



# Kukailimoku

## War God Of King Kamehameha I - 154 Group

Vol. 41 No. 1

Hickam Air Force Base  
Hawaii

January 7, 1995

### 154th Wrapping up PC II

Story and photo by  
1st Lt. Charles Anthony

Pilots and maintenance crews from the 154th Group participating in Provide Comfort II will be wrapping up their final sorties this weekend and preparing to come home. More than 110 personnel are scheduled to arrive at Hickam AFB on January 11. Thirty-three Provide Comfort II participants, who were part of the "swap-out" rotation, flew home on two commercial flights on December 30.

It was a rousing homecoming for the travel weary members of the HIANG. The State Family Program office organized a small welcome home reception at Honolulu International Airport. Friends, family members and others who just happened to be at the airport at that time, applauded and cheered as the HIANG personnel exited the aircraft.

The 154th Group, along with active duty forces, has been protecting ethnic

Kurds in Northern Iraq from the forces of Saddam Hussein. At the end of the Gulf War, the United Nations imposed two no-fly zones, placing Iraqi territory north of the 36th parallel and south of the 32nd parallel, off-limits to Iraqi aircraft.

The 199th Fighter

home, but everyone seemed to take the glitches in stride with the typical HIANG "can do" attitude. "Weather conditions were a little difficult. Except for Christmas day, it was cold, wet and rainy," said SSgt. Rex Godinez, a member of the 154th Maintenance

Squadron (154 MXS) flightline crew. Accommodations for the maintenance crews meant sleeping in "tent city" at Incirlik. "Sometimes the heat would go out in the middle of the night.. Sometimes the showers only had cold water. It was a challenge, but we handled it all right," said Godinez.

"We went in. We went to work and we got the mission done," said TSgt. Miles Moriyama, a weapons loader with the 154

MXS. "Handling live weapons was not a problem. It was all in a day's work."



Returning 154th Group member MSgt. Jeffrey Banuilos, gets a hug and a kiss upon arrival at Honolulu International Airport Dec. 30.

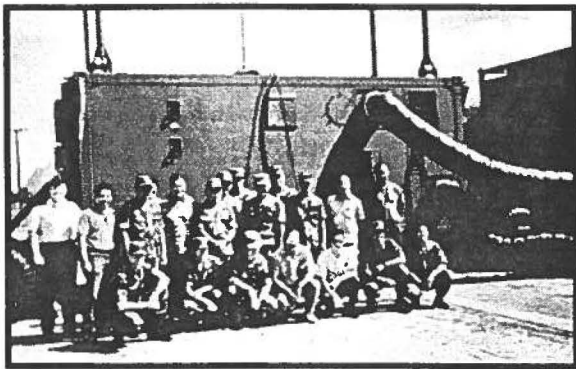
Squadron is the first Air National Guard F-15 unit in the nation to deploy on a "real world" mission. Conditions at Incirlik Air Base in Turkey were not exactly like

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## 154 ACS Receives New Equipment

by Lt. Col. Norman Nitta

The 154th Air Control Squadron on Kauai received its first of two modular control equipment (MCE) TYQ-23 Operations Modules (OM) on October 7. After initial installation and check out by represen-



154 ACS members with an ANGRC representatives alongside the TQY-23 Operations Module

tatives from Litton Data Systems, the OM was accepted on October 20 by Mr. George General of ESC.

The 154 ACS conversion to the OM is a worldwide USAF/ANG effort to update equipment used by the ground theater air control system (GTACS). Twenty-five ANG air control squadrons nationwide are currently undergoing conversion. The 154 ACS will enter conversion during January 1995.

The OM offers the latest technology in command, control, and communications (C3) systems. It is

configured with four operator console units, 4 UHF, 2 VHF, and 2 HF radios. It is capable of performing fighter control, surveillance and identification, airspace management, and digital data exchange. Digital data link capabilities include TADIL A, TADIL B, TADIL C (Navy), ATDL-1 (Army), and Link 1 (NATO). Data can be exchanged with other units worldwide through the OM's HF radios

or the unit's satellite communications terminal. The OM can accept up to four radar inputs via fiber optic cables, and multiple OMs can interconnect with fiber optic cables for increased capability.

