



Hawaii ANG 154th Wing · Hickam AFB, Hawaii

Kūkā'ilimoku

Feb 9, 2002

Vol. 48 No 2



Lt Gen Trapp Takes Fini-Flight with 204th Airlift Squadron



Photos by SrA Kristen M. Higgins, HIANG



Commander's Call

By Brig. Gen. Albert "Putt" Richards, 154th Wing Commander

It is hard to believe how fast time flies when you're busy. It was just in last month's "Commander's Call" that I spoke about the challenges we had when responding to the tragic events of September 11th. Since then our actions haven't changed much, except for the F-15 alert posture, which has eased just a little. The 203rd EARS is still on alert, flying several KC-135R sorties a day. We are not expecting much change with regard to our participation in Noble Eagle and Enduring Freedom for the next few months.

Last month I also spoke about the great strides we made in successfully passing the PACAF UCI. Now, in February, one of the main things on my radarscope is insuring we get our UCI corrective actions forwarded to the PACAF IG by the 15th. If you owe us responses -- get them in. Also, this month, the HNGA business meeting is scheduled for the 16th of February at the Sheraton Waikiki Hotel. That same evening the HNGA's all-ranks "Sweethearts' Ball" is scheduled to take place at the Sheraton Waikiki Hotel's Grand Ballroom. Reservations can be made through this Sunday. Be sure to support the cause by attending one, or both, of these events.

I am happy to report the ORI planning process is well under way. We have a rather ambitious goal of having the ORI scenario completed, 154th Master Activity Schedule in print and the Exercise and Evaluation Team (EET) in place within the next 60 days. These will provide us with the road map to follow in preparing for our February 2004 ORI. We will definitely need your support in order to succeed in our ORI. You will be hearing much more about this shortly...

Lastly, there will be a memorial service for CMSgt Gary Witt Sunday UTA in the 154th Wing Dining Facility beginning at 3:15 PM. He was a great warrior and a valuable part of our Wing Ohana. We are going to miss him. Chief Witts' death caught us all unaware, and while nothing can be done to change the situation, I ask that everyone use the "buddy system" to lookout for one another. Let's make a point to keep such a tragedy from happening again.

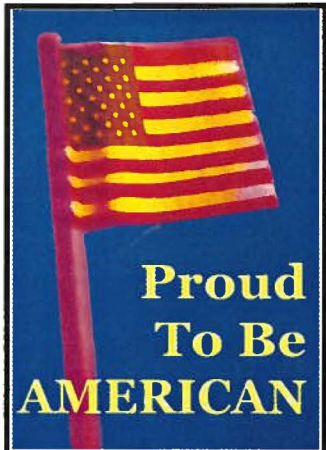
Have a Great Drill!



A Word from the Chief

by CMSgt Stanley J. Gomes, Jr., State Command CMSgt

Attention **traditional** E-7s and E-8s... If you are an eligible Master Sergeant or Senior Master Sergeant deserving of promotion to the next grade, then perhaps you need to look at the possibility of getting promoted under the Exceptional Promotion Program (EPP). EPP is a state-controlled program and allocations do not count against each state's E-8 and E-9 authorized billets. In accordance with NGB All-States Log Number I02-0008 dated January 24, 2002, the Hawaii Air National Guard is allocated two E-8 and two E-9 billets. Eligibility criteria and procedures for nomination packages are listed in HIANG I 36-2505 dated January 15, 2001, located at the 154 Wing Website under Pubs and Forms/HIANG Pubs and Forms. Nominations must be submitted on AF Form 1206, with Report on Individual Personnel (RIP) through the chain of command to HIANG/CC no later than **April 15, 2002**. The EPP Promotion Board will convene on **June 2, 2002**. Questions can be directed to Capt. Sharnell Valeho-Warren at 733-4230 or Chief Steven Kamaura at 733-4230 on drill weekends.



Next UTA's



Apr
6th and 7th

May
4th and 5th

KUKA'ILIMOKU

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The KUKA'ILIMOKU can be seen on the 154th Wing intranet web page at <http://154web/>

The punctuation of the name of this publication was researched by the Indo-Pacific Language Dept. at the University of Hawaii.

