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HISTORY OFFICE
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Kukailimoku

War God Of King Kamehameha I - 154 Group

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Hawaii

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Tuition Assistance Bill

(An excerpt from a letter, dated April 13, 1996 from the office of the Deputy Adjutant General, Col. Rawlins)

1. The Tuition Assistance Program is alive and well in the Legislature. At this time, we do not know whether it will be in either our departmental budget or in a bill relating to the University of Hawaii (UH). It is important, however, that we move ahead with our process to ensure our personnel will be able to meet fall semester registration requirements. Your personnel will be advised that if the TAP is not enacted, they will have to pay their tuition in full.

2. The current House and Senate positions on the HING TAP are as follows:

a. Senate: 50% tuition assistance for E1-03 up to a bachelor's degree. Graduate students enrolled in 1996 Spring semester are grandfathered at 50% TA rate until they complete their graduate degree. For State fiscal year 1996-97, the TAP is funded for \$400,000.

b. House: 100% tuition assistance for E1-03 including

graduate degrees. The actual funding amount is to be determined during conference with Senate.

3. We have met with the UH staff. They continue their outstanding support to the Hawaii National Guard (HING) and are willing to help us during this interim period.

Contact your unit IM office for the TAP applications. TAP forms for funding approval should be submitted by 6 May 96. Please ensure that all TAP forms are sent to 154 MSF/DPMH by close of business May UTA. It will be handcarried to HQ HIANG/ESO on the deadline date. Further questions may be directed to 449-7794.

Bill Passed

The National Guard Tuition Assistance Program was passed by the State Legislature on April 29. Provisions of the bill calls for continuing Community College students to receive 100% tuition assistance while those attending either UH-Moana or UH-Hilo to receive 50% tuition assistance.

First Female Crewchief

by CMSgt. Cal Yoshimoto, 203 MXS

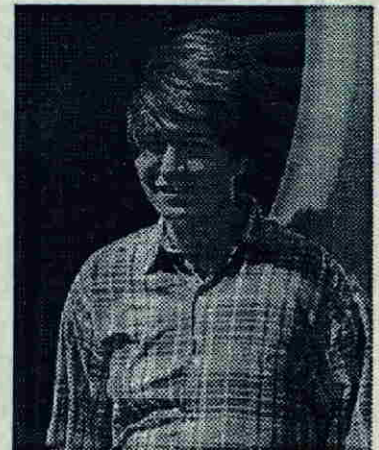


Photo by TSgt. Wayne Pontes

The 154th Aircraft Generation Squadron tanker AMU has signed up their first female into the crew chief ranks! Kathy Wai is assigned to "A" Flight with MSgt. Dennis Mishima at the helm.

Kathy will be leaving for BMT shortly along with Romar Corpuz, who is assigned to the Tanker Phase Docks with SMSgt. Vincent Ramos and MSgt. Gary Kodani.

COMMANDER'S CORNER



By: Col. Michael H. Tice

The Commander's Action Line is your direct link to me. It's your opportunity to get answers to questions you haven't been able to get through normal channels. This program is not a substitute for working within your supervisory/command chain, but a means of obtaining information that might not be available elsewhere. Inputs should be sent in a "puka" envelope to: 154th Wing/CC or may be phoned to the Action Line recorder at 449-2741.

Commander's Action Line

QUESTION: I have reviewed the recent Air Force Instruction concerning the wear of undershirts with the BDU uniform. I cannot find anything other than the MAJCOM making exceptions to the rule by allowing the wear of the black t-shirt. I would like to suggest that the Wing come up with a Wing logo on the black t-shirt and be uniform.

Also, some Wing members are wearing black t-shirts from past deployments that are in violation of the dress standards. It seems that the idea of a black t-shirt with some logo or unit identification is already popular or in demand.

ANSWER: Black crewneck t-shirts are authorized under BDU's and flight suits. The last uniform board approved the addition of the official unit emblem, not to exceed five inches in diameter, on the left side of the chest. I

agree that the wear of unit insignia supports cohesiveness and moral. Rather than mandate that everyone wear the Wing insignia, my policy is that unit members wear the approved insignia for their unit of assignment. The Wing patch, naturally, would be an option for anyone assigned, as is a plain black or olive t-shirt.

As for unauthorized insignia/shirts with utility uniforms ... now that the rules are clear, I don't expect to see any unless they're worn with civilian clothes. Thanks for the input.

QUESTION: I was wondering why the 154th Wing is using Banyan Version 5.53 when Version 6.8 is available? I don't know what the upgrades would do for us, but it would be nice if the LAN had a spell-checker, the ability to use a "mouse" and pull-down windows. Is there a more friendly system out there besides Banyan? What are the future improvement plans, such as Windows NT?

