

K ū k ā ' i l i m o k u

War God of King Kamehameha 1 - 154th Wing

Vol. 43 No. 07

Hickam Air Force Base, Hawaii

July 12, 1997

From our Wing Vice Commander:

We have received our Alert Order for the August Combat Employment Readiness Exercise (CERE). All units were issued the document yesterday and are busy preparing for our first PACAF IG inspection in five years. The inspection begins on Thursday, 7/0400 August and continues through Monday, 11 August. Five Wing units will deploy to Alaska and Korea for our evaluation. The 204th Airlift Squadron with the C-130 maintainers will deliver Civil Engineers, Services Flight members, and Military Personnel teams to Camp Mad Bull at Elmendorf AFB, Alaska. The 154 Air Control Squadron departs for Osan AB, Korea enroute to the field at Camp Humphries. Both deployment camps will provide the backdrops to the 154th Wing inspection grade in various combat skills. The rest of us will remain to contribute to the war effort simulated for the inspection. This will be a tough inspection.

The Bottom Line is that we have been training hard over the past year preparing for combat. This inspection will validate our abilities and tell us and the world how good we are. That's lots of pressure and we will rise to the occasion if we do our best TEAM effort. Several of our past exercises show that we have tremendous strengths. We have demonstrated that we deliver when we engage the toughest tasks. We also learned that some people have a difficult time getting serious about our combat training. That attitude could be the difference between success and failure. I know that you will embrace the opportunity to prove that we are an outstanding unit.

Good Luck to all of you!

- Colonel Walter K. Kaneakua, Jr.

"So, what's the past month been like?"

By Capt Tracey Saiki, Public Affairs Officer, 154th Wing

Among the daily preparation for the ORI and "business as usual activities", our wing "hosted and boasted" our mission capabilities during a jam-packed month of educational tours, DVs, USAF 50th Anniversary, July 4th events, PACAF Change of Command and General Lorber's retirement. Here's a recap:

Roosevelt Complex Career Guidance Institute: HIANG mission, HRO, and recruiting briefings; F-15 static; engine shop; 293d CBCS; and alumni Lt Col Norbert K. Luke and MSgt. Takao Wada

Hawaii Educational Council: HIANG mission, HRO, and recruiting briefings; F-15 static; engine shop; and 293 CBCS

Japan Area Self-Defense Force: F-15 static and 169th ACWS

Mr. Frank Baker, Hawaiian Eateries, Inc: F-15 Civic Leader flight w/ Capt. Brad Sakai

Mr. Jim Shuler, Shuler Homes, Inc: F-15 Civic Leader flight w/ Capt. Stan Hong

Governor Cayetano, Major General Richardson and local veterans: KC-135 to Washington D.C. for a memorial dedication at Arlington Cemetery and F-15 air-refueling

Air Force's 50th Anniversary "Air Tattoo": F-15 four-ship formation over Hickam water tower

Hickam Open House: C-130, F-15 and KC-135 static display with air and maintenance crews; 203d ARS and 199th FS t-shirts and memorabilia sales booths; 154th Wing food booth, and "busy as a bee, always smiling, always in control", Chief Uhrig

PACAF Change of Command: F-15 fly-by

General Lorber's "Fini" Flight: F-15 four-ship (lead-Gen Lorber, Brig Gen Kealoha w/ Lt Col Gary Peters, Capt. Brad Sakai, and Capt. Glenn Nakamura)

Integrity first. Service before self. Excellence in all we do. Teamwork synergy. And most of all, *Aloha*. Everyone involved are outstanding and inspirational examples of our values and what it means to be in the Hawaii Air National Guard.

HIANG SEA News

by CMSgt. Delbert Dandurant,
HIANG Senior Enlisted Advisor

The Air National Guard will be conducting its own First Sergeant Academy course at Maxwell AFB, AL. The course will be two weeks long and is mandatory for all personnel assigned to the First Sergeant position. All First Sergeants who have not completed this course should get it done as soon as possible. Unfortunately, this does not include additional duty First Sergeants.

The wearing of the First Sergeant Diamond is authorized under the following conditions:

Before October 1, 1998...

-Assigned to a First Sergeant slot

-E-7 or above

-While attending the

Academy

After October 1, 1998, the Diamond will only be authorized after completing the First Sergeant Academy.

It is time again to plan our SNCO Conference, which is scheduled for February, 1998. If you have any suggestions, ideas for speakers or topics, please e-mail me. Also, I would like to start organizing the committees, so if you wish to help, notify me.

Personnel News

by SSgt. Sandra DuBrett,
Military Personnel Flight

VA Home Loans

"Certificate of Eligibility"

(Reference: VA Pamphlet 26-91-1, dated March 1993)

Who Is Eligible?

ACTIVE DUTY

Veterans who served on active duty, who were honorably discharged during World War II

and later periods are eligible for home loan benefits from the Veterans Administration. (Different periods require 90 days, 180 days or two years qualifying service.)