COMMANDER

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154 Wing Public Affairs Office



HOOKANAKA OHANA

A Look at the HIANG Family

By Mrs Loretta Hales,
154 Wing Family Readiness Manager

Aloha, Family Readiness had its first Key Volunteer Training January 26-27. It was very informative. Volunteers learned how to build a relationship with the Commander and the Military POC, how to gather information from our units, how to build a Phone Tree with that information, how to give briefings and loads of other things.

We had the opportunity to get to know each other and build a united "purple" program. There was food, door prizes and a lot of new friends. Those that attended enjoyed themselves and are ready to get busy in their programs. They are excited and ready to work.

There will be another training at a later date for those who wish to attend. There is a lot of information to share and it provides a chance to meet the new people that will help you with your unit's program. You couldn't ask for a better opportunity.

The Family Readiness office is now located at the MPF. My new phone number is 448-7282. Come by, say hi, and see my new home when you can.

FIRST SERGEANT VACANCY

154 AGS First Sergeant

Announcement Date: December 26, 2001

Closing Date: **March 24, 2002**

For Info: Call Chief Claesen Apo at
258-7549 or any First Sergeant

OFFICER VACANCY

There is a military vacancy (Traditional) in the 154th Aircraft Generation Squadron. The position is for a Aircraft Maintenance Munitions Officer, AFSC 21A3. For additional information about the career field, go to: <http://afpubs.hq.af.mil/pubfiles/af/36/afman36-2105/afman36-2105.pdf> page 109.

SPECIAL UNIT SPECIFIC QUALIFICATIONS: Prefer candidates with a logistics background (military or civilian) such as aircraft maintenance, logistics plans, supply, transportation, and contracting.

AREA OF CONSIDERATION: ALL HING, ACTIVE DUTY, RESERVE, AND NON-MILITARY APPLICANTS

SPECIAL REMARKS: All candidates must take the AFOQT and have results prior to the day of the interviews.

To apply for this position, you must submit your documents to any HIANG recruiter by COB, Sunday, March 3, 2002. Tentative plans are to convene an interview/selection board shortly after the applicationsuspense.

Please direct questions about the position duties to the 154 AGS Flight commander, Lt. Col. Bill Petti, 448-8429.



Chaplain's Corner

by Maj Robert Nagamine, Chaplain, 154 Wing

From time to time, we are reminded that love is important to us. In less than a week, many of us will be celebrating Valentine's Day. And on February 16th, some of us will attend the HNGA Sweetheart's Banquet. While not all of us have romantic love, we all have a need for love. One thing so good about being a part of the HIANG Ohana (family) is that we have an extended family of friends who love us.

Certainly, if we can have "head knowledge" of this along with our "heart knowledge", it will help us gain a healthy and positive perspective on life. Furthermore, if we are equipped with faith in God and continue to have hope for the future, then we can't help but have a good outlook. If we take a step back and see the big picture, then we will realize and appreciate that we are winners in the truest sense.

When life brings us challenging times, let us not be discouraged and quit on our hopes and dreams. Instead, let us strive to enjoy our lives, and love living them. Here is an encouraging quote for us remember...

DON'T QUIT

"When things go wrong, as they sometimes will, when the road you're trudging seems all up hill, when the funds are low, and the debts are high, and you want to smile, but you have to sigh, when the care is pressing you down a bit, rest if you must, but don't quit.

Life is queer with its twists and turns, as everyone of us sometimes learns, and many a failure turns about, when he might have won had he stuck it out; don't give up though the pace seems slow, you may succeed with another blow.

Success is failure turned inside out, the silver tint of the clouds of doubt, and you never can tell how close you are, it may be near when it seems so far; so stick to the fight when you're hardest hit, it's when things seem worse, that you must not quit." (Author not known)

As this year is still young, let's keep the faith, continue to be hopeful and make many great things happen. May the Lord bless you. If you need to get in contact with me, call me at 947-3582 (hm) or 448-7275 (office during drills).

