



## 73,000 Guard federalized

As of Feb. 25, more than 73,000 National Guard personnel were participating in Operation Desert Storm, testimony to the heavy reliance being placed on this institution under the Total Force Strategy.

Of that number, 60,434 soldiers from 388 units of the Army National Guard (ARNG) have been federalized, with another 274 volunteering to participate in what is at least the largest military operation since the Vietnam Conflict. About 42,500 are deployed in the theater of operations.

From the Air National Guard (ANG), 121 units comprising 10,884 people have been federalized. These are complimented by 1,334 volunteers from 91 units. More than 5,000 are in the theater of operations.

An indication of the success of the campaign, which has been prosecuted primarily in the air and at sea, is the fact that only five National Guard personnel have lost their lives, all in non-combat related incidents. They are:

- \* PFC Kenneth J. Jackson, 22, NC ARNG, Concord;
- \* SPC Bobby L. McKnight, 52, NC ARNG, Dallas;
- \* Sgt. Lawrence N. Welch, 41, MN ARNG, Chisom;
- \* Maj. Barry K. Henderson, 40, AL ANG, Moulton; and
- \* Lt. Col. Stephen G. Schramm, 33, AL ANG, Birmingham.

The following units have been called out since "On Guard" published a Jan. 14 list in its last issue.

### Alabama

ARNG: 111th Ordnance Co., HHC, Opelika; 1st Bn, 20th Special Forces, Huntsville; Sup. Co., 20th Special Forces, Pell City; and 20th Special Forces, HHC, Birmingham.  
ANG: 117th Services Sqd.,

189th TFG, Birmingham; 187th Security Police Flight, 187th TFG, Montgomery.

### Arkansas

ARNG: 119th Adj. Gen. Co., Camp Robinson; and 212th Signal Battalion, North Little Rock.  
ANG: 189th TACHospital, 189th TFG, Little Rock.

### Arizona

ARNG: 416th Aviation Platoon, Phoenix; and 356th Signal Co., Phoenix.  
ANG: 162nd Services Sqd., 162nd TFG, Tucson; and 161st Services Sqd., 161st TFG, Phoenix.

### California

ARNG: 185th Military Police HHD, Pittsburg; and 143rd Military Police Det., San Mateo.  
ANG: 146th Aeromed. Evac. Flt., 146TAW, Channel Island; 129th TAC Hosp, 129 Air Resc/Recov Gp., Moffett Field; 146 TAC Hosp., 146th TAW, Channel Island; and 144th Services Sqd, 144th FIW; 162nd CCGP, North Highlands; 234th CCSQ, Haywood; 149th CCSQ, North Highlands.

### Colorado

ARNG: 193rd Military Police Det, Camp George West.  
ANG: 140th TAC Clinic, 140th TFW, Denver; and 240th Service Flt., 140th TFG, Buckley ANG Base.

### Connecticut

ARNG: 213th Med Bde., HHC HSLD, New Haven.  
ANG: 103rd Security Police Flight, 103rd TFG, Bradley, ANG Base.

### Delaware

ANG: 166th Tactical Airlift Group and 166th TAC Clinic, 166th TAG, New Castle.



Maryland Army National Guard soldiers arriving in Saudi Arabia.

### District of Columbia

ANG: 113th TAC Clinic, 113TFW, D.C.

### Florida

ARNG: 153rd Finance Sup. Unit,

St. Augustine; 710th Composite Svc. Co., Apalachicola; 213th Med Bde, HHC HSLD, St. Augustine; 199th Med. Co. Air Amb, Lakeland; and 3rd Bn., 20th Special Forces Group, Camp Blanding.

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## Guard wins three Thomas Jefferson awards

by Capt. Phil Blahut  
Acting Editor

After reviewing hundreds of newspapers, videos and sound recordings, the judges made their pick for the 1991 Thomas Jefferson Awards, the best in Department of Defense.

Taking first place this year in the military-funded, large newspaper category, is "Prairie Soldier", Nebraska National Guard's state newspaper, with primary contributor being Ms. Victoria K. Cerino, who is a Tech. Sgt. in the Nebraska Air National Guard and in her

civilian occupation works for the Nebraska National Guard Public Affairs Office.

Winning prestigious newspaper awards is nothing new for Cerino and her contributors. Last year, through her efforts, "Prairie Soldier" placed first in the Army Kieth L. Ware Award program and second in the Thomas Jefferson contest. This year, "Prairie Soldier" placed first in the National Guard Bureau, Army and DoD contests capturing the 'triple crown.'

In the magazine format newspaper category, "The Stewart Flier" captured

first place for the first time. The primary contributor is Staff Sgt. John F. Malthaner from the 105th Military Airlift Group, New York Air National Guard. The "Flier" also won first place in National Guard Bureau and Air Force Competitions.

A third Guardsman, Lt. Col. Frank J. Adinolfi, Jr., 105th Military Airlift Group, Public Affairs Office, and his staff produced a first place "Special Television Program", in category I, for the first time.

Winning three Thomas Jefferson awards is significant for the Guard. Tho-

mas Jefferson Award judges and others are recognizing the talent of Army and Air National Guard personnel.

It goes without saying that those who train for a mission, given the right tools, can confidently perform. These three significant contributors attend many public affairs schools and use continuing education programs to hone their skills making them a valuable asset not only to their unit and state, but to the Guard.

"On Guard" salutes these three dedicated professionals and staff and their contributions in communicating the Guard heritage, story and mission.

## Desert Storm history photos/slides needed

The National Guard Historical Services office is establishing a photo archive of units alerted, mobilized and deployed in support of Operations Desert Shield and Desert Storm.

Any Army or Air National Guard units or members that have accumulated color or black and white photos featuring 35mm slides featuring Guard personnel in action, be it training, deploying, off-duty, performing their wartime missions, assisting in operations or participating in formations is asked to submit extra or duplicate photos to:

National Guard Bureau  
NGB-FSO-PAH  
Skyline #6, Suite 401C  
5109 Leesburg Pike  
Falls Church, Va. 22041

Some of these photos or slides will be used in "On Guard", the Annual Review of the Chief, National Guard Bureau, and in various historical publications, as well as other public affairs projects.

Be sure to identify your photos or slides with a photo caption indicating who, what, when and where, if possible.

This photo and slide library will become an important source for current and future military publications involving the National Guard mobilization and at war.