The 154 ACS training area is currently located on an inactive runway at the Pacific Missile Range Facility. The OM, radar, power support equipment and vehicles are temporarily operated at this site until the new 30,000 square foot facility is completed in the of 1995.

## Legal Line

By Maj. James Itamura

**Announcement:** A legal technical position for the 154 Group JAG office is currently available. The position is promotable to Master Sergeant. Cross trainees must attend the Legal Services Specialist course at Montgomery AFB, Al., course length is six weeks and must be completed within a year of entering.

Applicants should have the following minimum: General AQE score of 50 percentile (60 preferred); minimum typing speed of 40 wpm; average combined score of the eleventh grade or higher on reading comprehension and vocabulary examination by an Air Force Education Office. Prior qualification in any AFSC at the 5-skill level or higher. Applicants must be computer capable. Submit resume to Maj. Itamura at 154 GP/JA.

### KUKAILIMOKU

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**PROVIDE.** *Continue From Page 1*

Enduring the separation from loved ones during the holiday season was made easier by "care" packages from home, and by Christmas cards sent by American school children. "I received a card from some kids in Alabama as part of Operation Dear Abby," said Godinez. "It really brightened things up. I'll have to write them back."

"The maintenance guys impressed me no end," said Lt. Col. Pete Pawling, 154th Operations Group commander. "Under very austere conditions—freezing cold, working at night, in the wind and rain—but I never heard a complaint. The camaraderie was great. We can all be proud of the job we did."

1st Lt. Chris Furot, a pilot with the 199th Fighter Squadron, said patrolling the no-fly zone was a good opportunity to work closely with the active duty pilots. "They gave us some good pointers," he said. "The aircraft felt a little different. It was a lot heavier fully gassed and fully loaded," added Furot. "We saw Iraqi aircraft on our radar on the other side of the no-fly zone, but they never tried to engage us."

A homecoming celebration for the remainder of the Provide Comfort II group members is tentatively planned for Wednesday, January 11, at 7:30 a.m., at Hickam AFB AMC

terminal. All HIANG members are welcome to attend.

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## Recruiting News

by MSgt. M. A. Geolina, Jr.,  
Recruiter

The Hawaii Air National Guard has several units at different locations on Oahu. These locations include Hickam AFB, Wheeler AAF, Barbers Point NAS, and Fort Ruger in Diamond Head.

We value your support in trying to fill the vacancies of these units, which include officer positions as well as enlisted. If you know of anyone who may be interested in one of these positions, please call the recruiting office. As you know, the best source of enlistments happen as a result of referrals from you, the unit member.

There are vacancies in communications as well as on the flying side of the house. Give your friends and relatives the same opportunities for training and benefits that you've enjoyed by becoming a member of the Hawaii Air National Guard. Call 449-5601 (Hickam office) or 671-1468 (Waipahu office) with your referral, today!!!

## Deadline

The Kukailimoku staff needs to remind our "reporters" that we have a deadline for the submission of articles for publication in the next drill's edition. This is usually on Friday, one week before drill.

We must establish a publication deadline because we need time to enter, edit and lay out the stories and photos, and get the paper to the printer in time in order to have it ready for our readers on Saturday's drill.

Please submit your article(s) to the Group Public Affairs Office, Room #134, Building #3400, by the close of business day on Friday, February 3rd, for the February 11th edition. You can also place your article(s) in a "puka" envelope and mail it to 154 Gp/PAO.

## HING Fun Run/ Walk

This weekend is your last chance to register for this year's HING Fun Run/Walk. This year's 5K event takes place here at Hickam AFB on Sunday, January 15. It's open to Guard members and their families. Registration fee is \$10.00 per person, which will include a souvenir T-shirt. Call MSgt. Wayne Soma or MSgt. Rose Vendiola for more information or to sign up.