PERSIAN GULF CONFLICT

Basically, reservists and National Guardsmen who were activated on or after August 2, 1990, served at least 90 days and were honorably discharged are eligible.

RESERVE SERVICE

Members of the Selected Reserve, including the National Guard, who are not otherwise eligible:

a. who have completed six years of service and have been honorably discharged or

b. have completed six years of service and who are still serving.

The expanded eligibility for Reservists and National Guardsmen is approved through October 28, 1999.

HOW AND WHERE CAN I GET MY STATEMENT OF SERVICE?

Members who need a statement of satisfactory service for the VA should go to the Customer Service section of the Military Personnel Flight. Service is verified from documentation in the Unit Personnel Records Group (UPRG). A points credit summary, along with a statement of service will be given to you to hand carry or mail to the local VA office. Your certificate of eligibility will then be issued to you.

NOTE: Additional questions should be directed to the local VA office at 566-1000.



154th Wing Mail Room Hours

The 154th Wing Mail Room personnel work on an adjusted 5-4-9 workday schedule to allow us to provide you five-days-a-week coverage.

Monday through Friday:
0600-1530

UTAs: 0600-1600

HIANG Mail Run

Departs 154th Wing at 1445 Daily (except 5-4-9 Monday off)

Arrives HIANG at 1530 Daily (or 0530 the next duty day)

Returns 154th Wing at 0600 Daily (the next duty day)

Message Run

Picked up daily at 0600 (and as required)

Classified/Special

Courier

As Required. Schedule with TSgt. McCulloch at 449-8321/3839.

Pets to be ID'd

Mandatory microchipping of dogs and cats on Hickam AFB is now in effect! As of May 1, 1997, all dogs and cats leaving quarantine to live on Hickam are required to have microchip identification. As of October 1, 1997, all dogs and cats residing on Hickam must be microchipped. For more information and prices, call the Hickam Veterinary Clinic at 449-6481.



Promotions

The commander of the 154th Wing, Brig. Gen. Michael H Tice, would like you to join him in congratulating the newest members of our SNCO/NCO corps; promoted after meeting the HIANG and 154th Wing promotion boards, respectively, on June 8, 1997.

SMSgt. George Ganeko	154th Aircraft Generation Squadron
MSgt. Russell Ducosin	154th Aircraft Generation Squadron
TSgt. Kirk Adams	154th Maintenance Squadron
TSgt. Eric Becera	154th Maintenance Squadron
TSgt. Ken Doi	154th Aircraft Generation Squadron
TSgt. Lani Julian	154th Maintenance Squadron
TSgt. Cesley Mahaulu	HQ, 154th Wing
TSgt. Erwin Ramos	154th Maintenance Squadron
TSgt. Roy Yamane	154th Maintenance Squadron
SSgt. Clayton Awa	154th Maintenance Squadron
SSgt. Brandon Daniel	154th Aircraft Generation Squadron
SSgt. Isidro Tabion	154th Aircraft Generation Squadron
SSgt. Michael Yanagihara	154th Aircraft Generation Squadron

General Tice says, "Well done ... and may you all enjoy continued successes in your future endeavors!"

Hawaii National Guard (HING) Operation Kokua Ribbon (OKR)

by SSgt. Agcaoili, HQ HIANG

In order of precedence, the HING OKR will follow the HING Attendance Badge in the category of HING service medals and training ribbons. This information will be included in the HINGR 2 as it is currently being amended. To recap, this is the order of state decorations/ribbons:

1. **State of Hawaii Awards:**
 - Medal of Valor
 - Distinguished Service Order
2. **HING Military Decorations:**
 - Medal for Merit
 - Commendation Medal
3. **HING Service Medals and Training Ribbons:**
 - Service Medal
 - State Active Duty Ribbon
 - 1968 Federal Service Ribbon
 - Active Duty Basic Training Ribbon
 - Attendance Badge
 - Operation Kokua Ribbon

The OKR is a one-time HING service ribbon awarded to HING members who served the State of Hawaii in the planning, execution, and closure phases of Operation Kokua, 21-30 Nov 96, on Oahu, Hawaii. If you have any questions regarding this matter, please call Sandy Murayama or myself, SSgt. Agcaoili, at 733-4231.

BEE Line

by MSgt. Laura Masuda, Bioenvironmental Eng Svcs

Chemically Exposed Workers At The Jobsite

Workers could be overly exposed to industrial chemicals during an incident, such as a hazardous spill. Knowing something about these chemicals provide knowledge in first aid, establishes greater respect when using these chemicals, and to handle them safely.

Ammonia

Ammonia (NH₃), a colorless, highly irritating gas, is used widely. It is either converted to other chemical fertilizers or applied directly as a fertilizer. It has also been used in the manufacture of plastics and explosives.