Worship Services

Protestant Service

Sunday UTAs
1230-1300 154th Logistics Group
Conference Room
(Building #3416)

Jewish Service

(Pearl Harbor)
Fridays
1930 Pearl Harbor Aloha Chapel
(Makalapa Road)

Catholic Services

(across base)

Daily 1130

Saturdays
1700 Nelles Chapel

Sundays
0715 Nelles Chapel
1015 Chapel Center

HIANG Honor Guard Opens State Legislature

By Lt. Col. Stan Osserman, HQ HIANG/CCE

The HIANG Honor Guard opened this session of the State House of Representatives at the State Capitol on January 16th. The invitation from Speaker of the House, the Honorable Calvin Say, was extended to the State Department of Defense to recognize the services performed by members of our Department for the people of Hawaii, particularly in the aftermath of September 11th. Element leader SSgt. Marcus Della-sala worked with the House Clerk to coordinate the event in addition to directing the event. Element members included TSgt. Mark Crabbe of the 201 Combat Communications Group, and SSgt. Brian Takafuji and SSgt. Matthew Vidaurri, both of the 154th Maintenance Squadron (MXS).

The Honor Guard was center stage as the National Anthem, State Anthem and "God Bless America" were sung then they "posted the colors" before a visibly moved and silent audience of some of Hawaii's most influential public figures.

The State Department of Defense consists of members of the Hawaii Army and Air Guard as well as the State Civil Defense, Office of Veterans Services and Hawaii Youth Challenge Academy. This "team" has made significant contributions to the State in disaster relief, supporting charity events, reducing the impact of illegal drugs, rescuing children "at risk" in our communities, honoring those who served in our armed forces to preserve our liberty, and restoring security after recent terrorist events. The Honor Guard represented us all and represented us well.



L-R: SSgt Matthew Vidaurri, SSgt Marcus Della-sala, TSgt Mark Crabbe, SSgt Brian Takafuji
Photo by Lt. Col. Stan Osserman



Congratulations!

The following Enlisted HIANG personnel were promoted to the rank indicated effective Jan '02

CMSgt Scott E Yerxa 154 LSF

SMSgt Franklin W L Ho, Jr 154 MXS

SMSgt Warren L Faurot 203 ARS

SMSgt Aaron J Vermeer 203 ARS

MSgt James M Chun 154 AGS

MSgt Sandra G Dubrett 154 MSF

MSgt Robert C Furtado 154 MXS

MSgt Kelly J Wilkinson HQ 154 WG

MSgt Marc K Yoshida 154 MXS

MSgt Michael Z Zheng 154 AGS

TSgt Dewey J B Delacruz HQ 154 LG

TSgt John L Howard 154 MXS

TSgt Terrance K Kaya 154 MXS

TSgt Timothy J Rapoza 154 AGS

TSgt Joseph P Roache 154 MXS

TSgt David K Sanchez 297 ATCS

TSgt Marshall L Sebay 154 MXS

TSgt Wade C Stockton 154 LSF

TSgt Darryl Y Wasada 154 LS

SSgt Christina Y H Doi 169 ACWS

SSgt Otis D Ingram Jr 154 AGS

SSgt Nicholas T Ozaki 154 AGS

SSgt Simon S W Wong 154 MXS



Please Kokua
by Recycling

HIANG Intramural Basketball
Mondays, Wednesdays and Fridays
from February 4 to March 29.
Games start 6:30 PM, 7:30 PM and
8:30 PM at Kalaeloa Gym
Chairperson, TSgt Richard Costa,
phone 448-7663

Retention Office Update

By MSgt Rose Vendiola, Retention Office Manager

State Tuition Assistance Program

The new tuition assistance policy, now a reimbursement process is effective for the Spring Semester 02.