Also indicate on the photo or slide, who the photographer was, allowing NGB-FSO-PAH to give photo credit.

The photo archive point-of-contact is Mrs. Rene Hilton-Greene. DSN: 289-1981.

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Acting Editor: Capt. Phillip C. Blahut





# Conaway speaks of National Guard readiness, calls mobilization and volunteerism a success

by Tim Downey  
American Forces Information  
Service

Army and Air National Guardsmen serving during the Persian Gulf crisis are proving the military's longstanding Total Force Policy works, the chief of the National Guard Bureau claims.

"This is the fifth involuntary call-up of the National Guard in a federalized status in the last 50 years; only World War II and the Korean conflict call-ups were larger. It's fast approaching the second largest ever," Air Force Lt. Gen. John Conaway said in a recent interview. The Army and Air National Guard are in the best shape they've ever been. The attitude and morale are fantastic, and they're training hard."

He said participation by the 450,000-strong Army National Guard and the 117,000-member Air National Guard is growing daily. He said 301 Army Guard units, involving more than 50,000 personnel, have been called to active duty since the first call-up in August. The smaller Air Guard has seen about 60 units called, requiring over 4,100 guardsmen to report to duty. More than 1,313 other Air Guard members have also volunteered. (Editors note: As of Feb 25, some 73,000 National Guard have been federalized, with about 42,500 of them in the Mideast theater.)

National Guard jobs are varied in the military operation, which dwarfs any America has undertaken since Vietnam, said Conaway. Combat, combat support and combat service support units involved run the gamut of Guard capabilities, according to the general.

Army National Guard companies in greatest demand include those specializing in transportation, maintenance, quartermaster, ordnance, engineering, military police, water purification and medical services, he said. The bulk of the Air Guard units activated or on alert have



Lt. Gen John B. Conaway

civil engineering, aerial port, security police, combat communications, tactical and strategic airlift, air refueling and tactical fighter missions.

Conaway suggested taking into context just how crucial the Guard's role has been. Half of the Air Forces tactical reconnaissance aircraft are in the Air Guard, as is a third of its tactical airlift aircraft. One-fourth of the aeromedical evacuation crews are guardsmen.

While Air National Guard units have received almost uniformly "good press" coverage, Army National Guard combat units did not fare as well. Charges that they are not combat-ready distort what their missions actually require, said the chief.

To the degree they were funded, those units basically meet Army recruiting and training standards, he said. They meet the standards, pass their inspections and do the training available to them within the usual one weekend a month and 15 days' annual training, he added.

"They're in excellent shape as a backup Army component, maybe the best in the world in that capacity," Conaway

remarked. Some Guard combat units have had limited exposure to brigade- and higher-level operations. He said this shortcoming is being rectified - many units such as armored and field artillery battalions are undergoing, or will soon receive, more training at the National Training Center at Fort Irwin, Calif.

Conaway scoffed at the notion that without such training the Army Guard combat units could not perform well. "If we didn't have the time to train, they would have been adequate to go," he said. "Extra training is helpful, be it for the Guard, Reserves or active duty, and it's nice to have the additional time. We may have to compress that training time to peak up, depending upon developments."

Three Army National Guard combat brigades that round out larger active divisions are undergoing rugged field training. the 256th Infantry Brigade (Mechanized) from Lafayette, La; the 155th Armored Brigade, Tupelo, Miss;

and the 48th Infantry Brigade (Mechanized), Macon, Ga., will likely be the first infusion of Army Guard combat troops into Saudi Arabia, said Conaway.

Guard call-ups and alerts are occurring regularly. Recent call-ups include Guard KC-135 tanker crews, and F-16 and RF-4 fighter pilots. Conaway said even guardsmen performing drug interdiction missions in a state-duty status are subject to a call-up. Typically, they're military police, transportation specialists and helicopter pilots - individuals whose skills are also in demand for Desert Storm.

If guardsmen deploy to Saudi Arabia, they will do so with unit integrity, said Conaway. The most capable military personnel - active, guardsmen or Reserve - are selected to lead, he said. "They're all on active duty together, we treat them that way, and they're ready to go."

FROM: Chief, NGB

TO: Everyone in the National Guard

SUBJECT: The men and women of the National Guard have every reason to be proud.

1. Since Iraq invaded Kuwait more than six months ago, U.S. military forces, at the request of our commander-in-chief, have been asked to perform the herculean task of moving more than half a million troops into the Persian Gulf theater to deter any further aggression and begin the implementation of the U.N. sanctions, including the removal of Iraqi forces from Kuwait.

2. This remarkable achievement has been further enhanced by a combined air, land and sea campaign that is likely to go down as one of the most successful in history, involving some 700,000 allied forces.

3. This monumental undertaking could not have happened without the fine men and women of the Army and Air National Guard.

4. Here are a few reasons why:

- \* Of the some 200,000 Reserve forces federalized for Operation Desert Storm, some 73,000 are from the National Guard.

- \* Half of these 73,000 are in the theater of operations in such roles as air combat, ground and air combat-support, and ground and air combat-service-support. The rest are in critical support roles, in other overseas posts and statewide.

- \* In addition, almost 15,000 Army National Guard combat troops are undergoing vigorous stateside training in preparation for expected deployment to the Persian Gulf.

- \* Thousands of other National Guard personnel have volunteered and deployed to the Persian Gulf, some in the first days of the conflict.

- \* Often overlooked during this time of tremendous strain on our military resources is the fact that the Guard continues to serve in its state role with drug interdiction/eradication operations in all 54 states and territories, and state call-ups in response to hundreds of state emergencies.

5. Despite any negative comments you may have heard, all these undisputable facts testify to the quality of today's citizen-soldiers, the finest America has had in its 354-year history and arguably the finest any country has ever had.

6. Thank you for all you are doing for our country. You truly are "Americans at their best."

JOHN B. CONAWAY,  
Lieutenant General, USAF  
Chief, National Guard Bureau

## Operation Desert Storm Called/Alerted units

Component	Units	Personnel
Army National Guard called	388	61,855
Army National Guard alerted	19	2,183
Army National Guard volunteers		274
Air National Guard called	121	10,456
Air National Guard alerted	15	446
Air National Guard volunteers	91*	1,334

\* Number of units with people voluntarily on active duty  
As of Feb. 25, 1991



## Operation Desert Storm news clips

### Free small business training offered

The nationwide non-profit counseling arm of the Small Business Administration, Service Corps of Retired Executives (SCORE), is providing free training and counseling for National Guard and other military business owners preparing to leave for the Middle East, as well as employees left behind. Dwayne Shoemaker, a Kansas representative of SCORE, which has 123,000 retired executives working for it, said that the first thing small-business owners should do if they've been federalized is to contact their bankers, attorneys, accountants and insurance agents to ensure everything is in order.