Also, my section has found an epidemic of computer viruses. We are using a virus scanner from 1992. Considering all the work that is saved on hard drives and the amount of time to restore a computer, is there not a more up-to-date virus scanner available?

ANSWER: These are good questions and I know the subject of much frustration because we don't seem to have the "latest and greatest" in terms of both hardware and software. Trying to keep up with the quickly changing technology with what in many cases are downward directed

programs from the National Guard Bureau is tough. I can assure you though that keeping pace with technology is high on Maj Gen Shepperd's (Director of the ANG) list as evidenced by his interest and emphasis. Watch for more information on "CyberGuard", his vision of the future.

As regards to your questions specifically; Beyond Mail, the LAN e-mail that will replace the current Banyan Mail will provide all the features you mentioned. It will be a few more months before we will be able to use it as we need to upgrade Vines to Version 6.2, the latest provided to us by ANGRC first. Manpower is a problem for us here. You have to see how much the Comm Flight folks do with the few people assigned to appreciate the challenge.

We also are working to have IMBAV Virus Scan activated upon signing onto the LAN instead of the current Virus Buster. Again we are awaiting receipt of Version 2.4 from the ANGRC folks.

KUKAILIMOKU

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Chaplain's Corner

by Lt. Col. Walt Harris, Chaplain,
154th Wing

Thoughts of Mind and Spirit

Keeping a garden teaches a person a lot about life! It teaches hard work, patience, resignation, the joy of watching a seed turn into a flower and the flower into edible fruit. It's no wonder that the Bible is filled with metaphors based on planting, sowing, and reaping. I often wonder how stories about farming "translate" into our industrial and technological society. Vine dressers, vines, and branches seem disconnected from the grapes, jams and jellies, grape juice and wine we buy at the grocery store. If one has never kept a garden, it can be difficult to understand about the care, nurture, and cultivation of a garden or vineyard. In scriptures, when Jesus speaks of himself as the "true vine", he represents what Israel was called to be. He also says, "I am the vine, you are the branches". Of course, the purpose of any root and vine system is to produce fruit. Any regular gardener knows that one can cut down the mighty oak or cedar and the tree will die. Vines are tenacious. As a matter of fact, the grape vine is cut back often to the root and it does not die but comes back every time!

What a wonderful insight and understanding of the workings of God as he cultivates his vineyard. Like the vine that never dies, "good-

ness" procreates itself to the branches and through the fruit which gives knowledge, love, energy and goodness to life. For the Christian, God the gardener, sends the "true vine" of love in Jesus that never dies to his branches for the fruit of his "goodness".

We worship each drill weekend on Sunday at 0800 in the Dining Facility in the Wing Headquarters Building. Come and join us - keeping a garden teaches a person a lot about life!

Wing Safety Tips

by MSgt. Galen T Redoble, AFOSH
Mgr., 154th Wing

Bicycle Head Gear Protection Policy

1. Many of you have already received news about the mandatory bicycle head gear use on Air Force installations. The policy took effect October 1, 1995. TSgt. James from 15 ABW Security Policy says that bicycle riders not wearing bicycle head gear protection, anywhere on base, will be ticketed. This includes flightline and shop-to-shop rides.

2. We are a tenant Hickam AFB. Under the host/tenant agreement, our Wing must adhere to the bicycle head gear policy or any 15 ABW policy.

3. Immediate action on this policy is based on a lawsuit against the Air Force. An incident occurred on an Air Force installation in Europe. The DoD parents of a fallen bike rider are suing the Air Force for negligence. An

investigation revealed that if the Air Force had enforced an existing DoD instruction on bicycle head gear use, the incident might not have occurred.

4. The bottom line is, if we don't enforce a known safety standard, instruction or policy, we can be held liable.

Note: AFI 91-301, Para. 4.1 states: Federal regulatory requirements take precedence over Air Force or local requirements unless Air Force or local requirements are more stringent.

Additional info.: ANSI approved hard hats with chin straps are authorized.

HNGEA BBQ Chicken Fund-raiser

The HNGEA is now holding their annual Keawe BBQ Chicken fund-raiser.

Support your HNGEA and enjoy some barbecued chicken at the same time.

Tickets are now on sale for a donation of \$3.50 for one half barbecued chicken.

Pickup Date: Saturday,
June 15, 1996

Pickup Time: 9:00 a.m.
to 1:00 p.m.

