should be ready to tackle the local area network (LAN) and any other computer enhancements programmed for the future. Microsoft Office (Word, Excel, Powerpoint, Packrat, and Windowbase) are all standard for these new machines, with free upgrades for the next few years. Come by any of the shops to check 'em out... We've got a few crew chief types helping out the F-15 folks at Otis ANGB. Robby Shigeta, Ian Kaikaina, Miles Nakamura, Charles Baryney and Edmund Billena will be in Massachusetts Oct 23 - Nov 13. They already called back saying "We're freezing our coconuts!" Didn't know they took coconuts with them. They were supposed to take macadamia nuts! Oh well!!! TSgt. Jimmy Williams is in Tennessee attending the NCO Academy Nov 1 to Dec 10. Must be cold there, too?!! MSgt. Rodney Leong and his wife are enjoying a visit to the Holy Land as they take in Israel and Jerusalem. They'll be returning about Nov 7 with good stories to tell... The welcome back mat goes to A1C Anthony Walters and AB Darrick Tiqui as they recently returned from BMT and tech school. They'll be joining the folks in the Munitions Maintenance Branch... Would like to welcome new enlistee A1C Anton Batts to the Gun Services section. Congrats are in order to our newest promotees: MSgt. Eric Wada, TSgt. Yolanda Kawano, and SrA Jeffrey Roache, Danny Johnson and Kurt Tanoue (Avionics, Maint. Control, Avionics and Weapons Load respectively)... Congrats are in order to Curtis Estanique and wife as they welcomed a new daughter to the family... Much fun was had at the 11th Annual CAM Sq Recognition Banquet. Honored that evening were Outstanding Airman Sgt. Dwayne Lim, Outstanding NCO TSgt.

Eric Wada, Outstanding Senior NCO MSgt. Anthony Seyko and Outstanding Maintenance Person TSgt. Craig Handa. With 450 people attending the event, this marks the fifth straight year we've sold out the party. Next up is the HIANG Awards Banquet. Maj. Willie Benton and his committee have put together an outstanding program with the first order of tickets already sold. They are in their 3rd printing of tickets, so get yours while they last. Campbell Estates will be the site. The cost is great, the food will be one to remember, and Brother Nolan and his group will be performing... Good show Willie... On a more somber note, our condolences to the family of the late SMSgt. James "Yama" Yamamoto who passed away last month. "Yama's" quiet demeanor as well as his devotion to duty and to his family will be missed. Yama's wife Linda and daughter Lori extend their heartfelt thanks for the kind words of sympathy expressed to them... "Life is a continuous process of getting used to things we hadn't expected." (Author unknown)..... fhiga

HNGEA Continued from page 2

Coming up next: Hawaii Outdoor Volleyball Association

5th Annual Grass Volleyball Tournament
Saturday, November 13, 1993

Diamond Head Crater

Divisions: Open Men / BB Men / B Men
Open Women / BB Women / B Women

Categories Offered: Doubles / Triples / Co-Ed

Sixes

Fees: \$20.00 per HOVA/HNGEA members (cards must be presented at the tournament site in order to obtain discount)

\$25.00 per non-members

A \$20.00 late team fee will be assessed to all entries received the day of the tournament. Late registrants are not guaranteed entry into the tournament, T-shirts, and competing at their division or level.

For information, call the HOVA at 847-1080.

Employee Support Guard & Reserve (ESGR) Program

An article in the Air Force Times quotes Col. Francis - "Employers are concerned about the increased use of Reservists and Guard members. The reliance is expected to increase as the active Force draws down. In addition, many Reservists will have to train for new roles because Air Force restructuring is changing their unit's mission."

In an ESGR conference held in September 1993, recommendations from senior executives were that employers want early notice of training schedules and more Guard help in adjusting training times so employees are not leaving when they are most needed. Other recommendations were:

- a. Use correspondence courses for training when possible.
- b. Shorten training times when possible, or break up training into smaller segments so the member is not away from work for long periods.
- c. Have the Guard members give employers copies of training schedules a year in advance so they have a better idea of when their employees may be leaving.

Employer support is important! Resources are available to help you keep your employer in the loop of communication. A twenty-minute video regarding reemployment rights for a Guard member can be obtained from the Education office or your unit career advisor. Recommend supervisors make arrangements to view it as a section during UTA training.

