



Kukailimoku

War God Of King Kamehameha I - 154 Group

Vol. 41 No. 08

Hickam Air Force Base
Hawaii

August 12, 1995

154th Logistic Group Activation

The 154th Logistic Group will have an Assumption of Command and Activation ceremony this Sunday UTA at Hanger 35 (KC-135 hanger building). The official ceremonies commence at 8:30 am with Maj. Terry Hudson assuming command of the 154th Maintenance Squadron, Lt. Col. Bruce Minato assuming command of the 154th Aircraft Generation Squadron and Capt. William Petti taking charge of the 154th Logistics Support Flight. Distinguished visitors will include Maj. Gen. Edward Richardson, Brig. Gen. David Rodrigues, Brig. Gen. (retired) Allen Mizumoto, Col. Michael Tice, Col. (Retired) Stephen Oka, and Lt. Col. (Retired) Norman Ault.

The activation ceremony culminates a grueling two years of planning and implementation of the Objective Wing concept initiated by USAF Chief of Staff Gen. (Retired) Merrill McPeak. Lt. Col. Mick Melich, the Logistics Group Commander, now starts the arduous task of working with his new team in molding TEAM LOGISTICS as they work to become "NA KOA PO

'OKELA O KE AO NEI" (or WORLD CLASS WARRIORS).

You are invited to attend the ceremonies as we embark on a new era in the illustrious history of the Hawaii Air National Guard.

169 ACWS Controllers to Saudi

by Lt. Col. Jerry Bona

Capt. Jeff Waechter and SMSgt. Robert Suzui are doing well in Saudi Arabia augmenting the Pace Shield Program. Hughes Aircraft Company is installing an automated air defense system for the Royal Saudi Air Force (RSAF), similar to our ROCC system.

Tasking for Waechter and Suzui is to support and evaluate the OJT program and assist in brining the new system on-line. Following in their footsteps will be Capt. Kyle Yanagisawa, MSgt. Gary Ishii and MSgt. Roy Sunaoka who are scheduled to depart at the end of August.

Change to September UTA

The September 1995 Unit Training Assembly (UTA) dates have been changed from the 9th and 10th to the 2nd and 3rd. This change is necessitated by our participation in events surrounding America's observance of the end of WWII in the Pacific, which will take place the 1st through the 4th of September.

HIANG Awards Banquet

by Lt. Col. Frederick F. Fogel

Since last drill, the Awards Banquet Committee has worked long and hard to revise the HIANG regulation covering special trophies and awards. The final draft should become law within the next few weeks. If nothing else, we have determined that the banquet and associated awards is like parking... Everyone has an opinion, not always favorable. The committee has done its best to address your concerns. The major changes are as follows:

See Awards, Page 5



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 Group/CC or may be phoned to the Action Line recorder at 449-2741.

Commander's Action Line

CONCERN: I understand that the recommendation to consolidate the KC-135/C-130 and the F-15 maintenance people is causing us to give up a lot of military rank. If this is true, is there another option, hopefully ending in a win-win situation? Everyone likes to be promoted, but even more important is the fact that upward mobility is a great asset to boost retention.

Money is always the greatest concern, but I feel we should not cut ourselves short unless there is absolutely no other way.

Please let me know if my information of this situation is correct and if so, what is the reasoning behind this detrimental recommendation.

ANSWER: I can't take credit for the recommendation, but I can say that once it be-

came apparent what was happening in the country financially; and in the DOD and ANG with the force being downsized in light of the diminished threat, I fully supported and advocated the consolidation of as much of our three weapons systems as possible. Three separate stand-alone organizations on one base, in some cases sharing the same shop spaces, would not be survivable either politically or financially in today's environment. Yes, we may have given up some rank in some cases, but we hope to be able to build cases in the future for some rank and grade enhancements because of responsibility increases due to multiple weapons systems. It won't be easy as there are currently national movements afoot to both increase the employee to supervisor ratio and reduce both officer and NCO grades in the Guard so that proportionally we're more closely aligned with the active force and the AFRES.

Though we're approaching the end of our reorganization in the Logistics Group with the stand-up of the Aircraft Generation Squadron and Logistics Support Flight this weekend there is still much to be done and I'm certain additional changes are to come. As always, myself and the rest of the command structure will continue to advocate what we feel is right for the organization and the people. Not everyone is always going to like or agree with what is right, but through forums such as this, I hope to

be able to help with the "understanding why" part.