Pickup Location:
Moanalua Shopping Center in
front of Mama's Mexican
Kitchen



Customer Service Hours
 Monday-Friday 7:30 a.m. - 4:00 p.m.
 UTA 9:00 a.m. - 3:00 p.m.
Career Kokua Hours
 Monday-Friday 2:00 p.m. - 3:00 p.m.
 or by appointment
 UTA 11:30 a.m. - 12:30 p.m. or by
 appointment
Location
 Building 3415, 2nd Floor, MPF

Thank Your Boss!!!
 ESGR (Employer Support of the Guard and Reserves) - If your employer or supervisor has been supportive in your civilian job regarding HIANG training, you can nominate him for the local "My Boss is a Patriot" award. A luncheon to recognize your nominee is scheduled for September 1996. If you are interested, please complete a nomination form with your unit career advisor or call 449-7794 and the form can be sent to you.

Attention - All Oahu Based UCAs - A UCA meeting is scheduled for Saturday, May 4th, 9:00 am - 10:00 am at the 154th Logistics Group Conference Room, Bldg. #3416. Updated training on the Tuition Assistance Program is just one of the subjects that will be covered. An agenda will be sent through e-mail to all Oahu-based Unit Career Advisors. If you are unable to attend, please send a unit representative.

BEELINE

by MSgt. Laura Masuda,
 Bioenvironmental Eng Svcs

Optical Radiation

Optical radiation concerns in the workplace come mainly from welding and torching operations. Electric arc welding, gas welding, cutting, and torching can produce ultraviolet (UV) and infrared (IR) radiation that can quickly injure the eye. Various types of protective devices are available to protect the eyes against flying particles and hot sparks. Shading density of the lenses is necessary to provide protection from the optical radiation.

It is required that each lens be marked with the manufacturer's monogram. In addition, if the lens is other than prescription or special-purpose, each lens must be marked with its shade designation. The wearer of the eye protection should be certain that the lens is marked with the shade number. If the number is not on the lens, the wearer should not assume that the lens has radiation absorptive properties.

Promotions

Hats off to the following individuals in the Headquarters, 154th Wing, Hawaii Air National Guard, who were promoted/ appointed to the ranks shown below effective April 16, 1996:

- | <u>Unit</u> | <u>Rank/Name</u> |
|------------------------------------|---------------------|
| | SMSgt. (E-8) |
| 154 MSF MSgt. Kabazawa, Iris | |
| 154 MXS MSgt. Yoshino, Irvin | |
| | MSgt. (E-7) |
| 150 ACWS TSgt. Chandler, Leona | |
| 154 LSF TSgt. Furtado, Carole | |
| 169 ACWS TSgt. Malina, Norton | |
| | TSgt. (E-6) |
| 154 AGS SSgt. Ariz, Byron | |
| | SSgt. (E-5) |
| 154 AGS SrA Kuwana, Kirk | |
| 154 AGS SrA Oliveros, Dean Anthony | |
| 154 AGS SrA Thompson, Kevin | |
| 154 CES SrA Isaki, Mitchell | |
| 154 CES SrA Kealoha, Christina | |
| 154 CES SrA Okabe, Wayne | |
| 154 LS SrA Cristobal, Leo | |
| 154 LSF SrA Laguatan, Ellen | |
| 154 LSF SrA Sherwood, Raymond | |
| 204 AS SrA Ilagan, Anthony | |

Recycle the Kukailimoku!

The staff of the Kukailimoku encourages its readers to recycle the Kukailimoku. We certainly hope you're enjoying reading our Wing newspaper, and would appreciate it if you would pass it on to your friends and co-workers (they might not have seen it, yet), or bring it home to share with

your family. We want the widest circulation possible (if you're not receiving one, be sure to let us know), but we're trying to be careful with the number of copies we print to prevent waste and save paper (at least one tree). So, before you toss it out, please, pass it on!

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, Bldg 3400, Rm 210, Monday-Friday.

JVA No.	Position Title	Grade	Closing Date	Location
FY96-070	Air Traffic Control Specialist (Officer)	GS-7/9/11	6 Jun 96	169 ACWS, Wheeler
FY96-069	Aircraft Pneudraulics Sys Mech	WS-09	5 Jun 96	154 MXS, Hickam
FY96-068	Quality Assurance Specialist	GS-7/9	7 May 96	AASF (HIARNG), Wheeler
FY96-067	Detachment Commander (Officer)	GS-13	31 May 96	169 ACWS, Wheeler
FY96-066	Secretary (Office Automation)	GS-05	30 May 96	154 LSF, Hickam
FY96-065	Aircraft Engine Mechanic	WG-10	29 May 96	154 MXS, Hickam
FY96-064	Aircraft Mechanic	WG-10	23 May 96	AASF (HIARNG), Wheeler
FY96-063	Aircraft Mechanic	WG-11	23 May 96	AASF (HIARNG), Wheeler
FY96-062	Airplane Flight Instructor (Officer)	GS-13	17 May 96	199 FS, Hickam
FY96-061	Air Traffic Control Specialist	GS-10	10 May 96	297 ATCF, NAS, Barbers Pt
FY96-058	Aircraft Mechanic	WG-10	7 May 96	AASF (HIARNG), Wheeler
FY96-057	Aircraft Electrician	WG-10	7 May 96	AASF (HIARNG), Wheeler

Memo from the 154th Wing Dining Room

The 154th Wing Dining Room has extended its lunch hours during UTAs from 10:00 a.m. -12:30 p.m. This action was taken due to the closure of the Hale Aina (15th Air Base Wing Dining Facility) from Apr. 1 - Jun. 1, 1996 for renovations.