Nominating your employer for the "My Boss Is A Pro" award is one avenue to show your appreciation for their support. It also gives you an opportunity to make your employer aware of the State and Federal mission of the HIANG. The award presentations are made during a luncheon and a tour of the facilities giving them an opportunity to see you in action during UTAs. "My Boss Is A Pro" nomination forms are available from this office or your unit career advisor. Nominate Your Employer - the next luncheon is scheduled for early calendar year 1994.

Traditional Guard member Position - An E-5 slot in the 112X0 field (Inflight Refueling Operator), is available at the 203 AREFS. Additional information regarding training requirements can be addressed to TSgt. Steve Cid at 449-7722. Interested members need to complete a retraining application at the Education office by November 30, 1993.

Family, Continued from page 3

knows, you might get a real bargain for your money! I hope this information is helpful and will help your family to save money. If you want more information that will help your family and other families, have your spouse or family member join a family support group. To do this, contact your unit.

Calender of Events

Nov 11 - 11:11 a.m.
HIANG F-15s will fly their "missing man" formation over Punchbowl Memorial Cemetery of the Pacific during Veteran's Day ceremonies.

Nov 13
HOVA 5th Annual Grass Volleyball Tournament
Diamond Head Crater

Nov 16 - 10:30 a.m.
Royal Guard marks its 30th anniversary when it posts the guard at Iolani Palace for King David Kalakaua's Birthday

Nov 20 - 2:00 p.m.
HIANG Awards Banquet
Campbell Estate

Nov 20 and 21
HING Handicap Bowling Tournament
Hickam Bowling Center

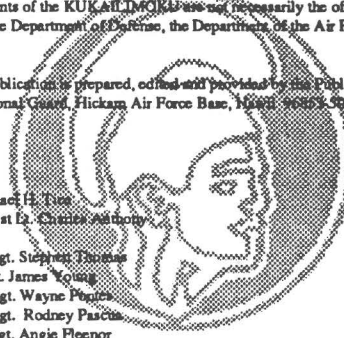
KUKAILIMOKU

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Beeline

by TSgt. Laura Masuda, Bioenvironmental Engineering Services

Hand-Arm Vibration Syndrome (HAVS)

HAVS develops over time in workers who use hand-held vibrating tools. Many signs and symptoms are seen in Raynaud's disease (gangrene), traumatic injury to hands, carpal tunnel syndrome, etc. The development of HAVS is a gradual progressive process that may involve years of exposure to hand-arm vibration equipment such as drills, grinders, caulking tools, chain saws, jackhammers, riveting hammers and burring tools.

Some symptoms are numbness, tingling, pain and sensitivity loss.

Workers can be protected from developing disabling effects of HAVS. Protection can be provided by medically monitoring the workers, installing engineering controls to reduce the vibration levels produced by the tools, initiating limited daily use time of vibrating tools, using ergonomically designed tools and recognizing early symptoms of HAVS.

Legal Line

by Maj. James Itamura, Staff Judge Advocate

WHISTLEBLOWER'S PROTECTION ACT

You have a federal job. Your boss and several others in the workplace routinely punch each other in for work even though they report in late. You report the situation to your superiors who promise to look into the matter. The next day, your boss gives you an assignment far beneath your skill level. He harasses you about your job performance. He excludes you from all work meetings. Finally, he gives you a poor job rating (down from an "outstanding" on your previous evaluation), seeks to demote you and finally initiates termination proceedings.

Don't lose heart! The 'Whistleblower Protection Act' gives federal employees who believe they have

Continued on page 9

Promotions

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

154 CAMS

TSGT YOLANDA M. KAWANO	18 OCT 93
SGT RICHARD G. CASTANEDA	18 OCT 93
SGT SHERILYN W.I. CHONG	18 OCT 93
SGT RUDY G. VILLANUEVA	18 OCT 93
SGT WAYNE CHEN	18 OCT 93
SGT DANIEL K.K.H. LING	18 OCT 93
SGT ALAN K. TANAKA	18 OCT 93
SRA JEFFREY A.K.H. KAY	8 OCT 93
SRA JEFFREY D. ROACHE	8 OCT 93
SRA EDMOND C. MAXIMO	18 OCT 93
SRA ISIDRO TABION JR	19 SEP 93
SRA KURT T. TANOUE	5 NOV 93
SRA DANNY JOHNSON	5 NOV 93
A1C ABRAHAM K.A. TIMAS	12 OCT 93