Register at any UH system campus for this semester and complete a state TAP application form. The new forms and instructions are also available from your unit career advisors or designated representatives. **The deadline for the completed application and registration form should be turned in to your unit reps by Sunday, Feb 10, 02 UTA.**

Troops to Teachers Program

Retirees trying to decide on a second career, may want to take a look at teaching, and specifically the Troops to Teachers Program, which help cover the cost of the preparing the eligible individuals to enter the classroom. Additional questions, call 1-800-231-6242 or visit the following website: <http://voled.doded.mil/dantes/ttt>

Air Force Aid Spouse Tuition Assistance Program (STAP)

If you are an AGR member or on an active duty tour of 180 days or more, your spouse is eligible to participate. Funded by the USAF Aid Society, HQ, STAP provides partial tuition assistance for spouses at overseas locations. Visit the Hickam Education office for an application or call 449-6363.

Available Vacancies

Boom Operator (part-time) positions are still available and interviews are being rescheduled for Feb 12-15th. Ensure you meet the following minimum criteria:

- ◇ Remained in current career field at least 3 years after technical school grad date.
- ◇ Hold at least an aptitude score of General 53.

Visit the Retention Office to initiate the application process and further instructions will be given to you. Applications will be accepted until COB (close of business) Sunday, Feb 10 UTA.

Federal Children's Scholarship

The Federal Children's Scholarship Fund, a non-profit organization offering college scholarships to the children of current and former federal employees, as well as to the children of active duty and former members of the U.S. military, has just announced the completion of a major website redesign. You may also visit the following website to request for the 2002 Federal Children's Scholarship Handbook. For more details, visit <http://www.fedscholarships.org>.

VA Home Loan Ceiling Raised

American Forces Press Service reports that the recently-passed Veterans Education and Benefits Expansion Act of 2001 has increased the guaranty on VA home loans from \$50,750 to \$60,000. The increase means eligible veterans can use their loan benefit to purchase a home costing as much as \$240,000 without a down payment. Previously, the maximum guaranty was \$50,750, which allowed no-down-

payment loans of up to \$203,000. The new law also extends housing loans for National Guard and Reserve personnel from September 2007 to September 30, 2009. Reserve component personnel are authorized the same home loan guarantees as active duty personnel. The VA Home Loan News Article can be viewed at

<http://www.defenselink.mil/news/Jan2002.html>

To qualify for the VA home loan guaranty, you need to complete a minimum of 6 years of Guard military service. Visit the customer service section of 154 MSF to obtain a letter verifying the completed years of service. Further instructions to obtain the VA Home Loan guaranty will be given to you.

Military.com also has a free online tool to help Servicemembers determine if they are eligible for a VA home loan. The tool calculates eligibility for active duty, Reserve/Guard, veterans and retired members, as well as spouses interested in using the benefit. In addition, the tool also provides downloadable forms necessary for beginning the VA loan process. Find the tool at: http://www.military.com/Finance/Content?ESRC=mr.nl&file=elig_calc_splash.htm&area=Content

Memorial Service

In Memory of CMSgt Gary Witt

A memorial service in memory of CMSgt Gary Witt will be held at the 154th Wing Dining Facility, February 10, 2002 from 3:15 pm. Everyone is invited to attend this memorial service which will be presided over by Chaplain Nagamine.

The Readiness Review

By SSgt. Henry Roberts and SrA Andy Thieneman,
154 CES/CEX Readiness Training Section

Given the current situation of the world today, the Hawaii Air National Guard can be faced with the possibility of deployments to hostile environments at any given moment. The Readiness Section, starting this month, will be providing important facts pertaining to readiness, which will increase your ability to survive and operate in any situation.

This month we will be talking about who is responsible for inspecting the gas mask (MCU-2\AP) and when it needs to be done. When issued a mask "YOU" become responsible for that mask and maintaining its inspection record on DD Form 1574. Air Force policy states that the mask should be inspected upon issue, every six months during peacetime, and every seven days in time of war.

Remember when inspecting your mask refer to AFH 32-4014 (ATSO Guide) for step-by-step instructions. For additional help please contact either SSgt. Henry Roberts or SrA Andy Thieneman, of the 154 CES/CEX Readiness Training Section.

Diversity Dialogue

By MSgt Carswell J. Ross, Jr.
154WG Human Resource Advisor

On January 3rd and 4th, Dr. Samuel Betances conducted Diversity Training for about 450 HIANG members. Dr. Betances developed the list below specifically for the HIANG. Please take time to read them and be prepared to address these issues during your Diversity Training.