We would appreciate your cooperation by dining as quickly as possible to insure a faster in and out of users.

This temporary schedule will be extended if the Hale Aina renovation is not completed on time.

All personnel will present a military ID card in order to eat in the dining room. Traditional Guardspersons will sign in on the AF Form 1339. Officers and AGRs will sign in on the AF Form 79 and pay \$1.90 for the meal.

DEADLINE

Even though we've been advising everyone of the deadline for the submission of articles for the Kukailimoku on a regular basis, we're still receiving articles *too late* for the next edition, and our staff has been graciously working overtime in order to get these *late* articles in. (We don't want to have to omit your article because it was sent in *too late*, especially when it's *timely*.)

We need to remind our "reporters" again 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 have set a submission deadline to allow enough time to enter, edit and lay out the stories and photos and get the paper to the printer so it will be ready on time for our readers on Saturday's drill. If we don't set a deadline, the

Kukailimoku simply won't be out in time to reach everyone. Why Saturday instead of Sunday? Because some articles are about activities happening on Saturday, plus some folks won't get it on Sunday if it isn't distributed on Saturday. So please help us out and get your articles in *on time*. If it is for publication the drill after next, or it isn't *timely*, please indicate that it can be run at any time.

Please submit your article(s) for the June 1st edition to the 154th Wing Public Affairs Office, Room #211, Building #3400, by noon on Friday, May 24th. You may deliver your article(s) to our office or place it in a "puka" envelope and mail it to 154 WG/PAO. If it's small, you can FAX it to 154 WG/PAO at 449-7740, or you can E-Mail it to S Thomas@CC@154GP.

Pacific Aerospace Museum

by SSgt. Stephen L. Thomas

Have you ever shown up in time for a flight at Honolulu International Airport only to find out the plane has been delayed for an hour or more? If you're with someone, it's not so bad, but if you're alone, it can see like forever. Well, the next time you have to wait for a late arrival, or departure, visit the Pacific Aerospace Museum!

Located in the central waiting lobby, the Pacific Aerospace Museum is Hawaii's only educational center dedicated to commemorate the aerospace achievements in the Pacific. Here, you can enjoy a fascinating look at the pioneering exploits of the Pacific region's past as well as the technology of tomorrow.

When you enter, you'll be greeted by a friendly museum volunteer, possibly the curator, himself, who will briefly explain what's in store for you.

As you enter the main gallery, you will find an array of "hands-on" exhibits designed to teach you not only the history, but also about the dynamics of flight.

Through the magic of Hologvision, see a six-inch tall pilot walk you around a 1930s era prop plane and explain how and why it flies. Or take the yoke of their flight simulator and land a 747 full of passengers at Honolulu International Airport! You will also be able to review a course of your non-stop flight from Honolulu to wherever, and check on current weather

conditions in the major cities around the globe.

Beyond the main gallery are three multimedia theaters. In the first theater, you will travel back in time to a period when Hawaii was isolated from the rest of the world. From the Polynesians to the "voyage" of Navy Commander John Rogers, you will follow the evolution of the technology that opened Hawaii to the modern world.

Moving to the second theater, you will relive the summer of 1927 when aviators conquered two oceans. In the third theater, watch in amazement, as if from a hilltop, the recreation of the attack on Pearl Harbor (this seems to be everyone's favorite)!

Whether it's standing inside of a full-scale mock-up of a space shuttle flight deck or watching excellent color videos of the six moon landings, you must plan on bringing your family and friends to the Pacific Aerospace Museum.

The museum is open Sundays from ten to six, Mondays and Tuesdays from nine to six, Wednesdays and Thursdays from nine to seven and Fridays and Saturdays from nine to nine.

Wall's Bodyboard Championships

Our Drug Demand Reduction Program has received applications for the Wall's Bodyboard Championships. If anyone is interested, the deadline is May 13. Please call Capt. Nakamoto at 733-

4229 or e-mail as soon as possible for application and/or information.