199 FS

TSGT LISA L.K.K. SCHWEITZER	18 OCT 93
SSGT RAQUEL L. RAMOS	18 OCT 93

169 ACWS

SSGT GUY I. HIRONAKA	18 OCT 93
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154 SVF

AMN JOEL L. NAKAMURA	20 SEP 93
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150 ACWS

SSGT CLAIRE K. HIGA	18 OCT 93
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203 AREFS

AMN ROBERT J. AMITRANI	30 SEP 93
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154 SPF

TSGT WILLIAM MAKANEOLE III	18 OCT 93
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FULLTIME EMPLOYMENT

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, Room 210, Bldg. 3400, Monday-Friday.

JVA NO.	POSITION TITLE	GRADE	CLOSING DATE	LOCATION
FY94-002	MILITARY PERSONNEL TECHNICIAN	GS5-7/AGR	09 NOV 93	HICKAM (MSS)
204-001	MANAGEMENT ASSISTANT (TVDING)	GS-05	09 NOV 93	HICKAM (CAMS)

Base Speeding Policy

by TSgt. William Makaneole, III,
NCOIC Training 154 SPF

Are you aware of the Hickam Air Force Base speeding policy?

Any individual who is caught speeding on Hickam will be assessed violation points which range from 3 to 6 points. The breakdown is as follows:

- 1 - 10 miles per hour over the speed limit = 3 points
- 11 - 15 miles per hour over the speed limit = 4 points
- 16 - 20 miles per hour over the speed limit = 5 points
- 21 miles per hour and over = 6 points

(A letter will also be sent to the commander advising him/her of the high rate of speed.)

Anyone who accumulates 12 or more points within a year's time, or 18 or more points within a two-year time frame will have their driving privilege suspended by Col. King, 15th Support Group Commander. The suspension can range from 30 - 60 - 90 days. Usually, in most cases, it is for 30 days.

An individual can also lose his driving privilege for a month if he/she has been issued three non-moving violation tickets within a year's time, i.e., illegal parking, expired safety inspection sticker, expired registration sticker, etc. The time frame of the start of the year starts when the first ticket is issued.

HIANG Awards Banquet

by SSgt. Stephen L. Thomas

The 1993 Hawaii Air National Guard Awards Banquet proudly presents Brother Noland and the Pacific Bad Boys Band along with "Ho'okahiko" from our own HIANG Ohana.

This year, the HIANG Awards Banquet is going to be better than ever! The banquet is going to be held on Saturday, November 20, from two to six p.m. at "Lanikuhonua" at Campbell Estates.

We're talking about an Hawaiian banquet this time - a luau on the beach with both traditional and contemporary Hawaiian music.

Don't miss this one! Tickets are running out, so get 'em while you can.

Prices are:

- E-1 to E-3: \$10.00
- E-4 to E-6: \$15.00
- E-7 and O-1: \$20.00
- E-8 and O-2: \$25.00
- E-9 and O-3: \$30.00
- O-4 and above: \$35.00

Ticket costs for spouses and/or guests will be the same as their HIANG sponsor. Retired members and their spouses and/or guests will pay in accordance with their retired rank or grade.

Contact your unit representative, First Sergeant or a HIANG Awards Banquet Publicity Committee member (449-6986) for more information.

M E N U

Saturday-

- Polish Sausage
- Shoyu Chicken
- Fried Rice
- Green Beans
- Corn
- Salad Bar
- Assorted Sherbets

Sunday-

- Roast Turkey
- Cranberry Sauce
- Stuffing
- Mashed Potatoes
- Gravy
- Corn on the Cob
- Salad Bar
- Pumpkin Squares

Dining Hall Hours

- Saturday & Sunday
- 10:30 - 12:30
- 16:30 - 17:30
- Price: \$1.90

Recycle the Kukailimoku!