1 Pitfall to be Avoided: Developing a mindset which believes that since Hawaii is so ethnically different that diversity training is a waste of time.

Goal to be achieved: To develop a career progression plan likely to ensure that people of different backgrounds and interest groups are represented at all levels of the HIANG.

2 Pitfall to be Avoided: Failing to excel at building teamwork in view of the challenge posed by the HIANG being the only composite wing in the Air National Guard.

Goal to be achieved: To succeed at creating a leadership development curriculum that focuses on team building challenges in view of the complexities relating to operating a "mini-Air Force" in Hawaii.

3 Pitfall to be Avoided: Schisms and fragmentations in the ranks of HIANG members who become loyal to the mission of their specialty or shop instead of the larger, more complex mission of the HIANG.

Goal to be achieved: To embrace the leadership challenge of promoting unity in the collective mission of the HIANG.

4 Pitfall to be Avoided: Viewing the pressures caused by the geographic separation of the Islands as in insurmountable set of barriers for members of the HIANG to operate as one team.

Goal to be achieved: To view the separation of the Islands as a welcome set of pressures unique to the HIANG that can inspire leaders to search for solutions promoting unity in our geographic diversity.

5 Pitfall to be Avoided: Squandering team building opportunities that can benefit from the vastly different set of experiences, diversity of thought, and synergy that "outsiders" and "home grown" members can bring to the HIANG as one.

Goal to be achieved: To tap the talents and unleash the potential of both "outsiders" and "home grown" members of the HIANG through a mission driven, team building agenda implemented by HIANG leadership.

6 Pitfall to be Avoided: Lumping the reasons that influence most females in Hawaii who choose to leave the HIANG into the category of family pressures related to Asian and Pacific Island cultures.

Goal to be achieved: To determine what factors inside of the organizational culture help to explain how being a

member of a gender group impacts the decision for HIANG members to stay or leave the organization.

7 Pitfall to be Avoided: Allowing "soft" bigotry and the practice of putting a negative meaning on our human differences to frame our explanations as to why things may not be working in the HIANG.

Goal to be achieved: To identify, target and remove stereotypic scripts in the videotapes of our minds that might poison relationships and frustrate problem-solving strategies in the HIANG.

8 Pitfall to be Avoided: Parachuting displaced Navigators into jobs and positions that other members of the HIANG expected to grow into, thereby fracturing relationships and frustrating mission readiness.

Goal to be achieved: To find a place in the organization for displaced Navigators being phased out of KC-135s through inclusive collaborative planning by representatives of major interest groups impacted by the process.

9 Pitfall to be Avoided: Recruiting in the same well, time after time, doing the same thing, again and again, and expecting different results.

Goal to be achieved: To challenge recruiters to embrace their role as gatekeepers and to search all corners of our diverse communities in order to find the best and brightest.

10 Pitfall to be Avoided: Circulating impersonal, boring job listings and the requirement needed for promotion to most HIANG members, while informing and mentoring HIANG favorites that leaders really seek to promote.

Goal to be achieved: To shake off biases, pre-selection, favoritism, and rankism through a conscious and deliberate effort on the part of leaders to develop their people by implementing an all inclusive mentoring process.

ATTENTION!

Next *Deadline* is

February 25

203rd ARS Hiring "Traditional"

Boom Operators. Interviews will be held the week right after drill from February 12th to the 15th. For those interested in the positions, please call 448-8368 to schedule an interview time. Uniform for the interview will be uniform blue shirt with ribbons. Non prior service will use appropriate business attire. Military resume requested for all prior service. Non prior service may use a business format for their resume.

If you are unable to reach anyone at 448-8368, please call SMSgt. Warren Fautot at 383-9634. Please leave a message if no one answers.