## Quality News

by Maj. Galen R. Yoshimoto,  
154th Group Quality Advisor

*Maj Gen Donald Shepherd, Director, Air National Guard, wrote the following article. It appears in the Nov-Dec 94 issue of TIG Brief 6. General Shepherd clears up the most common misconception about our quality initiative. Quality will truly gain momentum in the HIANG as more people come to understand continuous improvement.*

"To be successful, quality programs must address organizational goals, be an integral part of the organization [a core value], and be initiated and led by top managers."

Straight, plain, simple talk about QUALITY — "What is your quality program?" I get that question daily from visitors, major commands, contractors, and industry associates. It's a question also asked as I visit units in the field. The answer should be simple and it can be, but what I often hear is people telling me about how many PATs they have, their quality council, who's on it, and how often it meets. I hear, "We're far ahead of headquarters in the field — we really have our quality act together — my quality advisor really has our program humming." I keep pressing, "Yes, but what **is** your quality program? Please explain it to me."

Quite frankly, I get a few good answers whether I am visiting an active,

Guard or Reserve installation or whether I am talking to a general, colonel, or sergeant on the line. I concluded — if we don't have a common definition of what our quality program **is**, then we aren't pointed in the same direction and we won't pursue the same goals. What we are trying to instill in our organization can be summed up in 13 words:

"OUR QUALITY PROGRAM IS THE CONTINUOUS PURSUIT OF AN EFFECTIVE WORLD CLASS ORGANIZATION."

These words describe what we strive for and yet, through rhetoric and good intentions, it is often made very complicated.

Quality Air Force (QAF) principles are the collective set of tools we use to guide our quality quest. The basics of QAF are:

Continuous Improvement. Quality is a journey, not a destination.

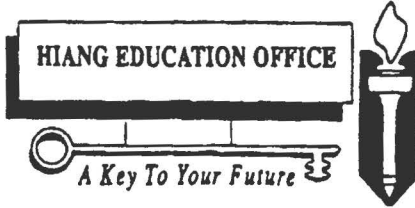
Customer Orientation. Please all your customers. If you don't please them, you don't have quality.

Empowerment of People. Unshackle your people and let them lead. They will surpass your highest expectations.

Measurements. Measure the right things. Do we know what is needed to measure how our organization is doing? If you measure the right things, processes will get better; mea-

sure the wrong things and some processes will get better but not the important ones.

The bottom line is — your quality program is not QAF. You don't "do QAF." You use QAF tools to run your organization! Our quality program is the continuous pursuit of an effective, world class organization. We aren't there yet [and never will be] because quality is a journey — not a destination — but a journey definitely worth the trip! Why do I believe this? Because at least fifty times a week I hear unsolicited comments from majors, sergeants, captains, and the newest airmen — "I love the Air National Guard." Many organizations would pay big dividends to have in our organization and can work in yours too.



**Mission Statement** - To encourage guard members to maximize the use of all available Education/Career resources to develop future options for themselves and to develop their military and personal growth.

**Who We Are** - The Education Office was officially started in 1990. Since then, we have expanded our services and have grown considerably, both in size and resources. We would like to give you an idea of what is available.

Your career with the Hawaii Air National Guard is significant. We can provide you with the necessary tools that will help enhance your career. Your personal and professional happiness can be achieved.

**Education Office Members are:**

*Career and Education Manager* - Career Advisor; Retention Manager; Programs Briefer; Programs Supervisor.

*Career and Education Specialist* - Assistant to the Career Advisor.

*Education Supervisor* - Education Advisor; Programs Briefer

*Administrative/Education Specialist* - General Office Manager; Receptionist.

**Present Status** - Advisors - Career; Education

*Programs* - Career; Retention; Community College of the Air Force; Comprehensive Guidance; Career Kokua; Guidance Testing; COPSystem and Myers - Briggs

*Resources* - Military schools; Civilian schools; Workshops and training

**Programs** - Your career in the Hawaii Air National Guard is very important to us! We can help by providing the following:

*Develop on-going Workshops* - "How to" workshops; Informational workshops; Remedial workshops; Targeted subject workshops

*Programmed Comprehensive Guidance* - Career Kokua; Increased Network; Referrals to other resources; Guidance Testing (workshops); COPSystem - Interest; Values; Abilities; Myers-Briggs type Indicator

**Resources** - We have collected a host of resources and they are available to you. Most of them can be checked out and returned the following drill weekend. Our resources include: Self-Awareness Materials; Developing Skills; Interpersonal - "How-to" skills; Financial Aide Information; Career Information; Registration Materials; Community

Advertisements; Workshops and seminars; Training opportunities; Job and Occupation References; Civilian Schools; Catalogues and program information; Military Resources - Professional Military Education (PME); Extension Course Institute.