The staff of the Kukailimoku encourages its readers to recycle the Kukailimoku. We certainly hope you're enjoying reading our Group newspaper, but we would appreciate it if you would pass it on to your friends and co-workers (they might not have even seen it, yet), or bring it home to share it with your family. We're trying to be careful with the number of copies we print simply to prevent waste and save paper, yet, at the same time, we want the widest circulation possible. So, before you toss it out, pass it on! Mahalo!

CBPO Connection

By SSgt. Caroline Togami

AFR 35-10 TIP OF THE MONTH - Attache cases and gym bags: These items are to be carried in the left hand to allow members to render the proper military honors. Gym bags will be carried by hand not over the shoulder by a strap. (DPMA/7788).

AFR 35-10 UPDATE: 1) BDUs may be worn off-base to dine at local establishments frequented by civilian workers wearing work clothing comparable to the fatigue uniform, regardless of whether or not the establishment offers waiter and waitress service. Personnel are cautioned to select a dining establishment which satisfies this criteria. Dining at establishments which require a more formal dress code than work fatigues is prohibited. They may be worn on Air Mobility Command (AMC) aircraft during intra-theater deployments, unless another uniform is directed. Members deployed to perform emergency or periodic maintenance may also wear this uniform if they are not going through commercial airport facilities. 2) Aircrew style name patch will be centered 1/2 inch above the left breast pocket. However members wearing the aircrew style name patch in its current position are not required to reposition the patch. This change will be mandatory effective October 1, 1995.

CUSTOMER ASSISTANCE AT CBPO (DPMA): Customer Assistance is the single focal point for obtaining information and serves as the initial point of contact between the customer (active, non-EAD Reserves, ANG, or retired Air Force members) and personnel. It serves as a communications link between the customer and MAJCOM/AFMPC/ARPC for interpretation of policies or procedures that cannot be resolved within the CBPO. DPMA provides customers the assurance that someone is available, does care, and will help resolve any personnel problem. Some of the services available are: Defense Enrollment Eligibility Reporting System enrollment/pre-enrollment; application for ID cards; casualty assistance; OPR for military and civilian dress appearance; awards and decorations processing; document reproduction when required; records reviews; change of name, address, phone numbers, dependent data; dependent dental plan enrollment/disenrollment (active duty members); Service Group Life Insurance (SGLI); and Point Credit Accounting and Reporting System (PCARS). Stop by and see us soon at Bldg 3415, 2nd floor or call us today at 449-7788.

EMERGENCY DATA: Is your DD Form 93 up to date? For the sake of your loved ones it should be!

The DD Form 93 is the official document used to designate your beneficiaries. In the tragic event of your death or serious illness, it names the people you wish to be notified. Stop by the Customer Service Center and bring this very important form up to date. It takes only a few minutes, and the time is well spent. (DPMA/7788).

OFFICER PHOTO: DPMA will notify officers who are due a photo via certified mail only once—NO FOLLOW-UPS. It is an officer's basic responsibility to make sure there is an up-to-date photograph included in the Officer Selection Folder and used for various personnel actions. It is to the officer's distinct advantage to take a photograph promptly when directed IAW AFR 36-93.

WHAT IS DEERS? DEERS is the Defense Enrollment Eligibility Reporting System. It is a computerized information service linked by an extensive voice and data communications network to Uniformed Services installations. DEERS is used to verify and confirm the eligibility for those individuals receiving Uniformed Service benefits. The system has many other uses as well. For example, it provides information for ID card issuance; it provides population information used to forecast requirements for schools, housing, hospitals and other construction and benefit programs; and it is used to locate master medical and dental records. Plans are continuously being implemented for other uses of the system. Sponsors must pre-enroll all eligible dependents so that in the event of a general mobilization, dependent eligibility can be confirmed immediately.

HOW DOES DEERS WORK? When you are enrolled/pre-enrolled, information about you and your entitlement goes into the DEERS data base. Then, whenever you go to a Uniformed Services facility, such as a personnel office or hospital, your eligibility can be confirmed immediately over the DEERS network. Whenever new family members become eligible for benefits, by marriage or birth for example, or become ineligible by divorce or loss of dependency status, the sponsor must act promptly to see that DEERS is updated. It is a congressionally mandated program; everyone must pre-enroll/enroll their dependents. Commanders need to stress the importance of this project and make it a priority!