Exposure to low concentrations can quickly produce eye, nose and throat irritation as well as a cough. Most significant exposures may be airway swelling and obstruction. Accumulation of fluid in the lungs can develop due to long exposure to ammonia. Prompt removal from the source and irrigation of the eyes, mucous membranes and involved skin should be engaged. If ingested, large quantities of water to dilute the ammonia should be taken.

Given these possible delayed effects, consider hospitalizing persons who have had significant inhalant exposure for up to 72 hours.

Next month: **CHLORINE**

The 154th LSF Wants You!

by Maj. Bill Petti, Commander, 154th Logistics Support Flight

The 154th Logistics Support Flight (LSF) is seeking qualified individuals to fill key vacant slots in its organization. The 154LSF is one of the most diverse units in the HIANG being comprised of six (6) distinct functions: the Maintenance Operations Center (MOC), the Plans, Scheduling and Documentation Section (PS&D), the Engine Tracking Section, the Maintenance Analysis Office, the Plans, Programs and Mobility Office, and the Training Management Office.

The 154LSF is a progressive organization which thrives on diversity. It has one of the highest percentages of females in the HIANG at 25.0%. Moreover, it brings together people with a variety of skills – qualified crew chiefs, budget analysts, logistics specialists, job controllers, maintenance schedulers, engine trackers, database managers, and training managers, which results in great synergy within and outside of the organization.

The 154LSF has as its vision the Hawaiian term, *Kina'ole*, which means mistake-free, errorless performance. One of the reasons why we adhere to this vision are the special people needed to fill positions in the LSF. All of the vacant positions below require individuals who are at least 5-level qualified. They are challenging, but rewarding.

<u>Vacancy</u>	<u>DAFSC</u>	<u>Title</u>	<u>Grade</u>	<u>Special Requirements</u>
Engine Tracking	2A671A	Aerospc Prop Jet CMAN (Engine Tracker)	E-6	Must be 5-level qualified in specific AFSC
Plans, Programs and Mobility	2G051	Log Plans JMAN	E-5	5-level in <u>any</u> 2X AFSC
Training Office	3S251	Education Trng JMAN (Training Manager)	E-5	5-level in <u>any</u> AFSC okay
MOC	2A371	Av Sys CMAN (Job Controller)	E-6	Must be 5-level qualified in specific AFSC
MOC	2A351C	Av Sys Nav Aid JMAN (Job Controller)	E-5	Must be 5-level qualified in specific AFSC
MOC	2A353A	Tac Acft Maint JMAN (Job Controller)	E-5	Must be 5-level qualified in specific AFSC
MOC	2A353A	Tac Acft Maint JMAN (Job Controller)	E-5	Must be 5-level qualified in specific AFSC
MOC	2W071	Munitions Sys CMAN (Job Controller)	E-6	Must be 5-level qualified in specific AFSC
MOC	2A351B	Av Sys Flt Ctl JMAN (Job Controller)	E-5	Must be 5-level qualified in specific AFSC

If you are qualified and interested in one of the positions above, please call me (Maj. Petti) at 449-7845. We hope you can join us in the wonderful world of the LSF!

Quality News

by Capt Tracey J. Saiki
Quality Advisor, 154th Wing

Keeping You On "Q"



Capturing an "Aha!"

When our creative brain is not exercised, we stop asking questions, we stop expanding our awareness, and we gradually lose our creative skills. **Creativity is the ability to break through to a new understanding. It is a shift into a new way of seeing and thinking about things. It's the ability to solve problems in unique, innovative, and imaginative ways and make something ordinary into something extraordinary.** Creativity can help you manage stress, solve problems more effectively, increase your energy level, and communicate with clarity. The following is an excerpt from "*Mental Arts - Bridging Your Brain Gap*" by Hubert Kimura on "illuminating creativity".

Creativity is essentially a four step process: information, incubation, illumination, and inquisition. In order to ignite the sparks of creativity, you need to first acquire knowledge, then get your brain in the right mode - the creative right brain mode to incubate the problem. Once your creative brain is activated, you can more readily search for the illuminating ideas and discover the "aha" solutions.

*The **Information** phase - in this initial phase, you need to get a clear nature of the problem and investigate it in as many directions as possible. Every effort must be made to define the boundaries and limits of the problem. Your mind must be well-prepared so that numerous ideas can be generated. This conscious preparation or information saturation phase is a necessary first step in the creative process.*

*The **Incubation** phase - allow your subconscious mind to search for ideas. To get your creative "juices" flowing, you need to first get very loose, playful and relaxed so your logical mind and body can accept and appreciate the importance of "uniqueness" and "craziness". A relaxed but attentive mind is essential to lay the foundation for creativity sparks to fly. Slow, soothing music can act as a tranquilizer for your mind. Massaging your own hands and shoulders not only aids your blood circulation but also helps you to relax. Slow rhythmic breathing is also an excellent way to relieve tension and stress. Oftentimes, a colorful environment encourages creative thinking. The key is to avoid thinking about the problem and allow your subconscious mind to get the job done.*