CONCERN: I am upset with the change in the September UTA dates from the 9th and 10th to the 2nd and 3rd. I have had plans for this weekend for a long time and object to the last minute change! What is going on, and what are my options?

ANSWER: First, let me apologize for the last minute change. Ideally, once we publish the annual UTA schedule we shouldn't change it. Our track record has been pretty good in that regard. However, here's what happened; and believe me we wouldn't have made the change if we didn't feel it was absolutely necessary.

Hawaii is the focal point for America's commemoration of the end of WW II in the Pacific. We've known that for some time and felt that activities we might get involved in during the last week in August and first weekend in September could be handled by the full-time force and some volunteer traditional Guardspersons. As the planning for the events unfolded it became apparent that the scope of our involvement was going to require LARGE numbers of people and that's what drove us to the UTA change. Here's a snapshot of what's going on. Additional information is available in your squadron.

Things start happening the last weekend in August when we get involved in a flying exercise against a USN carrier battle group coming to town.

Commander. Continued from Page 2

The F-15s and KC-135s will participate on Sunday the 27th and Monday the 28th. RUTAs will be authorized on those days for people participating. On Friday, the 1st, there's an F-15 flyover of a parade at Wheeler AAF, an F-15 flyover of a ceremony at Punchbowl and F-15, KC-135 and C-130 participation in a massive aircraft flyover of a parade of ships off Waikiki. That night the Hawaii National Guard hosts a concert at the Waikiki Shell.

Saturday, there's another F-15 Punchbowl flyover, F-15, KC-135 and C-130 participation in a massive aircraft flyover of a Waikiki parade and a final F-15 flyover at Hickam at sunset.

People are needed to serve as escorts and drivers for visiting VIPs, to set-up/teardown decorations for the concert at the shell, to attend the ceremony at Punchbowl on Friday and to march in the parade on Saturday, just to name a few. Additional information on events and needs will become available as planning requirements firm up. Keep in touch with your unit.

The bottom line ... there's a tremendous amount of activity planned, involving all services, for this commemorative event. If previous plans absolutely prevent you from attending all or part of the rescheduled UTA, work with your supervisor and unit commander to schedule a make-up. There will be plenty of opportunities beginning on the previous Sunday.

recorder has been broken for an undetermined time. If you've left a message and haven't seen a reply here, please resubmit on one of the Action Line forms or call me directly at 449-9057. I hope to have the recorder fixed shortly.

Social Actions

by Lt. Mark Ishiki

The Hawaii Air National Guard Equal Opportunity and Treatment and Human Relations Education Program (EOT/HRE) is designed to ensure equal opportunity in support of mission readiness for all HIANG personnel.

Full development and utilization of our people and the presence of harmonious relations are essential elements to maintaining readiness. When there are shortcomings in either of these areas, the ability to accomplish the mission is diminished. The purpose of the EOT/HRE program is to support mission readiness by ensuring that all individuals receive equal consideration and treatment based on merit, achievement and ability. The program strives to eliminate arbitrary personal and institutional discrimination based on race, color, religion, age, national origin, gender, and ethnic group.

The Secretary of the Air Force recently spoke on the need for a positive human relations climate in the May issue of the Policy Letter Digest. She said, "An obvious

benefit is the effect of a positive working environment on productivity. Air Force members who enjoy coming to work, who are relaxed instead of defensive or stressed in their work setting, are going to do a better job. People who feel valued and competent are going to be happier and perform better for their units. They're going to commit to the organizational goals, and do their best for the team. In that sense, diversity is a readiness issue. ***We owe it to the American people to do the very best that we can to use the strengths of all our people.***"

To achieve the positive human relations climate described by Secretary Widnall, your Social Actions staff endeavors to ensure harmonious relations among HIANG personnel by promoting open communication, cross-cultural awareness, understanding and respect. To meet these goals, Social Actions provides EOT/HRE presentations; works to identify human relations factors within the organization and social climate that detract from harmonious relations; and seeks to assist commanders in preventing, eliminating and/or neutralizing them.