*DEERS Verification, contact Customer Assistance Section at 449-7788/5669.

*For beneficiaries with questions or problems with DEERS enrollment or CHAMPUS claim denials, call the DEERS Beneficiary Telephone Center, 6:00am to 3:30pm Pacific Time, at 1(800)527-5602.

NEW ID CARD: The new Realtime Automated Personnel Identifications System (RAPIDS) Identifica-

CBPO continued from Page 8

tion Card System. The RAPIDS Program Office (RPO) has begun field testing an automated system that produces a machine-readable, credit card-sized, tamper-resistant identification (ID) card for members of the seven Uniformed Services and eligible family members in October 1993. Initial field testing is being conducted at a limited number of sites for approximately three months, with a world-wide deployment beginning in 1994. Unfortunately, we weren't one of those test sites, but we did receive a RAPIDS terminal with laser printer but without the photographic image option. The system enables the Verifying Official to easily capture the photographic image of the card recipient with a new digital camera that will accompany each 386 PC workstation upon the completion of implementation. The front of the new ID card contains the bearer's photograph and signature, the United States seal, the appropriate Service emblem and pertinent personal information, such as the bearer's name and Social Security Number. The back of the new card contains pertinent personnel information, such as "Date of Issue." In addition, the back of the card contains two sets of organized lines called bar codes. The bar code at the top of the card contains vital encoded information that may enable users in the future to access data from central or local data bases. The second bar code is a unique two-dimensional bar code that contains all of the printed information on the card as well as the bearer's digitized image.

TELEPHONE INFORMATION: We are always happy to assist customers, but we are not the contact for base/local telephone numbers. Please refer to the telephone directory, operator, or call military information at 471-7110 for phone numbers outside the CBPO. The phone number for the Base Locator is 449-0165.

Legal continued from page 6

been reprised against for disclosing matters of fraud, waste, management or abuse of management discretion easier access to an action before the Merit Systems Protection Board. The purpose of the Act is to eliminate fraud, waste and abuse.

In order to establish a 'prima facie' (apparent) case of whistleblowing reprisal, the employee need only prove by a 'preponderance' of the evidence, that is that it was more likely than not, the whistleblowing was a factor in the negative personnel action taken against the employee.

Once a prima facie case is established, the agency must prove 'by clear and convincing evidence', a higher level of proof than 'preponderance' that it would have taken the same personnel action in the absence of the whistleblowing. Since the Act was passed in 1989, the 'clear and convincing' standard has proven to be extremely hard to meet.

The Act also allows employees to refuse orders that require a violation of the law.

Employees who prevail at the initial evidentiary hearing are returned to their jobs and get preference in transfers to new jobs while those violating the statute may be removed, reduced, barred from federal service for five years, suspended or fined up to \$1,000.

Hawaii law covers any employee who performs a service for wages under a contract, written or oral, for hire.

State law prohibits the employer from firing, threatening or otherwise discriminating against an employee regarding compensation, conditions, location or privileges of employment because the employee reports a law violation to a public body.

State law allows a civil action be initiated for injunctive relief or actual damages within 90 days after the violation.

A court may order re-instatement of the employee, payment of back wages, re-instatement of fringe benefits and seniority, actual damages and attorney's fees. Also, a fine of up to \$500 for each violation may be levied.

FAMILY DAY/CHRISTMAS PARTY

This year's Family Day/Christmas Party is set for Sunday, December 5th in the 154th Group's Hangar (Bldg. #3400) from 9:30 am til 4:00 pm. Each unit will arrange for a pot luck luncheon in their work areas.

This year's performance will be great! We'll have live Hawaiian music provided by the HIANG Ohana's "Ho'okahiko". We'll be having many static displays, unit fund-raising sales, Christmas movies, a Crazy Car Show, a K-9 Dog Show, a Science Magic Show and Santa's arrival, and much much more!

Don't forget to bring your in children's grab bag by Sunday morning, wrapped and tagged with their name clearly printed on it for your unit's Santa's Helper to give out during the arrival ceremony of "Santa Claus."

Let's celebrate... Ho..Ho..Ho.

See your unit representative for more details.