*The **Illumination** phase - once you're in the creative state of playfulness, uniqueness and craziness, you're ready to "turn on the lights" for innovation, inventiveness and novelty. In this phase, creative ideas behave like racquetballs bouncing off other ideas - ricocheting until it hits "pay dirt".*

*The **Inquisition** phase - the final step in evaluating, scrutinizing, and selecting of worthy ideas. Your creativity can generate a number of seemingly attractive ideas to solve problems. When you feel that the sufficient illuminating ideas have been captured, you can start the search for identifying the best idea or solution "aha!"*



Blessed is the person who sees the need, recognizes the responsibility, and actively becomes the answer.

William Arthur Ward



Pay

It has been requested by several individuals that the Military Pay Schedule be published in the Kuka'ilimoku, so per your request, here is the schedule through the 22nd of December 1997:

	Pay Doc.	Rcvd.
	in FMFP	Check Date
MM	1 Jul 97	15 Jul 97
	7 Jul 97	18 Jul 97
	10 Jul 97	23 Jul 97
	14 Jul 97	25 Jul 97
12-13 JUL UTA	14 Jul 97	30 Jul 97
	17 Jul 97	30 Jul 97
EOM	21 Jul 97	1 Aug 97
	24 Jul 97	6 Aug 97
	28 Jul 97	8 Aug 97
	31 Jul 97	13 Aug 97
MM	4 Aug 97	15 Aug 97
	7 Aug 97	20 Aug 97
9-10 AUG UTA	11 Aug 97	22 Aug 97
	14 Aug 97	27 Aug 97
EOM	18 Aug 97	29 Aug 97
	21 Aug 97	3 Sep 97
	25 Aug 97	5 Sep 97
	27 Aug 97	10 Sep 97
	29 Aug 97	12 Sep 97
MM	3 Sep 97	15 Sep 97
	8 Sep 97	19 Sep 97
6-7 SEP UTA	8 Sep 97	24 Sep 97
	11 Sep 97	24 Sep 97
	15 Sep 97	26 Sep 97
EOM	17 Sep 97	1 Oct 97
	22 Sep 97	3 Oct 97
	25 Sep 97	8 Oct 97
	29 Sep 97	10 Oct 97
MM	2 Oct 97	15 Oct 97
	6 Oct 97	17 Oct 97
	8 Oct 97	22 Oct 97
	10 Oct 97	24 Oct 97
	16 Oct 97	29 Oct 97
EOM	20 Oct 97	31 Oct 97
	23 Oct 97	5 Nov 97
	27 Oct 97	7 Nov 97
	30 Oct 97	12 Nov 97

MM	3 Nov 97	14 Nov 97
	5 Nov 97	19 Nov 97
	7 Nov 97	21 Nov 97
	13 Nov 97	26 Nov 97
EOM	17 Nov 97	1 Dec 97
	20 Nov 97	5 Dec 97
	26 Nov 97	10 Dec 97
	1 Dec 97	12 Dec 97
MM	3 Dec 97	15 Dec 97
	8 Dec 97	19 Dec 97
	11 Dec 97	24 Dec 97
EOM	15 Dec 97	31 Dec 97
	22 Dec 97	7 Jan 98

Members on active duty tours of 30 days or more will continue to receive mid-month (MM) and end-of-month (EOM) paychecks.

HAWC

Did you know that the Health and Wellness Center, here at Hickam, is open to everyone stationed here, including family members? Check it out! Here are some of the ongoing classes and activities scheduled at Hickam's **Health and Wellness Center**:

"Back Class"

Cholesterol Reduction

Diabetes

Fitness Improvement

One-On-One Counseling

Smoking Cessation

"Sport Specific Stretching"

Weight Management

Walk-In Services include:

Blood Pressure

Body Fat Analysis

Cholesterol

Other services include:

Cycle Ergometry Assessment

Fitness Equipment

MicroFit Analysis

Deadline

The deadline for the August edition of the *Kuka'ilimoku* is Friday, August 1st.

Shot Line

154th Medical Squadron

UTA Sunday Hours of Operation for FY 1997

Immunizations

The following schedule applies to 154th Wing UTAs only (GSUs - as previously coordinated):
0900 - 1400 - Tetanus, Typhoid, etc.

1230 - 1330 - Yellow Fever vaccine (the vials are good for only one (1) hour after being opened, therefore, please call at least the day before (the UTA before would be even better) to coordinate requirements.

In order to receive immunizations, you must have your shot record.

Shot-Line Direct during UTAs: 449-9855.

Other Medical Programs

Call for appointments or cancellations 449-9855 or 448-7808.