Among the things the owner should do are take care of any legal obligations such as wills and business contracts, come to an amicable agreement with his banker on any outstanding loans, make sure any necessary insurances won't expire during his absence, and take the necessary steps to guarantee continued flow of money into the business.

"The most important thing would be cash flow, making sure there is sufficient cash to meet the day-to-day operating needs of the business," Shoemaker said. "Someone needs to be designated to monitor the cash flow in the owner's absence. That's even more important in some ways than showing a bottom line on an income statement. That way his credit is maintained."

### New GI Bill legislation introduced

Rep. Sonny Montgomery (D-Miss.) has introduced legislation that would increase or add readjustment benefits for Operation Desert Storm veterans, as well as improve Guard and Reserve benefits in general.

His comprehensive package would increase GI Bill education assistance, establish a small business program, provide home loans, extend job placement efforts, increase life insurance coverage, authorize readjustment counseling, enhance health care services, and provide financial support for Persian Gulf veterans.

Montgomery also suggested that U.S. allies help finance the readjustment benefits for Desert Storm veterans. "It is entirely reasonable to expect our non-combatant allies to help our war veterans receive essential medical treatment, recover from disabilities, and readjust to civilian life," he said. "These men and women are fighting for them, too."

Montgomery's bill, the Persian Gulf War Veterans Benefits Act of 1991, H.R. 908, is being considered by five House committees.

### Guardsmen legislate from the Gulf

An Ohio state representative on duty with the Air National Guard in the Persian Gulf, called a state House committee long-distance to testify. KC-135 commander, Maj. E.J. Thomas, also known as Rep. E.J. Thomas, left for the Mideast Jan. 3, just as his new two-year term in the legislature was beginning. His call was about a measure he introduced, which would allow the Ohio Department of Transportation to regulate construction of buildings near airports.

### When without, you improvise

The 13th Evacuation Hospital, a Wisconsin Guard unit, has proven to be good at improvisation while on duty in the Persian Gulf.

To compensate for being short intravenous fluid, the unit created a recipe: a bottle of Saudi distilled water, some table salt, and a dash of antibiotics.

When it was determined that the 13th was low on ventilators — machines that force air into the patient's lungs — Milwaukee surgeon Col. Guenther Pohlman proceeded to begin the instruction of everyone

in camp in the technique of ventilating by hand.

But perhaps the crowning trick was turning Meals Ready to Eat into gourmet "chili" — MRE beef slices mixed with the "bean component" and tabasco sauce.

Other "inventions" include cardboard boxes taped together to make dressers and desks, and a sand-filled bottle pulley system to automatically pull the latrine door shut.

### Less than two percent are excused

According to the Army, less than 2 percent of the more than 147,000 Army Reserve and National Guard members federalized since last August have been excused from duty for health or hardship reasons.

"People have been pleasantly surprised" at the readiness of the Reserves and Guard, said Van D. Hipp, the Army's deputy assistant secretary for Reserve Affairs.

### Gas company offers relief on bills

The families of National Guard and Reserve personnel who have been federalized for Operation Desert Storm will get some relief in paying their gas bills if they get their fuel from National Fuel Gas Company.

Any customer who has had his or her income reduced due to the activation of a family member will be guaranteed that gas service will not be terminated for non-payment. These customers also will not be subject to normal collection activity.

"The gas bill is something they shouldn't have to worry about right now," said Gerald Miller, National Fuel vice president.

### Firefighter replacements needed

California Gov. Pete Wilson, in presenting a \$100 million drought plan, said that firefighters will most likely have to be hired to offset the deployment of California National Guard personnel to the Persian Gulf.

Normally, National Guard firefighters are called up by the governor in forest-fire emergencies.

### CPA societies offer tax assistance

The period between Jan. 31 and April 15 is time to work on one's tax returns.

To help the families of National Guard and Reserve personnel federalized for Operation Desert Storm, the Pennsylvania Institute of Certified Public Accountants has piloted and implemented a new tax-assistance program. Under the program, National Guard members or their families are referred to area certified public accountants who, in turn, provide free tax-return-preparation service.

Reflecting the wide support the public is showing the troops in the Gulf, 12 other state CPA societies have adopted similar programs: Delaware, Florida, Indiana, Massachusetts, Michigan, Montana, New Jersey, New York, Ohio, Tennessee, Texas and Wisconsin.

### When is 'leave' request too much?

The Supreme Court agreed on Feb. 19 to decide whether employers under certain circumstances may bar their employees from requesting temporary leave of absence serving in the Active, National Guard or Reserve military forces.

The case that prompted the review is one in which an Alabama hospital employee, William King, requested a military leave of three years to take a full-time position with the Alabama National Guard.

(Cont'd on page 14)



# 73,000 federalized

(Cont'd from page 1)

ANG: 125th Services Sq., 125th FIG, Jacksonville.

## Georgia

ARNG: 213th MD HHC HSLD, Atlanta.

ANG: 110th TAC Clinic, 116th TFW, Marietta.

## Idaho

ANG: 124th Security Police Flt., 124 TRG, Boise.

## Iowa

ARNG: 34th Military Police Det., Camp Dodge; 224th Engineer Bn., Fairfield; 3654th Combat Support Co., Knoxville; and 112th MD HHC HSLD, Camp Dodge.

ANG: 132nd Service Sq., 132 TFW, Des Moines.

## Illinois

ARNG: 933rd Military Police Co., Chicago.

ANG: 182nd Services Sq., 182nd TASG, Peoria; 183rd Services Sq., 183rd TFG, Springfield.

## Indiana

ANG: 181st TAC Clinic, 181st TFG, Terre Haute.

## Kansas

ANG: 184th Security Police Flight, and 184th TAC Clinic, 184th TFG, Wichita.

## Kentucky

ARNG: 199th Medical Co., Frankfort.

ANG: 123rd TAC Hospital, 123 TAW, Louisville.

## Louisiana

ANG: 159th Services Sq., 159th TFG, New Orleans.

## Maine

ARNG: 213th MD HHC HSLD, Augusta.