When: Sat & Sun, May 18-19, 1996

Where: Waikiki Wall

Sat: 8:30 am check-in - Boys, 7th-8th and 9th-10th grades

Sun: 8:30 am check-in - Boys, 5th-6th, 11th-12th grades, and Girls Open

Entry Fee: \$15.00 (includes T-shirt and membership in Boys and Girls Club)

Judging: Highest scores given for most radically controlled maneuvers in the most critical section of the biggest and/or best waves for the longest distance.

Awards: To 1st through 6th Place winners.

Encourage your youths to participate and spend some quality time with them.

HING's DDRP Supports HPD's DARE

Our Hawaii National Guard's Drug Demand Reduction Program will be supporting the Honolulu Police Department's Oahu D.A.R.E. (Drug Awareness Resistance Education) Day, Tuesday May 23, 1996.

HPD is looking for volunteers to help with security, and bus drivers. This event will be held at the Aloha Stadium from 7:30 a.m. - 2:00 p.m. If you are interested, please contact Capt. Nakamoto, TSgt. Kathy Fritz or SSgt. Bergeson at 733-4229, or via e-mail.

Mahalo in advance for all your support.

Health Matters

from the 154th Medical Squadron

Jump Start Your Heart, Mind, and Body

For your heart, three respected organizations have agreed that "every American adult should accumulate 30 minutes or more of moderately intensive physical activity over the course of most days of the week." The Center for Disease Control and Prevention, the American College of Sports Medicine, and the President's Council on Physical Fitness promote the concept that "We're not talking about race walking. We're talking about three-to-four miles an hour, 15-to-20 minutes per mile."

For your mind, "taking a brisk 15-minute stroll around the block" apparently increased the recall ability of some nursing home patients by 20 percent, indicating that we might really be able to "jog" our memories with exercise even as we age.

For your body, Lee Ann Broussard, a Tallahassee personal trainer, writes, "Brisk fitness walking offers the benefits of running or jogging while being easier on the ankles, shins, knees, hips, and back, which are the traditional sites of injury in impact activities."

So, how do we relate safety with the "jump start" exercise activity of walking and incorporating walking into our travel patterns?

Take a 30-minute walk near your home—maybe 15 minutes out and 15 minutes

back. You may have just walked two miles! Was the environment pleasant and comfortable? Did you feel safe? Is there anything you, or someone you know, could do to affect a safer environment?

Take a 30-minute walk near your workplace. Could you walk easily to a shop to complete an errand? To a mailbox to mail a letter or a bill? Did you come into conflict with motor vehicles? Did you have to wait a "long time" to cross at an intersection? Did you notice any hazards that others should be alerted to?

Not only should we care about walking as an exercise activity, but we should also care about whether we feel safe about walking as a form of transportation. The environment for pedestrians who make some or all of their daily trips on foot should be safe and secure as well as pleasant.

HNGEA

The Hawaii National Guard Enlisted Association (HNGEA) is holding its annual membership drive (which is actually ongoing). Section supervisors should have application forms available. Your membership will help support the work being done by the HNGEA and the national Enlisted Association of the National Guard of the United States (EANGUS). Both organizations are working for you (on their own time)—not just for more benefits, but to keep the ones we've already worked hard for!

In the past, the state and national associations have brought you (the enlisted men and women of the National Guard):

- Awards Program
- Clothing Allowance
- College Tuition Waiver
- Commissary Privileges (currently 12 times a year, plus active duty periods)
- Community Service
- Discount Buying List
- EANGUS New Patriot

Magazine

- EANGUS VISA Card
- Free \$1,000 AD & D

Insurance

- GI Bill
- HNGEA Scholarship
- NGA Insurance
- NGAUSIT Insurance
- Preferred Vision Care
- State Tax Exemption
- State Tournaments
- Unlimited BX Privileges
- Today, we're not just

talking about the benefits we fought so hard for, but for more and better equipment and sufficient manning! Due to the cutbacks and drawdowns, the National Guard is now required to provide 50% of our nation's defense. We can no longer be second class! We're required to work alongside of our active duty counterparts with at least equal training, manning and equipment. The National Guard needs the support of everyone. We need to have a more stronger voice than ever if we're going to be tasked with even greater demands. This is the mission of the HNGEA. The HNGEA is your voice in local and federal government.

Join and support your HNGEA. We're fighting for you!

Quality News

by Maj. Galen Yoshimoto, 154th Wing
Quality Advisor

KINA'OLE: A Local Perspective of Quality

by Dr. George S. Kanahale

The "Total Quality Movement" TQM has slowed down. Surveys indicate that most American companies drop their TQM involvement within five years. My hunch is a similar deceleration of interest is happening in Hawai'i. Lack of commitment at and direction from the top, lack of time and money, and the lack of trained facilitators are some of the reasons usually given.