Drivers License Visual Acuity (Eye Test):
1230 - 1330

Drug Abuse/Social Actions and Medical Evaluations: 1230 - 1330

Medical Evaluations or Medical Evaluation Boards: 1230 - 1330

Optometry Needs (Gas Mask Insert, Safety Glasses or other follow-up): 1230 - 1330

Physical Fitness/Medical Evaluations: 1230 - 1330

Physical Examinations: 0830 - 1330
Requirements:

1. Priority for VIPs, Commanders, Aircrew and GSUs.

Report to the 154 MDS reception desk at your scheduled appointment time, or during Lab Testing times, if a blood draw is required. You will be directed to the various sections or released to your unit by the Physical Exam Coordinator.

2. Bring your shot record (PHS 731) and other pertinent medical documents.

3. Lab Testing: Sunday morning, 0800 - 1000.

Report to the 154 MDS reception desk for the proper lab forms. Do not go directly to the lab. You will be directed to the Lab section by the PE Coordinator. Unless advised otherwise, do not eat or drink anything, except water, for

14 hours prior to the blood test. No alcohol for 72 hours. After completing the blood draw, return to the waiting room and the PE Coordinator will direct you to the various sections or release you to your unit.

4. Return at your scheduled appointment time to the 154 MDS reception desk to continue the PE process.

Recruiters Round-up

by TSgt. Bridgett Komine, 154th Recruiting Office

Recruiters Establish Plan

By the time this hits the press, the recruiting force will have disseminated to HIANG commanders copies of their Recruiting and Retention Strategic plan for FY '97. The plan includes our *vision statement*, our *mission statement*, our *guiding principles* (values), our *goals, strategies* and *objectives* for FY '97 and other information that affects the way we do business. Feel free to peruse the continuity book and familiarize yourself with the goals and objectives your recruiting force is striving for and the plans and programs that will get us. Our efforts are aimed at getting the Hawaii Air National Guard manned 100% across the board.

Per NGB, our Air National Guard assigned strength as of September 30, 1996 was 110,474, and our Congressional end-strength for FY '97 is 109,178. Per the same, "looks like an easy target to hit." They are projecting 12,000 losses in FY '97, which means that nation-wide we need to bring 10,000 new officer and enlisted folks on board.

To bring all this to a "local" level, our objective is to attain 320 new accessions, achieve a 2% increase in female strength, and maintain our losses at less than 8%. Based on normal loss and downward recruiting trends, we have set an ambitious goal.

To a very large extent, our success depends on the support from the people around us. Referrals account for a very large portion of last year's accessions. People in the HIANG selling the HIANG are the best advertising out there. If you know someone that would be good for the HIANG, please take a moment and pass their name along to a recruiter.

HIANG Recruiting and Retention Mission

Statement: "Promote awareness and community support to sustain the strength of the Hawaii Air National Guard."



Legal Line

by Maj. James T Itamura, Staff Judge Advocate, 154th Wing

Disaster Preparedness

All Air Guard members must be acquainted with the Disaster Preparedness Program, which provides planning, training, and exercising in the event of enemy attack, a military accident, or a natural disaster. The program also protects people and equipment, as well as the containment and restoration of military operations so that the primary mission can be continued.

The four basic elements of the Disaster Preparedness Program are nuclear radiation, chemical agents and biological organisms, major accidents, and natural disasters.

Nuclear Radiation

Nuclear radiation is one element of disaster preparedness. Whether in the form of fallout from a nuclear explosion or radioactive particles released from a nuclear accident, radiation poses a health hazard that can cause illness or death. Radiation is divided into three basic types: Gamma Rays, Alpha particles, and Beta particles. Gamma radiation can pass through the body as x-rays do and can cause cell and tissue damage. Alpha particles ingested into the body can cause cell damage, and Beta particles on the skin can cause burns.

Chemical Agents and Biological Organisms

Chemical agents and biological organisms comprise a second portion of the Disaster Preparedness Program. There are over 70 known hazardous chemical agents, which if ingested, breathed or exposed to the skin, can cause immediate illness, incapacitation, or death. These agents are classified as "blood," "blister," or "nerve,"

depending on which portion of the body they attack. The term "biological organisms" refers to the use of persistent living organisms to cause illness over a long period of time, or death. This is not a viable means of offensive warfare at this time.

Major Accidents

A major accident is a third element of the Disaster Preparedness Program and can be defined as an on or off-base calamity involving military personnel and equipment. Such an accident could include a military aircraft crash with conventional or nuclear weapons aboard, a military convoy accident, or a fuel storage fire. In the event of a military accident, a specialized team called a "disaster response force" proceeds to the accident site to contain order and restore the situation to normal. A Major Accident Response Evaluation (MARE) is a training exercise for such an accident.

Natural Disasters

The final element of the Disaster Preparedness Program is natural disasters. Earthquakes, floods, tornadoes and fires are all included in this important category. Such disasters involving military assets have often been experienced in our lifetime. Most natural disaster situations will involve the civilian population, state or federal authorities, as well as the military. A Guard member's responsibilities and role in Disaster Preparedness are clearly defined in the following points:

*Get involved! Don't wait for the other person to act and to give directions. Become familiar with the Disaster Preparedness Program.