## Maryland

ANG: 175th Security Police Flight, 175th TFG, Baltimore; 135th TAC Clinic, 135 TAW, Baltimore.

## Massachusetts

ARNG: 213th MD HHC HSLD, Camp Guild  
ANG: 102nd Services Sq., 102nd FFW, Otis ANG Base.

## Michigan

ARNG: 146th Military Police Det., Owosso.

ANG: 110th Services Sq., 110th TASG, Battle Creek; 191st Services Sq., 191st FIG, Mount Clemens.

## Missouri



Missouri Army National Guardsman of the 1137th Military Police Company waits for the word to move out as his unit prepares to begin its deployment to the Middle East. (Photo by Maj. Ken McNevin, Missouri National Guard Public Affairs).

ARNG: 3175th Military Police Co., Warrenton.

ANG: 139th TAC Clinic, 139th TAG, St. Joseph.

## Mississippi

ARNG: 2nd Bn. 20th Special Forces, Jackson.

ANG: 172nd TAC Clinic, 172nd MAG, Jackson.

## Montana

ANG: 120th Services Sq., 120th FIG, Great Falls.

## North Carolina

ARNG: 130th Finance Unit, Morrisville; and 213th MD HHC HSLD, Raleigh.

ANG: 145th TAC Clinic, 145th TAG, Charlotte.

## North Dakota

ARNG: 842nd Medical Det., Bismarck.

ANG: 119th Services Sq., 119th FIG, Fargo.

## New Jersey

ARNG: 213th MD HHC HSLD, Sea Girt.

ANG: 177th Services Sq., 177th FIG, Atlantic City.

## New Mexico

ARNG: Air Defense Artillery, Las Cruces.

ANG: 150th Services Sq., 150th TFG, Kirkland AFB.

## New York

ARNG: 213th MD HHC HSLD, Latham.

ANG: 107th Services Sq., 107th FIG, Niagara Falls.

## Ohio

ARNG: 337th Adj. Gen. Co., Worthington.

ANG: 178th TAC Clinic, 178th TFG, Springfield; 179th Medical Sq., 179th TAG, Mansfield; 121st Services Sq., 121st TFW, Columbus; 178th Services Sq., 178th TFG, Springfield.

## Oklahoma

ANG: 137th TAC Hospital, 137th TAW, Oklahoma City; 138th Services Sq., 138th TFG, Tulsa.

## Oregon

ANG: 142nd Services Sq., 142nd FIG, Portland.

## Pennsylvania

ANG: 112th Services Sq., 112th TFG, Pittsburgh.

## Puerto Rico

ANG: 156th Security Police Flight, 156 TFG, Muniz Airport; 156th

Fire Fighters, 156th TFG, Muniz Airport.

## South Carolina

ARNG: 213th MD HHC HSLD, Columbia; and 108th Public Affairs Det., Columbia.

## South Dakota

ANG: 114th Security Police Flight, 114th TFG, Sioux Falls.

## Tennessee

ARNG: 568th Adj. Gen. Co., Nashville; and 213th MD HHC HSLD, Nashville.

ANG: 118th TAC Hospital, 118th TAW, Nashville; 164th TAC Clinic, 164th TAG, Memphis; 134th Services Sq., 134th AREFG, Knoxville.

## Texas

ARNG: 49th Aviation Platoon, San Antonio; and 49th Finance Sup. Unit, Austin.

ANG: 136th TAC Hospital, 136th TAW, Dallas; 147th Services Sq., 147th FIG, Ellington; 149th Security Police Flight, 149th TFG, San Antonio.

## Utah

ARNG: 1457th Engineer Bn. Cbt., American Falls.

ANG: 151st Services Sq., 151st AREFG, Salt Lake City.

## Virginia

ARNG: 213th MD HHC HSLD, Richmond.

ANG: 192nd Services Sq., 192nd TFG, Richmond.

## Vermont

ARNG: 150th Aviation Platoon, South Burlington; Co. D, 103rd Aviation, South Burlington; 172nd Adj. Gen. Co., Winooski; and 213th MD HHC HSLD, Winooski.

ANG: 158th Services Sq., 158th FIG, Burlington.

## Washington

ARNG: 541st Adj. Gen. Co., Camp Murray.

ANG: 141st Services Sq., 142nd AREFW, Fairchild AFB.

## Wisconsin

ANG: 128th Services Sq., 128th AREFG, Milwaukee.

## West Virginia

ANG: 130th TAC Clinic, 130th TAW, Charleston.

## Wyoming

ANG: 153rd TAC Clinic, 153rd TAG, Cheyenne.



# Changes in force structure and manpower increase Air Guard mission, reduce manning

In a recent announcement Air Force about base closures, force structure changes and manpower changes associated with the Defense Management Review (DMR) and other initiatives were revealed.

**Base closure issues:** The Base Closure and Realignment Act of 1990 establishes new provisions for base closures. This law requires base closure actions be accomplished through an independent Defense Base Closure and Realignment Commission. The Secretary of Defense, in accordance with the new legislation, will submit a proposed base closure list to the commission not later than April 15. This 1990 legislation requires that all bases be considered equally; therefore, the studies, under title 10, USC 2687, are no longer ineffect for Los Angeles AFB, Calif.; Bergstrom Air Force Base (AFB), Texas; Eaker AFB, Ark.; Myrtle Beach AFB, S.C.; Davis-Monthan AFB, Ariz.; England AFB, La.; and Wurtsmith AFB, Mich. are no longer in effect. Base closures announced in 1988 that are not affected by the new legislation and are proceeding as scheduled are Norton, AFB, Calif.; Pease AFB, N.H.; Chanute AFB, Ill.; George AFB, Calif.; and Mather AFB, Calif.

The review of Air Force Bases for potential closure/realignment is currently in progress and will, as mentioned above, culminate with the Secretary of Defense submitting a closure/realignment list to the Defense Base Closure and Realignment Commission. The Air Force recognizes there is a direct relationship between force structure changes and base closures. Therefore, until the base closure analysis is complete, force structure announcements are being restricted to those actions which are necessitated by reasons such as training, recruiting and construction. Once potential base closures are determined and submitted to the

commission, additional force structure actions will be finalized and announced. Accordingly, some of the force structure announcements that follow could be subject to change based on the outcome of the base closure force structure actions:

(1) **Davis-Monthan AFB, Ariz.** - The 602nd Tactical Air Control Wing will retire its 6 OV-10A aircraft beginning in early 1991 as part of the tactical force structure drawdown. OV-10A aircraft are being retired from the Air Force inventory. The action results in a reduction of approximately 100 full-time and 6 civilian manpower authorizations.