Is there a way to revitalize and nurture the quality movement in Hawai'i? One way is to localize or "Hawaiianize," if you will, TQM, thus making it more compatible with the values and norms of our island life-style. I call this approach kina'ole, the Hawaiian term for "flawlessness" or "zero defect."

Long before Phillip Crosby popularized the concept of "zero defects" in the United States, craftsmen and professionals in ancient Hawai'i staked their careers on kina'ole. If a canoe maker made a canoe, it was expected to be flawless. Likewise, when a bowl maker made a bowl, people took it for granted that it would be done flawlessly.

If you were a professional (not a novice or apprentice), there was only one standard; kina'ole. In fact, if you were careless or kapulu about your work, you could be put to death.

It is easy for us today to

condemn such sanctions as uncivilized. Nowadays, of course, we consider a mistake as an opportunity for learning, not necessarily for punishment. But the point is not the seriousness of the punishment, but the seriousness with which the Hawaiian professional approached his work.

I've taken this traditional concept and have redefined it in the context of the traditional host culture and the "local" culture of today. In operating terms, kina'ole means:

Doing the right thing
in the right way
at the right time
in the right place
to the right person
for the right reason
the first time

Modern managers
might add "at the right price"

Kina'ole is first and foremost about doing the pono or right thing. That is more important than doing it the right way. If you are doing the wrong thing in the right way, you still end up with a wrong. There is never a right way to do the wrong thing.

What is the right thing

In conventional quality theory, the right thing is usually, if not always, defined as that which pleases the customer. The presumption is that the customer is always right because he pays the bill.

In today's complex world, it is not always easy to decide what the right thing is. Kina'ole provides a set of criteria to make that decision easier.

They are:

Is it aloha?
Is it safe?
Is it ethical?

Is it reasonable?

Is it legal?

The most important is the first; any act that is done out of caring or compassion will probably always be the right thing to do. An act done with aloha is the closest thing to a guarantee of quality because a caring person takes care about what he does. Quality is driven by aloha.

What is the right way?

Doing the right thing in the right way is not only about methodical correctness, but about ethical, spiritual, and in local or Hawaiian context, even ritual correctness.

What is the right time?

The saying "Timing is everything" is more than a cliché in kina'ole thought. It is not only about meeting deadlines or synchronizing production goals, and so on, but it is doing things when all the necessary elements and forces have converged to maximize success. There is an "auspicious" moment to do the right thing. It is analogous to a principle of chronobiology (the new subdiscipline) which says there is a best time for administering medicine to a patient.

What is the right place?

"Place is everything", too. Just as we learn better in a proper study area, so do we work better in a proper workplace. We also know from the findings of topistics (or the study of places) the right place can energize a person, thus making him think better and clearer. Fewer mistakes are made when a person has "a sense of place".

Continued on Page 9

What is the right person?

A customer may be the right person, but not all customers are always right. Kina'ole says service is based on the acceptance of reciprocity. It is never a one-way street, no matter how much the customer is willing to pay. A quality service relationship is an expression of mutuality and equality, not exclusivity and superiority.

What is the right reason?

Why you do what you do may be more relevant to quality performance than what you do — even if it is the right thing. Intention is the source of quality performance. In kina'ole, thought has to do with one's higher purpose, the meaning of one's life. Ultimately, therein lies the mana or power of our striving for perfectibility.

And what about the "The First Time"?

My basic assumption is the kina'ole is about professionals, those who have been properly schooled and trained and who are maturely committed to a set of values and norms. Simply put, when you know what you are supposed to do, there is no excuse for not doing it. There is no tolerance for carelessness in kina'ole organizations. The first time may be the last time.

All of the above are contingent upon being the right kind of organization driven by the right vision, mission, and values and having the right persons in the organizations.

Dr. George S. Kanahale works with the Waiaha Foundation in Honolulu.

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.

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!!!

One of the Benefits of Being in the Guard is... Commissary Privileges

At the beginning of each calendar year, each Guardmember will receive a DD Form 2929, Commissary Privilege Card, for access to any military commissary. The card will have 12 authorizations indicated on it. Each day the card is used, the commissary will date-stamp it to indicate one usage. (You can use it as often as you want on the same day, as it will be stamped only once for each day used—similar to the way the old-timers used to use their LESs to use the exchanges—yes, access to the exchanges was limited at one time, too.)

In addition, when you're on active duty, you and/or your spouse and children may present a copy of your orders along with your pink ID card to use the commissary in lieu of the Commissary Privilege card. This increases the number of possible shopping days you have at the commissary to 27. (This would average out to at least two visits per month.)