Sports Corner

By: Lt. Col. Fred Fogel, HQ HIANG/CE



NEW LEADERSHIP. Congratulations to SSG Steve Abear of the 169ACWS, who assumed the presidency of the HIANG Athletic Board in January. Steve plans to encourage more units to actively participate in sports by making the "first shirts" an integral part of the effort. He also continues to serve as treasurer of the HING Special Services Board. So if anyone would like to relieve Steve of his treasurer's duties, please give him a call. Also many thanks to MSG Rose Vendiola, the outgoing HIANG Athletic Board president, who brought some sanity to the HING Special Services Board, and was instrumental in developing guidelines for funding athletic events.



BASKETBALL. The 2002 HIANG Basketball Tournament tipped off February 4th at Fort Ruger's 22nd Avenue gym. Teams from the 154th LG, 154th SG, 154th SVC, 154th CF, 154th Fuels, 154th MPF, 154th CES, 169th ACWS, 201st GP and Wing HQ face off Mondays, Wednesdays and Fridays through March 22nd. Besides the usual Open division, there is also a Masters division, a Women's division, and a Golden Masters (45+) division. Playoffs are March 25th and 29th. Top teams and those from neighboring islands will compete with the best of the HIARNG in a State Tournament April 10 through 14. TSG Richard Costa is the chairman for both tournaments. Look for an update in the next "Sports Corner."

GREAT ALOHA RUN. The 18th Annual Great Aloha Run will take place on Presidents' Day, February 18th. Last year the Guard had 73 volunteers manning four aid stations. This year, MSgt Joseph Spatola II, the Guard's coordinator, expects over 40 volunteers and 22,000 runners. Personnel from the 154th AGS, 201st CCG, HRO, HQ HIANG, 169th ACWS, 154th SVF, 154th LSF, 154th MXS, and 293rd CBCS support aid stations. The Army Guard will provide three ambulances and the starting Howitzer. This year for the first time each runner will receive an electronic chip. The chip will be collected inside the stadium when the runner finishes. It is not too late to volunteer. See MSgt Joe Spatola for details.

HIANG Pocket Calendar

By Lt. Col. Stan Osserman, HQ HIANG/CCE

Credit card sized pocket calendars were distributed to unit orderly rooms earlier this month for distribution to all unit members. This card was designed to be a convenient tool, particularly for traditional members, for determining UTA weekends, holidays and 5-4-9 off days. On the reverse side of the calendar are frequently called numbers including orderly rooms, the full time Human Resources Office, Military Pay section and the Wing Control Center (to report emergency situations). Another important number included is for the Recruiting Office because the best recruiters are our own members. The card covers the calendar year 2002, but the drill dates for months of October-December are subject to change because they are in fiscal year 2003 and that schedule is not finalized. We will attempt to publish a new calendar by the end of summer to cover the next Fiscal Year. Hope you find it useful. Drop me a short e-mail if you have suggestions for improvement.

Tips for Protecting your Home PC

Submitted by 154th CF

Re-print from The Associated Press



By being diligent about computer security and following some simple tips, you can better protect yourself from the things that go bump on the Internet.

Use strong passwords. Choose passwords that are difficult or impossible to guess. Mix up letters and numbers in your

passwords, and use a different password for each account. Never write your password down on a piece of paper.

Make regular backups of critical data. Backups must be made at least once each day. Larger organizations should perform a full backup weekly and incremental backups every day. At least once a month the backup media should be verified.

Buy and use virus protection software. That means three things: having it on your computer, checking daily for new virus signature updates, and then scanning all the files on your computer periodically.

Use a firewall program as a gatekeeper between your computer and the Internet. Firewalls are usually software products. They are essential for those who keep their computers online through the popular DSL and cable modem connections but they are also valuable for those who dial in.

Do not open e-mail attachments from strangers, regardless of how enticing the subject line or attachment may be. Be suspicious of any unexpected e-mail attachment from someone you do know because it may have been sent without that person's knowledge from an infected machine.

If you get an e-mail that warns about a virus, visit an antivirus company Web site first to check whether it is a hoax. Do not forward virus hoax e-mails.

Regularly download security patches from your software vendors, especially from your operating system vendor, such as Microsoft.

All HIANG personnel are strongly encouraged to eat at the 154th Wing Dining Facility.