(2) **George AFB, Calif.** - As a result of the closure of George AFB, Calif., German Air Force training will relocate to Holloman AFB, N. M., in mid-1992, with 18 F-4E aircraft. The action results in a reduction of 471 full-time and 23 civilian manpower authorizations.

(3) **Robins AFB, Ga.** - The 99th Air Refueling Squadron will gain 1-EC-137D aircraft in early 1991. The action will result in an increase of 22 full-time manpower authorizations.

(4) **McConnell AFB, Kans.** - The 184th Tactical Fighter Group, Kansas Air National Guard, will continue to modernize by converting their remaining 30 F-16A/B to 36 F-16C/D aircraft beginning in early 1991. The action results in an increase of 6 full-time and 32 civilian manpower authorizations. Construction expenditures will total \$3.8 million.

(5) **Standiford Field, Ky.** - The 165th Tactical Airlift Squadron, Kentucky Air National Guard, will convert from 8 C-130B to 12 C-130H aircraft beginning in early 1992. The action results in an increase of approximately 11 full-time, 111 drill and 16 civilian manpower authorizations. Construction expenditures will total \$3.8 million.

(6) **W. K. Kellogg Airport,**

**Mich.** - The 172nd Tactical Air Support Squadron, Michigan Air National Guard, will become the 172nd Tactical Fighter Squadron when it converts from 18 OA-37B to 6 OA-10A and 18 A-10A aircraft, beginning in late 1991. The previously announced conversion to 18 OA-10A aircraft is canceled. The net result will be the addition of 2 full-time, 116 drill, and 67 civilian manpower authorizations.

(7) **Key Field, Miss.** - The 153rd Tactical Reconnaissance Squadron, Mississippi Air National Guard, will become the 153rd Air Refueling Squadron when it converts from 16 RF-4C to 10 KC-135R aircraft. The action results in an increase of 58 full-time positions, and a reduction of 149 drill and 26 civilian manpower authorizations. Construction expenditures will total \$20.7 million.

(8) **Nellis AFB, Nev.** - The 57th Fighter Weapons Wing received 4 F-15E aircraft in mid-1991. These aircraft will be used for instruction in the F15E Fighter Weapons course being established at Nellis Air Force Base (AFB). The action results in an increase of 118 full-time and 4 civilian manpower authorizations.

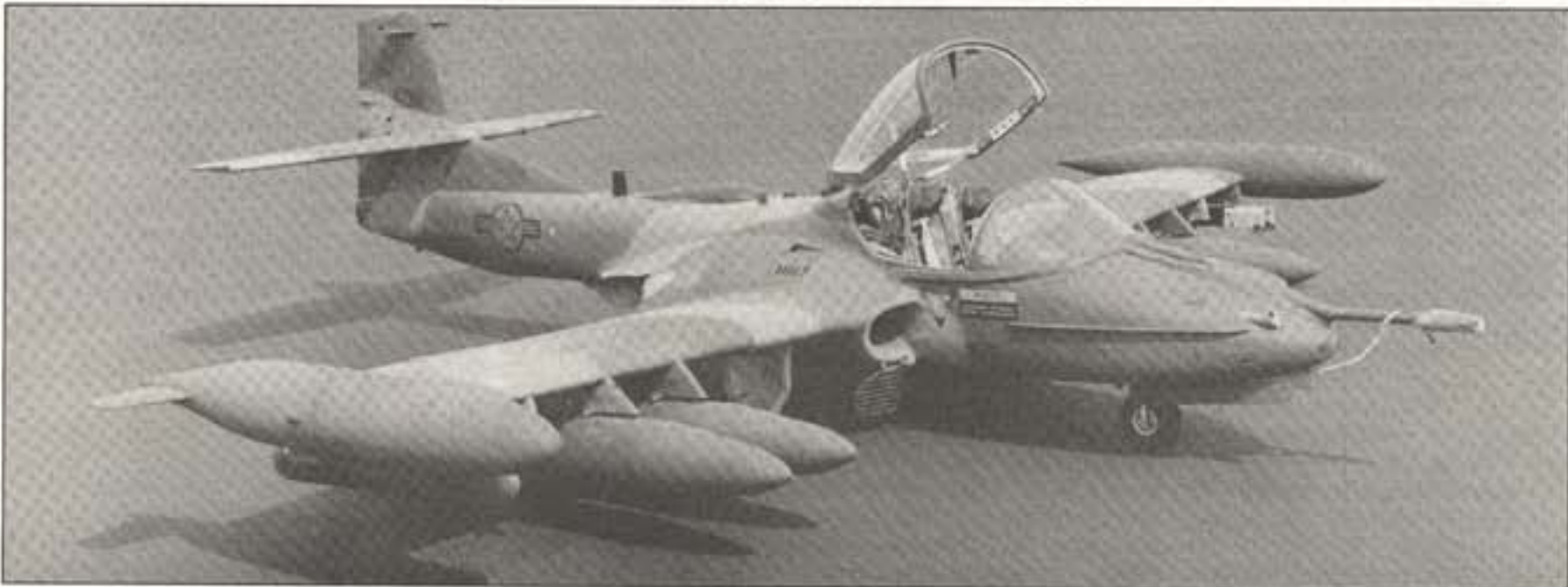
(9) **McGuire AFB, N.J.** - The 141st Tactical Fighter Squadron, New Jersey Air National Guard, will become the 141st Air Refueling Squadron when it converts from 18 F-4E to 10 KC-135E aircraft beginning in late 1991. The previously announced conversion to 18 F-16C/D aircraft is canceled. The net result is the addition of 26 full-time positions and a reduction of 70 drill and 26 civilian manpower authorizations. Construction totaling \$29 million is associated with this announcement.