## Military Health Habits Improving ... But Drinking Still Problem

by TSgt. Carswell Ross, Social Actions, NCOIC

The Research Triangle Institute in North Carolina released its latest study on substance abuse in the military. Its finding: the U.S. military continues to have a serious problem with alcohol abuse. However significant progress was made in curtailing drug abuse and smoking. This study is conducted by the Pentagon periodically. The findings are used to gauge the effectiveness of programs and to benchmark changes.

The study found that about 15 percent of active duty military personnel are considered "heavy drinkers," which was defined as having more than five drinks on one occasion at least once a week. That figure is down from 22 percent found in 1980. The



Operation Provide Comfort II.... I'm sure you've all heard or read a lot about this latest deployment for the 154th Group. For many of our maintenance personnel, this is the first "real world deployment" we've participated in. For many years, practice, train, practice, train and practice and train again has been the by-word for us. We finally got the chance to do it for real, giving our active duty brothers and sisters a chance to spend some quality Christmas and New Year's time with their families. Lt. Col.'s Pete Pawling, Gary Peters, Mel Asai and Maj. Dave Molinaro led our contingent of operators and maintainers to Incirlik, Turkey to maintain the peace in the no-fly zone. Weather conditions at times were harsh, with cold and rain making life miserable for our 'tent-city' folks. It was a real-world deployment for all, and after a few days, flying and maintaining aircraft became the common goal for everyone. Thanks to the families of the deployed folks and the family support groups, led by Lt. Laura Jones (State

Family Support Coordinator), we were able to collect 'care packages' for our guys and gals in Turkey. CMSgt. Doug Abe coordinated the collection of the packages as well as getting the packages on the commercial flight with our rotation folks. TSgt. Wayne Pontes (Audio Visual) did an outstanding job in video taping many of the families who wanted to express holiday greetings to their deployed love ones. Much mahalo and aloha to Maj. Gen. Edward Richardson for participating in the making of the video. I talked to MSgt. Lester Ho (deployment First Sergeant) and he expressed his gratitude and aloha from all of our folks in Turkey to everyone here for making their Christmas and New Year a memorable one. On Dec 30, Lt. Jones, CMSgt. Abe and yours truly along with many volunteers assisted Maj. Gen. Richardson and Lt. Col. Mick Melich as we welcomed back Lt. Col.'s Pete Pawling, Alan Robinson and Geoffrey Avery; Maj. Darrell Chung, Capt's James Eifert, Jeff Namihira and Chris Sakamoto; MSgt's Jeff Banuelos, Val Wong, and Craig Harimoto; TSgt's James Akau, Alfred Baron, Mauricio Arreola, Craig Arakaki, Fred Takara, Elwin Kaneshiro, Carl Martin, Henry Doane and Miles Moriyama; SSgt's Rex Godinez, Eric Correa, Thomas Mahi, Christina Luna,

Rudy Villanueva, and Paul Sato; Sgt's Daniel Christobal and Herman Bongco; and SrA Abraham Timas, Denny Yoshikawa, Mark Edwards, Stanford Kim-Bustillos, Kaleo Young and James Nakagawa. Hat's off to TSgt. Liz Karosich who worked many long hours coordinating getting this rotation under control as she had to get 33 folks off to Turkey as well as ensure we got the 33 people listed above back home while being 9 months pregnant. Much thanks and aloha, Liz... Now we anxiously await the arrival of all 122 of our troops. Tentatively, our guys should be arriving on Jan 11 at 7:30 a.m. at the AMC Terminal here at Hickam AFB. Friends and families are encouraged to greet the folks. The Hawaii Army National Guard Band has graciously volunteered to provide some welcome back music for our folks. There will be a lot of military "DV's" on hand, too. More data should be available by the end of the drill UTA. Hope to see you all there.... That's all the news for now, so til next month... "Success is a journey, not a destination." (author unknown)... fhiga