MENU

Saturday

Pork Adobo
Beef Stir-fry
Rice
Mixed Vegetables
Minestrone Soup

Snack Line

Hamburger
Hot Dog
French fries or Onion rings

Dessert

Cake

Sunday

Deep Fried Fish
Sweet & Sour Chicken
(Healthy Alternative)
Rice

Zucchini
Miso Soup

Snack Line

Omelets or Eggs to order
Loco Moco

Dessert

Bread Pudding

Patrons must have a Military I.D and will pay the meal rate if they are an officer, AGR, or a member on active duty orders.

The meal costs are:

Lunch/Dinner \$3.20 and Brunch \$3.60

(Traditional guard members will just sign for their free meal.)

Saturday Lunch 1030-1250 hrs

Saturday Dinner 1630-1750 hrs

Sunday Lunch 1000-1220

employers of Reserve component members -- the same employers who help us by supporting their employees who serve as Guard and Reserve members. "When reservists enter onto military duty even for short periods of time, it places an additional burden on the member's civilian employer and coworkers who must either hire extra people or pick up the workload to fill the void," he said.

The Air Force is built upon the all-volunteer force, and Air Force officials believe volunteerism is good not only for volunteers, but for their service and Air Force coworkers, Knapp said. "We encourage and allow as much volunteerism as possible," Knapp said.

"However, under peacetime or non-emergency situations, the law limits how much time the volunteer can be away from their civilian employer." The law allows for an exemption to the five-year clock for periods of active duty during a war or national emergency declared by the president or Congress, Knapp said. "It permits the individual service secretaries to determine, for a particular situation, that some in a volunteer status may also receive the same exemption as non-volunteers," he said.

"With over 9,000 volunteers coming on active duty since 9/11, the Air Force has decided to do this." Not every Air National Guard or Air Force Reserve person who is on duty will get this exemption, Knapp said. "It's limited to those who are ordered to active duty, or retained on active duty beyond their stated separation date due to Stop-Loss, in direct or indirect support of the national emergency," he said.

"The key words are 'ordered to or retained on,' and 'direct or indirect support of the national emergency.' "For example, performing annual tours or active duty for training would not qualify," Knapp said. "Another example is (that) someone who was already on an active Guard and Reserve tour before this determination was made will not automatically be covered. This is true even if their duties may be related to the current national emergency. "In this example, the limiting factors are twofold," he said. "First, the original purpose of the AGR tour was not to support the national emergency; and second, the member was already on active duty and was not 'called to' active duty to support the national emergency." In order to address the many potential individual situations at the lowest level, the Air Force has established the orders-issuing official, usually the commander, as the determining authority, since they know the specific duties of their people, he said. "They will be the stewards of this benefit," Knapp said. "However, there may be situations where the Secretary of the Air Force will make the determination." Air National Guard and Air Force Reserve people eligible for this exemption will have a specific statement indicated on their active-duty orders. For those eligible people who received orders between Sept. 14 and Dec. 31, this statement will appear on their separation documents.

Legal Brief

By Lt. Col. James Itamura, 154 WG JAG

This is a re-print regarding expansion of Guard re-employment rights.

By law, only Guard and Reserve people who are involuntarily called to active duty typically receive the broadest re-employment protection. Now, thanks to a determination by the Secretary of the Air Force, those same protections are being extended to air reserve component people who voluntarily returned to active duty to support Operations Enduring Freedom and Noble Eagle.

"Among other rights, the law -- the 'Uniformed Services Employment and Reemployment Rights Act of 1994' -- provides re-employment rights for a cumulative period of up to five years of active-duty service away from a civilian employer," said Col. Ray Knapp, a personnel reserve advisor at the Pentagon. "When you are involuntarily recalled, the (five-year) clock stops ticking," Knapp said. "However, the clock does not automatically stop for those who volunteer for duty, even during a national emergency. Once they accumulate a total of five years of voluntary service, their employer is not required by law to hire them back." This difference in the law was not meant to harm the Guard or Reserve person who wanted to volunteer, he said. It was designed with the employer in mind.

"It's a two-way street," Knapp said. "We care about the