(10) **Holloman AFB, N.M.** - The 49th Tactical Fighter Wing will inactivate. The 72 F-15A/B aircraft will be retired from the active Air Force inventory beginning in mid-1991. This is part of the

overall reduction in tactical force structure throughout the Air Force. However, in mid-1992, the German Air Force F-4 training function and their 18-4E aircraft will move from George AFB, Calif., to Holloman AFB. Construction requirements will be determined once a survey of the existing facilities at Holloman is completed. The previously announced transfer of 111 AT-38A/B aircraft was amended to reflect a transfer of only 81 aircraft. The AT-38A/B action is coupled with the previously announced movement of the 37th Tactical Fighter Wing from Tonopah Research Site, Nev. The Holloman and the inactivation of the 479th Tactical Training Wing at Holloman AFB will result in an overall decrease of approximately 396 full-time and 31 civilian positions from the Jan. 29, 1990, manpower authorization level.

(11) **Greater Pittsburgh International Airport** - The 146th Tactical Fighter Squadron, Pennsylvania Air National Guard, will become the 146th Air Refueling Squadron when it converts from 18 A-7D/K to 10 KC-135E aircraft beginning in early 1992. The action results in an increase of 57 full-time positions and a reduction of 39 drill and 10 civilian manpower authorizations. Construction expenditures will total \$17.7 million.

Decisions on these actions will not be made until all appropriate environmental analyses have been completed. In reference to manpower authorizations, full-time means active duty military or Active Guard/Reserve positions. Drill means Air Force Reserve or Air National Guard (ANG) positions, and civilian means Federal Civil Service or Air Guard/Reserve technician positions. As mentioned earlier, additional force-structure actions will be announced on April 15.



One of the recommend changes is the conversion of the OA-37B aircraft (pictured) to the OA-10 aircraft and its mission.



# Questions and answers pertaining to leave of absence for reservists called to active duty

**Q. What are a Reservist's rights when called to active duty?**

**A.** The individuals are entitled to take whatever military leave they have to their credit and have the option of requesting a combination of annual leave (A/L) and leave without pay (LWOP) for the time remaining on active duty.

**Q. What effect does leave without pay have on the employee's benefits and pay?**

**A.** - **Leave earnings** - Employees do not earn A/L or sick leave (S/L) while in a non-pay status.

- **Annual Leave** - Annual leave not elected to be used will be retained in the employee's leave account. Annual leave in excess of 240 hours at the end of the leave year (01-12-91) may be subject to restoration under existing regulations.

- **Military Leave** - Employees are entitled to take whatever military

leave they have to their credit before being placed on annual leave or leave without pay. If the employee elects to take annual leave after the military leave to their credit is used, and the annual leave carries them through the end of the fiscal year, they have been entitled to an additional 15 days military leave since October 1, 1990.

- **Health benefits** - Enrollment and attendant coverage continues for up to 12 consecutive months free of charge to the employee unless the employee elects to have the enrollment terminated. Employees should be aware that cancellation of health benefits coverage may affect the employee's rights to carry such coverage into retirement or while in the receipt of workers compensation. Further, cancellation would deny any further health benefits coverage for family members, including the right to convert to a non-group coverage.

- **Federal Employees Group**

**Life Insurance (FGLI)** - Enrollment continues up to 12 consecutive months without cost to the employee.

- **Retirement** - Up to six months in a calendar year in a non-pay status is creditable service with no requirement for a deposit to cover that period.

- **Merit Increases** - If the employee was on leave without pay on the effective date of the merit increase (Oct. 7, 1990), they will be granted the merit increase they would have otherwise received on that date when they return to duty.

- **Within-grade Increases** - The waiting periods for within-grade increases will be extended to make up for excess leave without pay. The excess leave without pay varies with the waiting period, e.g., 1-year, 2-year, 3-year waiting periods, i.e., LWOP in excess of 80 hours, 160 hours, 240 hours, respectively. Upon return to duty, pay will be adjusted for any within-grade they would have

otherwise received, with adjustment for any excess LWOP.

- **Pay adjustments** - They will receive upon their return to duty any pay adjustments they would have otherwise received had they not have been placed on a leave absence.

- **PMRS Performance Awards** - Employees who were on the rolls as of Aug. 31, 1990, and rateable, or rateable with an extension to Sept. 30, 1990, and are approved for a performance award, will receive the award.

- **Probationers** - The probationary period will be extended for LWOP in excess of 22 calendar days after they return to duty.

**Q. When should LWOP be officially documented in the employee's personnel folders?**

**A.** An SP-52 must be initiated when the employee's LWOP is in excess of 30 calendar days.

## New law limits paid writing, speaking

by Evelyn Harris  
American Forces Information  
Service

DoD and other federal government workers must observe new rules that may limit their paid, off duty writing and speaking activities.

The rules, part of the Ethics Reform Act of 1989, went in to effect Jan. 1. Essentially, they prohibit active duty commissioned and warrant officers and all DoD civilians except "special government employees from accepting honoraria for appearances, speeches and articles. Penalties can include fines up to \$10,000.

Under previous conduct rules governing honoraria, Uncle Sam allowed paid speaking and writing activities as long as they didn't depend on "inside information," present a conflict of interest, interfere with the employees' ability to do their government jobs, endanger national security, embarrass the government, require the use of government resources or involve selling to subordinates.

According to officials in DoD's General Counsel Office, low and mid-level employees could still "moonlight" in such jobs as selling real estate and working as artists, illustrators, weekend photographers and store clerks.

The Office of Government Ethics, the agency that will issue executive branch regulations on this matter, expects to use definitions similar to those used by the Federal Election Commission. According to an Of-

fice of Government Ethics memorandum, these definitions are:

- **"Appearance"** means attendance at a public or private conference, convention, meeting, social event or like gathering and the incidental conversation and remarks made at that time.

- **"Speech"** means an address, oration or other form of oral presentation, regardless of whether presented in person, recorded or broadcast over the media.

- **"Article"** means a writing other than a book, which has been or is intended to be published.

The ban does not affect works of fiction nor does it affect teaching and entertainment, such as appearing in a play or performing in a band.

The memorandum says compensation is acceptable "for goods and services other than appearing, speaking or writing, even though making a speech or appearance, or writing an article may be an incidental task associated with provision of the goods or services."

Therefore, an employee or offi-

cer who writes a novel can be paid even if part of the money is for appearing on talk shows or promotional tours.

Reimbursements are allowed for "actual and necessary travel expenses" related to speeches, appearances or articles. Charitable donations made in the employee's name are allowed but can't exceed \$2,000. Employees and members of their immediate families cannot receive any special benefits from the charity or claim the donation as a tax deduction.