NOTE : The Action Line



Aloha! Glad to see you all back for another fun weekend with the Guard. Lot's of things have been happening of late, mainly having to do with the World War II Commemoration coming up the beginning of September. We will need all your support in making this event a success, as we've got lots and lots of dignitaries, from President Clinton to Chiefs of Staffs, to NGB Chiefs, to TAGs from various states. But the most important people who will be participating are the WWII veterans who sacrificed so much during the war. They will be honored with a parade through Waikiki, a parade of ships (that's right) off Waikiki beach, a parade of various USAF/Navy/Army aircraft (past and present), fly-by's with HIANG aircraft (F-15s, KC-135s and C-130s), an NGB plaque presentation to the National Memorial Cemetery of the Pacific honoring the WWII vets, a musical tribute to the vets at the Waikiki Shell, and a whole lot more. All of these activities will require everyone's teamwork and desire to truly honor our past comrades. Activities are scheduled for September 1st thru 3rd, with the bulk of the help required on Friday and Saturday (Sept 1-2) for most of the events. Check with your supervisors for info, as well as

other articles in this issue covering the same event. We still need help in the ushering and escort arena due simply to the numbers of VIPs participating in this important event. If you would like to help out, you can call or e-mail me (MSgt. Fred Higa) at 449-9819 and I'll be more than happy to add you to our list of volunteers... On the home front, we have an important event coming up this Sunday UTA (Aug 13th). We are finally having our 'Activation and Change of Command Ceremonies' which makes the units of the 154th Logistics Group legal. We will be 'standing up' the 154th Logistics Support Flight (LSF) and 154th Aircraft Generation Squadron (AGS). Capt. Bill Petti (LSF) and Lt. Col. Bruce Minato (AGS) will be assuming command of those units respectively. Maj. Terry Hudson will assume command of the 154th Maintenance Squadron. Just what is the Logistics Support Flight and Aircraft Generation Squadron? Basically, the Logistics Support Flight is made up of all the staff support sections we had prior to the reorganization. These include Training Management (MSgt. Lester Ho), Plans & Scheduling (SMSgt. Jim Puu), Engine Tracking (MSgt. John Chun), Programs & Mobility (MSgt. Wayne Okabe), Depot Level Repairables (DLR) (CMSgt. Doug Abe), Maintenance Operations Center (MOC) (CMSgt. Jim Andrade), Administration (MSgt. Bernie Pharr), and Maintenance Analysis (MSgt. Fred Higa). The names

next to each function are the NCOICs for that office. The Aircraft Generation Squadron is exactly what the name implies, a squadron of individuals whose task is to generate aircraft for flight. Lt. Col. Minato has Maj. Dave Molinaro heading up the 199th AMU (F-15 aircraft), Maj. Robert Freeburg in charge of the 203rd AMU (KC-135 aircraft) and Maj. John Puttre taking on the 204th AMU (C-130 aircraft)... Maj. Terry Hudson has taken over as the Maintenance Squadron Commander which is responsible for all equipment which are removed from the aircraft and sent to the 'backshop' to be repaired. Assisting him is Maj. Dave Snakenberg (Equipment Maintenance Branch {EMB} OIC), and Capt. Raphael Carreiro (Component Repair Branch {CRB} OIC). I will have a list of workcenter supervisors who work for the folks listed above in next month's issue of this newspaper... Needless to say, the last couple of years has been a most difficult time for us all as the HIANG grappled with the downsizing of the F-15 fleet, KC-135 activation and robbing, the C-130 activation and then the reorganization of all three flying and maintenance units as mandated by the USAF and ANG. Hats off to Col. Melvin Morris (former Logistics Group Commander) and Lt. Col. Mick Melich (present Logistics Group Commander) for keeping us all focused on doing our jobs that we were hired to do, but also flexible enough to accept and work with the changes which

MX, Continued from Page 4
came at us daily... As Lt. Col. Melich said recently, **TEAM LOGISTICS IS NOW READY!!!** CMSgt. Doug Abe is still soliciting ideas on what kind of design we could have on our new unit patches. Contact him at 449-3846 if you have any suggestions... I haven't quite got my reporters set up yet, hope to have that completed soon. Had to wait 'til the Log Group was official so that I knew who I had to work with in the various branches and sections. Hope to have all that resolved by the time October rolls around. Well, folks, that's enough gabbing for now, so 'til next month, "There are two kinds of people, those who do the work and those who take the credit. Try to be in the first group; there is less competition there." (Indira Gandhi)

BEELINE

by MSgt. Laura Masuda,
Bioenvironmental Eng Svcs

Supervising Health and Safety in the Workplace

The supervisor plays an important role when it comes to your health and safety on the job. Besides issuing the day-to-day operational instructions, the supervisor must conduct training and comply to regulatory requirements.