**Interdenominational  
Bible Study  
Prayer  
Fellowship  
Group Dining Hall  
8:00 AM Sunday Drill  
All Welcome!**

## 1995 HIANG Basketball Tournament

by MSgt. Brian Tom

The HIANG Basketball Tournament will be held May 12-14, 1995 at two locations. The tournament will feature three divisions: Men's Open, Women's, and 35 and over. The 22nd Armory Gym will be the primary site with Kilauea Gym as supporting. Unit sports coordinators should be contacting interested members. The re-organization may have caused confusion in determining unit combinations. If you have any questions concerning the formation of Men's open teams, contact MSgt. Wayne Soma at 449-6986. Final team rosters should be turned in no later than February 12 (Sunday UTA). There will be a final team captains meeting March 12 (Sunday UTA) during which time the tournament seeding will be done.

If you are interested in playing on an all-female team, contact SSgt. Cesley Mahaulu at 449-7930 for more information.

If you are interested in playing on a 35 and over team contact SMSgt. Randal Hiyane at 449-7799.

## New Law Bolsters Re-Employment Rights

Washington (AFNS)

Members of the Guard and Reserve gained stronger re-employment rights when President Clinton signed a new law on October 13, 1994.

Most provisions of the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) will take effect December 12.

USERRA affects more than 1.8 million reserve component members. It is a complete rewrite of and replacement for the 54-year-old Veterans' Reemployment Rights Law.

"Over the years, the old law became a patchwork of statutory amendments and court decisions that hampered the Labor Department's ability to quickly resolve claims," said Labor Secretary Robert B. Reich.

Provisions of the new law:

Expand the anti-discrimination protection of reserve and guard members in hiring, retention and advancement on the basis of their military obligation.

Require employers to make reasonable efforts to retrain or upgrade skills to qualify workers for re-employment.

Expand health care and employee benefit

pension plan coverage.

Extend from four to five the number of years an individual may be absent for military duty.

Improve protection for disabled veterans and improve enforcement mechanisms for servicemenbers who believe their re-employment rights have been violated.

Servicemembers are now required to give advance notice of their service obligation to employers unless military necessity makes this impossible. In the past, they had to give notice for active duty for training and inactive duty for training.

After allowing for safe return travel and rest, they must report back to their civilian work if they are serving up to 30 days. They have 14 days to apply for re-employment if their service or training lasts 31-180 days and 90 days if the period of service is 181 days or more.

Employers and reservists with specific questions about their rights and obligations under the new law have several options. They can contact the US Department of Labor, Veterans Employment and Training Service in their home state or call 1-800-442-2VET, or call the National Committee for Employer Support of the Guard and Reserve at 1-800-336-4590.

## 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, see TSgt. Phillips, Bldg 3400, Rm 210, Monday-Friday.

JVA No.	Position Title	Grade	Closing Date	Location
FY95-054	Asst Acft Maint Officer	GS-12	3 Feb 95	154 MXS, Hickam
FY95-053	Airplane Flight Instructor (Off)	GS-13/AGR	3 Feb 95	154 GP, Hickam
FY95-052	Aircraft Electrician	WG-10	25 Jan 95	154 MXS, Hickam
FY95-051	Sheet Metal Mechanic (Acft)	WG-10	24 Jan 95	154 MXS, Hickam
FY95-050	Aircraft Survival and Flight Equip Repairer	WG-09	24 Jan 95	203 ARS, Hickam

## Promotions

The following 154 Group personnel were promoted to the following rank:

### 154 CES

SSgt Anthony P. Murray

SRA Cyrus I. T. Lung

### 154 MXS

SSgt Alfred S. Kalani, Jr.