According to Office of Government Ethics guidance, employees may accept:

- Meals and other incidentals such as the waiving of fees for attendance or course materials for the event at which the employee is taking part;

- Copies of publications containing articles, tapes and similar items providing a record of the appearance, speech or article;

- Awards for artistic, literary or oratorical achievement made on a competitive basis under established criteria;

- Certain witness fees; and

- Pay for any appearance or speech made, or article accepted for publication before Jan. 1, 1991, or for any speech, appearance or article completed in satisfaction of the employee's obligation under a contract entered into before Jan. 1, 1991.

Also exempt are salary, wages and other compensation pursuant to an employee compensation plan when paid by an employer for services on a continuing basis that involve appearing, speaking or writing.

According to officials in DoD's General Counsel Office, the key to the exemption is that the government worker should be carried on the moonlight employer's rolls as a part-time employee rather than as a freelancer or independent contractor.

DoD legal experts suggest that employees affected by the ban be cautious. Agency legal offices can provide further advice for specific situations.

In addition to the honorarium ban affecting rank-and-file employees, senior non-career civilian officials are subject to substantial new restrictions on the amounts and sources of acceptable outside income and employment. For example, the restrictions may include income for real estate services. These individuals should check with their agency legal office for guidance.

Any relief from, or changes to, the new rules will depend on the outcome of several court challenges and other legal actions now under way.







One 156th Infantry soldier tanks tests mask survivability before tank encounter.



Three 156th Infantry troops prepare to hit the dirt while advancing on a hostile position.



One 141st field artillery soldier takes a well-deserved drink after battalion passes evaluation by being declared "mission capable."

## Combat units train for 'ultimate test'

Photos and story by  
SPC Bernard Chailot  
5th Army Div. Public Affairs

With a ground war in the Persian Gulf imminent, the men and women of the 256th Infantry Brigade (Mech.) are putting in 80 to 100 hour work weeks to prepare themselves for possible combat in Operation Desert Storm.

Activated Nov. 30, these Louisiana Army National Guard members put in two months at Fort Polk, La., on individual, squad and platoon level training before moving on to Fort Hood, Texas, for company, battalion and task force maneuvers.

A rotation at the National Training Center at Fort Irwin, Calif. is scheduled for early April.

There the 256th will train at the brigade level, a necessity since the 256th became the 3rd Brigade of Fort Polk's 5th Mechanized Infantry Division when it mobilized to fulfill its roundout role under the Army's Total Force Concept.

Training is proceeding according to the plan established when the brigade was activated, according to the 256th commander, Brig. Gen. Gary Whipple.

"I am extremely proud of the job these soldiers are doing," Whipple said from Fort Hood. "The training is tough and the schedule rigorous, but they understand that what it takes to adequately

prepare for a possible combat mission."

"My guys are battle-focused," said 1st Lt. James F. Chisholm IV, a platoon leader for Alpha Co. of the 2nd Battalion, 156th Infantry. "They know why they're here," said the 82nd Airborne veteran.

Master Sgt. Sean Dill, support platoon sergeant for Headquarters Company, 1st Battalion, 156th Armor, said his soldiers are not only performing their own jobs, but cross-training with fellow platoon members to make sure that the crucial mission of providing "beans and bullets" to line units is not jeopardized.

The tankers of Lt. Col. Ralph Stapleton's 1/156 have been going force-on-force with Opposing Force elements provided by the 5th Infantry Division, and using "Sumerian" tactics. The 256th is enduring long hours of day and night training in all types of weather to bring the battalions up to speed on the M-1 Abrams tanks and Bradley Fighting Vehicles.

The soldiers of division artillery's 1st Battalion, 141st Field Artillery, the historic "Washington Artillery" from New Orleans, were far from the Crescent City on Mardi Gras Feb. 12, but had reason to celebrate as they became the first Guard battalion declared mission-capable.

Lt. Col. Glen Appe, the

battalion's commander, said the standardized external evaluation meant "in plain and simple terms that this battalion is on equal footing with other artillery battalions in the active Army."

Nuclear, biological and chemical skills have been a highlighted part of the training since day one, with the 100th Support Battalion of Division Support Command providing certification in the crucial tasks.

Lt. Col. Cecil Sanner, battalion commander, said the troops realize that exacting proficiency in NBC skills could spell the difference between life and death on the battlefield.

NBC was part of the training when Lt. Col. John Gavel's 3rd Battalion, 156th Infantry, underwent mounted and dismounted infantry training with its Bradleys recently.

"No war has ever been won without the foot soldier," said Alpha Company commander, Capt. Frederick Bias.

2nd Battalion commander Lt. Col. Sans Broussard and Tactical operations sergeant SPC Barry LeBlanc said that according to regular Army evaluators, the "Cajun Warriors" are one of the best infantry battalions not only in Louisiana, but in the entire U.S.

"They are a highly-intelligent bunch of soldiers who don't require a lot of micro-management," LeBlanc said of

the Bradley-equipped troops, many of whom left college upon being activated.

Women soldiers are also pulling their weight in the field. Sgt. Dwana Calhoun, and Specialists Karen Chastant and Laura Broussard seldom see the barracks as members of the 199th's Charlie Company.

Calhoun, a licensed practical nurse, and field medics Chastant and Broussard treat real-world training injuries as well as practicing their medical skills in mass-casualty and other exercises.

All three said they are aware of and accept the risks of working close to the front lines. "Women should be given the opportunity to do whatever job they feel capable of," Calhoun said. "If they can cut the mustard, sex should not be a deterrent."

The 2nd Battalion, 152nd Armor of the Alabama Army National Guard is also training at Fort Hood as the roundout unit of 5 ID's 2nd Brigade.

DISCOM and DIVARTY units mentioned in this story are attached to elements of the 5 ID as well, though not part of the 256.

But all of the battalions are working together as part of an "irresistible force" of modern Minutemen who came from civilian ranks to play a historic role when their country called them to arms, Whipple said.



Two 156th mortar crew gets their tube up and ready to fire in 15 seconds.



199th Support Battalion soldiers struggles with zipper during NBC certification.



# Guard women are moving up ladder

**Lt. Col. Oma Sue Bergstrom** - Lt. Col. Oma Sue Bergstrom is the social actions officer for the 150th Tactical Fighter Group, New Mexico Air National Guard.

She joined the New Mexico Air National Guard in July 1979 and received her commission as captain from the Academy of Military Science (AMS) in 1981. During the last week of her training at AMS, she was appointed honorary group commander and became the first woman in the history of the academy to hold that position.