UTA Dates for Fiscal Year 1996

June 1 - 2, 1996

July 13 - 14, 1996

August 10 - 11, 1996

September 7 - 8, 1996

Temporary Active Duty Opportunities

Over the past several months HQ PACAF and USPACOM are still experiencing a significant reduction in the availability of Reserve personnel to fill temporary active duty manning requirements in Hawaii. In an effort to better support active duty augmentation requirements, they would like to enlist your support. HQ PACAF and USPACOM units offer a wide variety of opportunities for Reserve or National Guard personnel to gain valuable total force experience while temporarily augmenting active duty units. Quite often, the opportunities exceed their ability to fill the positions with Reserve personnel. It is in their situations that they are in a position to extend opportunities to the members of the HIANG.

Tours of duty can range in duration from one month to several months. The Guard member would augment an Active Duty Air Force unit and be expected to work the duty hours that have been established for the section. It is understood that these tours will in no way conflict with required monthly training nor with any State active duty requirement which may arise. This offer is extended to those individuals who can willingly volunteer their support. All expenses would be paid through HQ PACAF MPA man-day funding, and Active Duty orders would be issued from HQ PACAF/DPXR. For more information, please call SSgt. Gina Kuriyama at 449-7737.

Job Title	Tour Location /Tour Length	Grade
Budget Analyst	HQ PACAF/DOXE Hickam AFB F/T (rotating 139-179 day tours)	Capt/Maj
Admin Assistant Management Asst	Hickam AFB F/T for 139 days HQ PACA/DOXE, Hickam AFB Approximately 30 days (M-F)	SrA/SSgt Capt/Maj
Aircraft Maint. Training Asst	HQ PACAF/LGM F/T (rotating 139-179 day tours)	SrA-MSgt
Admin Assistant NCOIC, Quality Programs	Bellows AFB F/T for 60 days 15 MSS/DPM, Hickam AFB F/T for 180 days	SrA-SSgt SSgt-MSgt
In-processing Clerk	14 MSS/DPMAE, Hickam AFB F/T for 180 days	SrA-SSgt
Customer Service Clerk	15 MSS/DPMP, Hickam AFB F/T for 180 days	SrA-SSgt

What's for lunch?

**-MENU-
Saturday
*Main Line***

Hamburger Curry
Steamed Rice
Buttered Honey Carrots
Salad Bar
Popsickle
Coffee, Chocolate/White Milk/
Punch/Lemonade
+Snack Line+
Chicken Filet Sandwich
Lettuce & Tomato

Cole Slaw
Assorted Greens
Fresh Fruits

**Sunday
*Main Line***

Shoyu Chicken
Steamed Rice
Squash & Corn
Salad Bar
Haupia Yellow Cake
Coffee, Chocolate/White Milk/
Punch/Lemonade
+Snack Line+
Tuna Sandwich
Lettuce & Tomato

Pork & Beans
Cole Slaw
Assorted Greens
Fresh Fruits

Interdenominational Worship Service

An interdenominational Christian worship service is held every Sunday UTA at 8:00 a.m. in the 154th Wing Dining Room.

Join us! Everyone is welcome!
Hope to see you there!

Wanted: Your Inputs!

The 154th Wing Public Affairs Office would like your help. We are looking for information on interesting people and events that have happened or will happen within your unit or section. We would like to print stories in the Kukailimoku about your training and/or experiences you consider worth talking about. That way we can get the word out to everyone on your activities, accomplishments and individual contributions.

We're also looking for articles or information on outstanding individuals who have distinguished themselves in various ways such as graduating from a technical school as an honor graduate or distinguished graduate, performing

outstanding volunteer work for the community, being given a special award or having excelled in other ways. Has your unit received an award, lately?

The Kukailimoku is *your* 154th Wing newsletter. It is one of many tools that we use to communicate with each other and share information within the Wing. We realize many sections have started their own newsletter, which is great, but we feel the Wing should hear about it, too! Hopefully, you've seen a story in the Kukailimoku that you really enjoyed or found informative or enlightening.

Our readers can be one of our best sources of information. So, please don't hesitate to call us (or come see us), and don't assume that someone else has already given us a call and given us the news.

We would rather receive many calls on the same subject than no calls at all. Too often the Kukailimoku has learned too late about something we'd all like to know about, often something that would be considered very important to the Wing ohana. The 154th Wing is a very active unit, so we should be hearing from you often.

The 154th Wing Public Affairs Office would like unit commanders and supervisors from each unit within the 154th Wing designate a public affairs representative for their unit who would spend a brief amount of time gathering information and submitting it to us.

Why not become a public affairs representative for your unit and blow your horn!

How do you get your story to us? Either by hand, by mail, by E-Mail or by fax.