Training involves the following areas:

- Ergonomics
- Accident investigations
- Hazard Communications (MSDSs)
- Personal Protective Equipment (PPE) (including respiratory protection)

Internal Inspections
Annual AFOSH Training
Confined Spaces
Self-Aid Buddy Care
Materials Handling
Safety Meetings
Lockout
Hazardous Noise
Fire Safety (including evacuation)
Heat Stress

The more you learn from your supervisor and practice what you have learned, the job will get done safely without sickness and injury.

AWARDS, Continued from Page 1

The banquet date has been moved from November to Friday, February 23, 1996. Mark your calendars! The old banquet date recognized people for accomplishments in an award period not yet completed.

The number of awards formally recognized at the banquet were reduced from seventeen to eleven. Those eleven include five new award categories. Awards specific to a unit (e.g. fighter pilot, recruiter, medical personnel, air weapons controller) will be recognized at the unit level.

The banquet brochure was expanded to include the names of HIANG members recognized throughout the year for special accomplishments.

The formal banquet program was shortened. A short video recognizing accomplishments over the past year was added and social mix time has been lengthened. Entertainment will be provided by HIANG personnel. The buffet

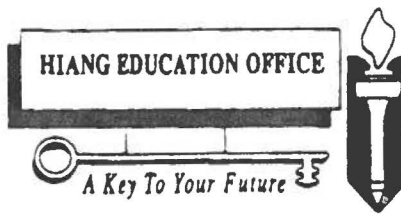
will accommodate special eaters.

The award nomination process has been streamlined and automated. Paperwork has been reduced. Nominators can use HIANG forms or Delrina Form Flow and nominations can be submitted electronically.

The award selection process has been standardized, award selection board members are specified and selection guidelines provided. New awards are: officer of the year (company and field grade), unit career advisor, community service (team), unit beautification/self help, and safety awareness (individual).

Critical nomination milestones and award periods will be depicted in an easy to understand table format. Nominations for most awards are due to Headquarters HIANG by October 31st. Nominations received after that date will not be considered. Nomination for safety awareness (individual) is due by September 15th (because it ties into a national award). Nominations for Officer of the Year is due by June 30th (again due to national award tie in).

Of course, there are other minor improvements too numerous to mention. New awards and improvements can be added at any time. Don't expect any strong-arm tactics to bolster attendance at the banquet. If we have made the awards meaningful and addressed your concerns, it will be easy to fill the banquet room. Thank you for your comments and support.



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

Attention - Unit Career Advisors - The annual UCA Workshop will be held 24 - 25 August 95 at the Pearl Country Club from 8:00 am to 4:30 pm. The two day workshop will consist of briefings and updated training. You need to contact the Retention Office at 449-7794 to confirm your attendance. Additional information and an agenda will be forwarded via E-Mail (Tackboard) and distribution.

Tuition Waiver Update - Just to clarify the rumours! A written commitment was given by UH officials that the state tuition waiver will remain in effect for the 1995-96 academic year (i.e. the 1995 Fall and 1996 Spring semesters). We are currently working closely with UH officials and the UH Board of Regents to continue the HING Tuition Waiver program. We will keep you abreast of any updated information.

Troops to Teachers - If you are an AGR member, you may be eligible to participate in the DOD Troops to Teachers Program. The goal of the

program is to help improve the quality of American education by assisting in the placement of talented, motivated, and experienced military personnel who have been impacted by the DOD drawdown into schools with a concentration of students from low income families. Troops to Teachers is administered by DANTES and they will provide information on school districts that identify teacher and teacher's aide shortages and have opportunities for alternative teacher certification programs. There is also financial assistance available for both the individual and the participating school district. For additional information, contact your Career and Education office at 449-7794.

AMF/CASHE Program - AMF/CASHE is an efficient, automated computer data base that provides information on various types of financial aid. CASHE helps you gather current information from a data base containing over 150,000 awards. These resources include scholarships, grants, loans, work fellowship and work co-operative programs at the undergraduate and graduate level. The CASHE data base application packet is available from your Career and Education office. Please stop by to see us if you or someone you know may be interested!

Deadline

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

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

Please submit your article(s) to the Group Public Affairs Office, Room #134, Building #3400, by the close of business day on Friday, August 25th, for the September 2nd edition. You can also place your article(s) in a "puka" envelope and mail it to 154 Gp/PAO or FAX to HIPAO at 734-8527 or E-Mail to:
C_ANTHONY@PAO@HQHING.

KUKAILIMOKU

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