*Know the emergency signals: A three-to-five-minute steady tone on the base siren is the "attention" signal and indicates

that a peacetime emergency is imminent or has occurred. When this happens, listen to the radio or public address system for further instructions. A three-to-five-minute wavering tone on the base siren is the "attack warning" signal and means to take shelter at once. Members should immediately report to an assigned shelter and follow the directions of the shelter supervisor.

*Know the location of your assigned shelter.

*Protect yourself. Immediately proceeding to the nearest shelter is your best protection.

*Protect bare skin. If radiation elements surround you, wear boots, long pants, a long-sleeve shirt or jacket, and cap. Tape wrists and pants legs, and keep vehicle windows and canopies closed, and avoid running, if possible. If chemicals are present, protective methods include gas mask utilization, several changes of protective clothing, chemical detection, and antidote utilization.

The United States has been involved in countless disaster situations, such as Hurricane Iniki, the Los Angeles earthquake, and Three Mile Island. In each of these situations, an adequate program for protection, containment, and restoration resulted in fewer lives lost and less damage. Disasters can occur anywhere at anytime. Be prepared to improve your chances for survival.

Next UTAs

Aug. 9 & 10

Sep. 6 & 7

Annual Training

Dates

Aug 7 & 8; 11-13

Na Koa Ku Makani

The Hawaii National Guard's second annual Na Koa Ku Makani, "Warrior Standing Against the Wind", a HING Drug Awareness Event, is scheduled for Saturday, August 16, 1997 from 11:00 a.m. to 3:30 p.m. at Bellows Air Force Station.

There will be free hamburgers, hot dogs, cotton candy, shaved ice, sodas and entertainment with special appearances by Brickwood Galuteria, Kimo Kahoano, sportscaster Shawn Ching and Forte; plus others to be announced...

This event is sponsored by Counterdrug/Drug Demand Reduction, the Hawaii Housing Authority and Police Activities League.

Just Say No To Drugs!



1997 Island Defense Tennis Tournament

by SSgt. Fel D. Feria, 169ACWS

The 1997 Island Defense Tennis Tournament will be held at the Wentworth Tennis Center on Pearl Harbor Naval Station. The dates of the tournament will be August 30-31 from 0830-1600. Saturday, August 30, will be the main tournament draw, and Sunday, August 31, will be the semifinals and finals (time permitting). There will be no rain-out dates scheduled for the tournament.

The format of the tournament will be doubles play using

current USTA rules. All matches will be best of three sets with No Ad scoring. If there are serious time constraints (i.e., rain delays) or a very large turnout (>32 teams), all matches will be one 8-game pro set. Entry fees are \$5 per player.

This year, the tournament will be open to both Air and Army Guard members. Ideally, I would like the best of the Air Guard versus the best of the Army Guard in the finals. With this in mind, all doubles teams must have both members from the same branch of the Service. I will make the draw as fairly as possible with this as a goal. The winner of the tournament will be recognized for both squad and service affiliation on The General's Trophy (perpetual).

The deadline for team entries and waiver/release forms will be August 22, 1997. If you have any questions, feel free to call me at 655-7211 or e-mail me at FFERIA@DO@169ACWS.

Hawaii National Guard (Air and Army) Athletic Events for FY '97

HIANG Softball Tournament

Date: 24 - 26 October 1997
Location: Earhart Village Field, Hickam AFB
Chairpersons:
TSgt. Robyn Montero; 154LS, Phone 449-3846
SMSgt. Larry Kauleinamoku; 154LG, Phone 449-2513

HIARNG Basketball Tournament

Date: 21 - 23 November 1997
Location: 22nd Avenue Gym, Fort Ruger
Chair: Capt. Corpuz

KUKA'ILIMOKU

This funded Air Force newspaper is an authorized publication for the members of the US military services. Contents of the KUKA'ILIMOKU are not necessarily the official views of, or endorsed by, the US Government, the Department of Defense, the Department of the Air Force or the Hawaii Air National Guard.

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199th FS

Change of Command

HIANG members are invited to attend the change of command ceremony on Sunday, 13 July at 1130 in Hangar 3400. Lt Col Geoffrey S. Avery will officially relinquish command of the 199th Fighter Squadron to Lt Col Gary L. Peters.

Exchange Exchange AAFES Heads for the Border with Taco Bell

Dallas (AFNS) -- Army and Air Force Exchange Service customers with cravings for "south-of-the-border" flavors can celebrate. Last month, AAFES signed a license agreement with the Taco Bell Corporation.

Fort Irwin, California, will be the site of the first direct-operated Taco Bell Express in an AAFES food court.