FY96 HING Volleyball Tournament Champions

The HING Volleyball Tournament started on Friday, April 26 at Ruger Gym. It opened with three teams participating in the Masters Division and two teams in the Women Division. The tournament continued at Klum Gym on Saturday morning with the Men's Open Division. A total of eight teams competed in two separate pools - one representing the Army Guard and seven from the Air Guard. It resumed on Sunday with the Co-Ed Division and nine teams - two

Army Guard and seven Air Guard. Each tournament day ended with a difficult championship match - all three divisions, Masters, Men's Open and Co-Ed ended with rally scoring. Congratulations to the following champions for a well-earned title!

Masters Div

HIARNG - 1st Place

Air Guard 2 - 2nd Place

Open Men's Div

154 Comm Flt - 1st Place

- Mark Savares; Abe Beddow; Wain Iwaki; Lem Palakiko; Vic Talamoa; Hank Laguatan; Kalani Kolij; Chad Ashida

Women Div

Air Guard 1 - 1st Place

Air Guard 2 - 2nd Place

Men's Div

154 LG 1 - 2nd Place

154 LG 2 - 3rd Place

Co-Ed Div

292 CBCS - 1st Place -

Dahna Kikuyama; Leo Domingo; Daphne Ventura; Ron Mendoza; John Kikuyama; Ed Omine; Marino "Tropicana" Quitazol

154 LG 2 - 2nd Place

154 LG 1 - 3rd Place

Mahalo To The Following Volunteers: Cindy Acierto; Nona Pahukula; Dennis Martinez; Rodney Tokuda; Galen Nakahara; Anela Vendiola; Carol Orr

Commissaries vs. Private Industry

from *Army Echoes*, Jan-Mar 1996

Can private industry provide the commissary benefit at a lower cost to the taxpayer? To make a fair comparison, Defense Commissary Agency (DeCA) has determined the commissary equivalent of the grocery industry measurement known as gross margin. The results show that commissaries are a better deal than privatization, both for taxpayers and the military community.

Private grocery stores recover operating expenses, and make a profit, by marking up grocery prices above cost. The standard measurement of this markup is the gross margin. Commissaries sell groceries at cost, take no profit and recover operating expenses with taxpayer money and surcharges paid by customers at the checkouts.

Any private operator of commissaries would have to recover a gross margin by charging more or by receiving a taxpayer subsidy, or both.

The more efficiently a grocery store is run, the less gross margin is needed to cover expenses and provide a profit. So, who has the best gross margin?

DeCA's worldwide gross margin is 19.6 percent, while conventional supermarkets range from 20 to 24 percent. DeCA's gross margin includes the operation of 109 high-cost overseas stores. No US private operator of grocery stores would find these overseas locations profitable.

Considering only commissaries in the contiguous United States, DeCA's 15.6 percent gross margin is much lower than conventional supermarkets and close to the 15 percent gross margin of super warehouse grocery stores. Also consider that DeCA operates many small, remote and high-cost stores in the US that industry would find unprofitable, while the super warehouse grocery stores select their locations in prosperous markets only. Comparing only prime locations, DeCA's gross margin would drop further.

"The bottom line is that DeCA sells low-cost groceries where the troops serve," MG Richard E Beale, Jr., DeCA director, said, "yet we still operate at an overall level of efficiency as good as or better than any grocery chain in the private sector."

Grocery industry statistics show that DeCA sells more groceries with fewer employees, less floor space and fewer operating hours than any other supermarket chain. By comparing what commissary patrons pay for their groceries with what they would have to pay in commercial supermarkets, DeCA calculates that \$1.60 in savings is returned to the customer for every \$1 in appropriation.

"Our comparisons suggest that privatization would increase, not decrease, taxpayer cost, providing the current quality of life for US armed forces is maintained," Beale said. "Operating commissaries at the higher gross margins required by the private

sector would either take money out of the military member's pocket, the taxpayer's pocket, or both. I believe DeCA remains the most efficient provider of a valued form of military compensation."

Travelers Beware of Laptop Computer Thefts

Air Force News Service

Laptop computers have become a premium target for theft throughout Europe. International travelers are warned to remain on constant alert. The preferred methods of theft involve two thieves working together.

One method recently took place at the point where travelers undergo the pre-boarding security inspection. The first thief walked through the metal detector ahead of the victim. When the traveler placed his laptop computer on the X-ray conveyor belt, the second thief stepped in front of the victim and purposely set off the metal detector. While the traveler was delayed, the first thief retrieved the laptop from the other end of the conveyor and quickly disappeared.

To help prevent becoming a victim, follow these guidelines: (1) Keep information such as serial number, make and model numbers separate from the computer. This advice also applies to other high-value items, such as cameras; (2) Be mindful of your surroundings; (3) Proceed to the departure gate and security area directly after checking in luggage with the airline; (4) Never leave luggage unattended.

Report any loss or theft to airport security immediately.