SSgt Michael H. Parrilla

SSgt Jeffery A. Yokono

Sgt Galen K. Higa

### 154 MDS

SSgt Norman N. Higa

### 199 FS

Sgt Daniel Izon

### 203 ARS

SSgt Roxanne E. Bruhn

SSgt Michael M. Copeland

SSgt Anthony G. Guerrero

SSgt Arthur K. Kaai

SSgt Peter K. Y. Kwok

SSgt Fernando A. Mendoza

SSgt Robert J. Santos

SRA Jason R. Fernandez

Sgt Aaron H. Silva

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### **SOCIAL**, Continued from Page 5

researchers credit the reduction to changes in the makeup of the armed forces and not to new Pentagon counseling and other programs. Present service members are older and better educated than in the past and more are married and pursuing healthy lifestyles that are not conducive to heavy drinking.

Even more encouraging were the findings that the use of illicit drugs has fallen to about 3 percent from 27 percent in 1980. Smoking rates have decreased from 51 percent in 1980 to around 35 percent today.

This is all good news for the future of a more active, involved, and challenged active duty force and National Guard. For the New Year let's remember to drink in moderation, to select a designated driver, and practice a healthy lifestyle with a balanced diet and exercise.

Should you have any questions about drug abuse or equal opportunity, please contact your Social Actions office at 449-8000.

**Next Month's Drill is February 7 & 8**



## Uniform Changes Approved

Washington (AFSN)

Epaulets and rank will return to the shoulders of Air Force Officers' service dress uniform coats in the latest Air Force uniform change announced on December 29.

Also approved by Air Force Chief of Staff Gen. Ronald R. Fogleman is the addition of a new polyester trouser for men and slacks for women.

The design modifications to the officers' service dress uniform coat should enhance its acceptability, functionality and appearance, Air Force Personnel Officials said.

Enlisted members will continue to use the uniform without epaulets, officials said. As previously announced, officers and enlisted will wear the U.S. insignia on the lapels.

The new officer coat with epaulets will be available for sale in limited quantities in military clothing sales stores by September 1995, said Maj. Patty Marksteiner, business manager for the Army and Air Force Exchange Service Military clothing sales.

"It will take that long for the uniform manufacturers to incorporate the epaulets into the manufacturing of the new shade 1620 officer uniform," she said.

In March 1995, AAFES will offer a retrofit program for officers who want to convert their new wool blend service coat rather than wait to purchase the modified coat in the fall. An epaulet will be sewn to the top of the coat at the shoulder and fastened at the neck with a button in a method similar to the old polyester service coat.

The sleeve rank insignia braids will also be removed as part of the change.

The retrofit cost will be from \$139.94 to \$142.94, depending on the number of rank insignia braids to be removed from the sleeve at the time epaulets are added. The cost also includes all shipping and handling fees.

"Because the conversion is complex, it must be done at the manufacturer's factory," Marksteiner said. "Turn around time will be approximately six to eight weeks."

When the program begins in March, officers should take their current coat to their local military clothing sales store to request a conversion.

Suggestions have been received that a braid of some width be considered for all officers. These suggestions will be considered by the upcoming January 1995 uniform board. Initial estimates indicate the addition of a braid would add approximately \$10.00 to the cost of the coat.

Marksteiner offered the following cost comparison (for a Major) of the original shade 1598 (polyester) Air Force men's uniform coat as compared to the modified version with epaulets:

Shade 1598 (polyester): cost - \$114.00; rate - \$1.35; total cost - \$115.35

Shade 1620 (current with sleeve braid): cost - \$106.00; rate - \$23.75; total cost - \$129.75

Shade 1620 (modified with epaulets):

cost - \$119.00; rate - \$1.35; total cost - \$120.35

"If a major desires to convert the current uniform to add epaulets and remove the braid, the cost will be \$141.94," Marksteiner said.

Additionally, Fogleman approved the new polyester "washable" trousers for men, and slacks for women.

The new polyester trousers and slacks, in shade 1625, are intended for daily wear without the service coat and should be available as an optional uniform purchase item in the military clothing sales stores by late spring 1995.

The shade 1625 fabric was recently approved for the Air Force maternity uniform.

A requirement for a new polyester skirt will be considered at the January 1995 uniform board.