Over the next few years, AAFES plans to open 20 to 30 Taco Bell Express units on military installations around the world. In addition to the upcoming Taco Bell restaurants, AAFES will be offering Taco Bell burritos in Department of Defense dependent school lunches, beginning with the 97/98 school year.

Taco Bell joins approximately 250 brand name fast-food restaurants AAFES currently operates. Burger King, Popeye's and Baskin Robbins are just some of the tastes of home AAFES serves to military families no matter where in the world they're stationed.

Air Force Expands Funeral Flyover Eligibility

ROBINS AIR FORCE BASE, GA (AFNS) -- Air Force Reserve Command rated and nonrated aviators are now eligible for funeral flyover honors they were previously denied.

Under expanded funeral flyover eligibility criteria announced in June, all rated and nonrated career aviators, regardless of duty status at the time of death, are eligible for funeral flyovers. This includes air battle management officers, enlisted flight engineers, loadmasters and boom operators in traditional reservist status.

The expanded eligibility also includes non-career aviators, such as nurses, medical technicians and intelligence officers, but only when they die in the line of duty while performing aviation duties. In the past, the only reservists eligible for flyovers were rated officers on active-duty status at the time of their death.

This change in flyover eligibility does not affect a reservist's entitlement to mortuary benefits or military honors, say Air Force services officials.

Flyovers are not automatic; they must be requested by the next of kin.

For specific information about coordinating requests for flyovers, units should contact the Headquarters AFRC Directorate of Services' programs division at DSN 497-2103 (commercial 912-327-2103) during duty hours or DSN 497-0680 (commercial 912-327-0680) after duty hours. (Courtesy of AFRC News Service)

Local "Grinds" and Cotton Candy

By CMSgt Doug Abe, Senior Enlisted Advisor, 154th Wing

Over 200 "Hawaiian" noodle plate lunches and cotton candy was sold during the Hickam Open House on Sunday, July 6th. The food was definitely a crowd pleaser and by 1230 we were sold out! Over eighty pounds of vegetables, chow mein noodles, char siu, and fifty pounds of chicken were prepared the evening prior. All morning long, the "ono" aroma of the fried chicken and noodles lured hungry appetites. The excitement of cotton candy and ear-to-ear smiles from the kids kept the cotton candy machine going until it "took a rest" in the early afternoon.

All the planning and preparation for this fundraiser was chaired by MSgt Anthony Silva, 154th CES and Mrs. Joyce Silva, board member of the Hawaii National Guard State Family Support team. I would also like to thank the following for their help in making this fundraiser a success:

Lt Col Melvin "the candy man" Asai, HQ, 154 WG, MSgt Jeff Camara, 154 SVF, TSgt Kathie Fritz, 154 SVF, TSgt Steven Morita, 154 AGS, TSgt Steven Morita, Jr., 154 MXS, MSgt and Mrs. Kathie Moriyama, 154 AGS, Capt Tracey Saiki, HQ 154 WG, TSgt Ronald Lee, HQ 154 WG, MSgt Eddie Hee, 154 LS, SSgt LeAnn Tran'Voung, 154 OG, and my wife, Kathie Abe.

Over \$1,000 was raised, and will be dedicated to future 154 Wing family gatherings such as the upcoming Christmas party and future family picnics.

Veterans' Reemployment Rights

by MSgt. Rose Vendiola, HIANG Education Office

Since 1940, there has been a law known as Veterans' Reemployment Rights (VRR). On October 13, 1994, President Clinton signed the Uniformed Services Employment and Reemployment Rights Act (USERRA), and it is contained in Title 38, United States Code at Chapter 43.

Who is eligible for reemployment rights under USERRA following military service?

The servicemember must meet five conditions or eligibility criteria:

- 1 - He must hold or have applied for a civilian job.
- 2 - He must have given written or verbal notice to his civilian employer prior to leaving his job for military training or service, except when precluded by military necessity.
- 3 - He must not have exceeded the five-year cumulative limit on periods of service.
- 4 - He must have been released from service under conditions other than dishonorable.
- 5 - He must report back to his civilian job in a timely manner or submit a timely application for reemployment.

Are there reemployment rights following voluntary military service?

Yes. USERRA applies to voluntary as well as involuntary military service, in peacetime as well as in wartime. However, like the VRR law, USERRA *does not apply* to state callups of the National Guard for disaster relief, riots, etc. Any protection for such duty must be provided by the laws of the state or territory involved.

When is prior notice to the civilian employer required? How is such notice to be given?

The servicemember must give advance written or verbal notice to his employer. The notice

requirement applies to all categories of training or service. Notice is not required if precluded by military necessity or, it is otherwise impossible.

Is an employer entitled to proof that military duty for which an employee was granted a leave of absence was actually performed?

Yes, USERRA provides that following periods of military service of 31 days or more, the returning employee must, upon the employer's request, provide documentation that establishes length and character of the service and the timeliness of the application for reemployment. The Secretary of Labor has determined that the following documentation can be used for proof of eligibility for reemployment: discharge papers, leave and earnings statements, school completion certificate, endorsed orders, or a letter from a proper military authority. USERRA does not address documentation of shorter periods of military service; if doubt exists, an employer could contact the employee's command.

How is the five-year limit computed?

Service in the uniformed services, except the types of service described below, counts toward the cumulative five-year limit of military service a person can perform while retaining rights under USERRA. When a person starts a new job with a new employer, he receives a fresh five year entitlement, with the following exceptions:

- 1 - Unable (through no fault of the individual) to obtain release from service or service in excess of five years to fulfill initial period of obligated service.
- 2 - Required drills, annual training and other training duty certified by the military to be necessary for professional development or skill training.
- 3 - Service performed during time of war or national emergency or for other critical

missions/contingencies/military requirement is also exempt.
Can an employee be required to use earned vacation while performing military service?

No, a person may not be forced to use earned vacation.
How much time off is an employee entitled to prior to reporting for military service?

An exact amount of time is not specified, however, an employee, at a minimum, needs to be given sufficient time to travel to the place and to be properly rested and fit to perform.

After the completion of military service, what is the time frame within which a person has to report back to work or apply for reemployment?

- 1 - Up to 30 consecutive days - the employee must report back to work for the first full regularly scheduled work period on the first full calendar day following the completion of the period of service.
- 2 - 31 to 180 days - the employee must submit a written or verbal application for reemployment with the employer not later than 14 days after the completion of the service.
- 3 - 181 days or more the employee must submit an application for reemployment not later than 90 days after completion of the period of service.

Does the employee have rights to benefits from the civilian employer during a period of military training or service?

Yes, he has the right to elect continued health insurance coverage.

What is an employer required to provide to a returning servicemember upon reemployment?

- 1 - Prompt reinstatement
 - 2 - Accrued seniority
 - 3 - Training or retraining
 - 4 - Special protection against discharge
- (cont. on page 12)

(Veterans' Reemployment Rights cont. from page 11)

Is the returning employee always entitled to have the same job back?

No.

Discrimination By Employer

"A person who is a member of, applies to be a member of, performs, has performed, applies to perform, or has an obligation to perform service in the uniformed services shall not be denied initial employment, reemployment, retention in employment, promotion, or any benefit of employment by an employer on the basis of that membership, application for membership, performance of service, application for service, or obligation."

An employer may not discriminate in employment or take any adverse employment action against any person.

The above material are excerpts from the new USERRA fact sheet.

If you have any further questions or concerns, please call MSgt. Rose Vendiola at 449-2574.



Seven Habits of Highly Effective People Workshop

by Maj. Bill Petti, Commander, 154th Logistics Support Flight

The Seven Habits of Highly Effective People Workshop by Stephen R. Covey is an in-depth experience and everlasting understanding of: *being proactive; beginning with the end in mind; putting first*

things first; thinking 'win/win'; seeking first to understand, then to be understood; synergizing; and sharpening the saw. It is a holistic, integrated approach to personal and interpersonal effectiveness open to all HIANG personnel.

The workshop originally scheduled for 25-27 June has been changed to **23-25 July.**

Scheduled course dates:
24-26 September
22-24 October
17-18 December

Interested HIANG members outside the 154th Logistics Group are advised to contact Capt. Tracey Saiki at 449-6008. LG members may contact the LG Training Office at 449-7840. Seating is limited.

What's for lunch? 154th Wing Aerospace Dining Facility

-Menu- Saturday

Main Line

- Sweet Sour Pork
- Five Spice Chicken with Gravy
- Steamed Rice
- Buttered Corn/Beets
- Chicken Long Rice Soup
- Salad Bar
- Bread/Butter
- Chocolate Cake with Dobash Topping
- White Milk
- Chocolate Milk
- Juice

- +Snack Line+**
- Chili Dog
- Hot Roast Beef with Mashed Potatoes & Gravy
- French Fries
- Sweet Pickles

Sunday

Main Line

- Meat Loaf
- Baked Fish
- Mashed Potatoes and Mushroom Gravy
- Steamed Rice
- Herbed Green Beans
- Buttered Sweet Carrots
- Potato Creamed Soup
- Salad Bar
- Bread/Butter
- Yellow Cake with Haupia Topping
- White Milk
- Chocolate Milk
- Juice

- +Snack Line+**
- Grilled Ruben Sandwich
- BLT Sandwich
- Assorted Chips
- Dill Pickles

Menu items are subject to substitution based upon availability.

All personnel will present a military ID card in order to eat in the dining facility. Traditional Guardsmen will sign in on the AF Form 1339. Officers and AGRs will sign in on the AF Form 79 and pay \$2.75 for the meal.

Dining Hours

10:30 a.m. - 12:30 p.m.
Bon Appetite!