Bergstrom has continued her traditional guardsmen career both in social actions and equal opportunity. She is very active in the New Mexico National Guard Association where she served on the Executive Council from 1982-1983.

**Lt. Col. Kathleen D. Lesjak** - Lt. Col. Kathleen D. Lesjak is chief, Training, and Education Branch, National Guard Bureau. Lesjak enlisted in the Illinois Air National Guard on Aug. 14, 1968, and became the first non-prior service, non-medical woman to join the Air National Guard. A junior at Western Illinois University, she took military leave of absence for basic military training at Lackland Air Force Base, Texas, and an administrative technical training course in Mississippi before returning to college

to complete her degree in English and secondary education. After being promoted to the grade of sergeant and earning her bachelor's degree, she was commissioned a 2nd Lieutenant and began her civilian teaching career.

She taught junior-high through high school seniors for nine years while continuing her career as a traditional guardsman. During this timeframe, Lesjak served as an executive support and training officer in the supply squadron, and as a human relations instructor, equal opportunity officer, and base training and education officer in the combat support squadron.

In 1979, she decided to join the ranks as a full-time Active Guard/Reserve member, and was assigned as the training and disaster preparedness officer. Her next assignment was chief, Consolidated Base Personnel Office (CBPO), which was great preparation for her current position at the National Guard Bureau, operating out of Andrews Air Force Base.

**Lt. Col. Mary E. Cox** - National Guard Bureau - Lt. Col. Mary E. Cox was commissioned in 1975 through the Air Force Reserve Officer Training Corp program at Cornell University. Following technical training at Keesler Air Force Base, Miss., she was assigned as the chief of maintenance for the

communications squadron at Williams Air Force Base. Upon separation from active duty, Cox joined the Arizona Air National Guard as a communications maintenance officer for the 107th Tactical Control Squadron. In 1981, she transferred to the Headquarters, Air National Guard of Arizona as the full-time equal opportunity specialist. Her subsequent assignments included equal-employment manager, public-affairs officer, and labor-management relations officer. She is currently assigned as the military personnel management officer for the Headquarters, Arizona Air National Guard.

**Capt. Victoria J. Davis** - Capt. Victoria J. Davis joined the 183rd Tactical Fighter Group, Illinois Air National Guard, in January 1977 as an enlisted command post specialist in January 1977.

Davis was commissioned at the L.G. Brown Air National Guard (ANG) Professional Military Education Center (PMEC), Knoxville, Tenn., through the Academy of Military Science (AMS) program in December 1981. Upon commissioning, Davis attended the Air Intelligence Officers Course, Lowry Air Force Base, Co., prior to assuming duties as the 170th Tactical Fighter Squadron intelligence targeting officer. During May 1984, she returned to Lowry for 16

weeks, attending the Air Force's Intelligence Targeting Officers Course.

Davis was permanently assigned to the Academy of Military Science staff in February 1990 as a faculty advisor responsible for training officer candidates for commissioning in the Air National Guard.

In January 1991, she was reassigned to the curriculum section in AMS. Davis is the Academy of Military Science focal point for the chief of the National Guard Bureau's Total Quality Management (TQM) initiatives.

**Lt. Col. Susan L. Bickelmann** - Lt. Col. Susan L. Bickelmann, is a member of the 136th Tactical Airlift Wing, Texas Air National Guard. She serves as the commander of the 136th Mobile Aerial Port Squadron (MAPS). Lt. Col. Bickelmann is the first woman in the Air National Guard to serve as a commander of a MAPS unit.

She received her commission into the United States Air Force in October 1971. During the next seven years of active duty she held various transportation assignments in Okinawa, Kadena, and Little Rock, Ark.

Bickelmann joined the Texas Air National Guard in 1978 and continued her career in the Mobile Aerial Port (cont'd on page 11)



Lt. Col. Susan Bickelman



Lt. Col. Janice Krueger



Capt. Victoria Davis



Lt. Col. Oma Sue Bergstrom



Col. Diane Wood



Lt. Col. Patricia Green



Lt. Col. Beverly Wright



Maj. Denise Baken



**Lt. Col. Kathleen Lesjak**

(Cont. from page 10)

Squadron. In 1985, she was appointed commander. Presently, Bickelmann is deployed with her squadron of 93 guardsmen. The squadron was activated last August in support of Operation Desert Shield.

**Lt. Col. Janice C. Krueger - Lt. Col. Janice C. Krueger** is chief nurse, 145th Tactical Airlift Clinic, North Carolina Air National Guard.

She was commissioned in September 1981 as a captain into the 172nd Tactical Airlift Clinic, Jackson, Miss. Krueger served with the Mississippi Air National Guard for seven years as a nurse.

In May 1988, she joined the North Carolina Air National Guard as a medical readiness officer. She assumed the responsibilities as chief nurse in November 1990.

He has been nominated for the Medical Readiness Officer of the Year by her unit. It was through Krueger's persistence and assertiveness that the Clinics, Medical Readiness Training Program's previous rating of marginal had been dramatically upgraded on the most recent inspection with 100 percent training completion rates in all required areas.

She is now deployed to Andrews Air Force Base, where she works in support of Operation Desert Storm.

**Lt. Col. Patricia A. Green - Lt. Col. Patricia A. Green** is an Army National Guard public affairs officer assigned to the Personnel Command, Alexandria, Va.

She received her commission in the Army in 1970 upon completion of the Women Army Basic Course at Fort McClellan, Ala.

Green remained on active duty for four years serving both as the chief, General Military Subjects Committee, and recruiting officer for the Women's Army Corps in Charlotte, N. C. She joined the 108th Training Division, Army Reserve, for two years before becoming a member of the Maine Army National Guard as the equal opportunity officer in September 1976. She continued her career by moving to the Washington, D.C.

**Lt. Col. Mary Cox**

area where she served in numerous personnel assignments before accepting a four-year tour as the Army National Guard advisor at Fort Benjamin Harrison, Ind.

Green assumed her present duties as liaison officer to the Personnel Command in July 1990.

**Lt. Col. Beverly E. Wright - Lt. Col. Beverly E. Wright** was commissioned as a second lieutenant on Feb. 1, 1974.

In the Tennessee Army National Guard, she became the first nurse and the second female officer appointed in the history of the Tennessee Army National Guard. Wright entered active guard/reserve (AGR) status in February 1982 as the first medical recruiter for Tennessee.

Wright's efforts were recognized as she received the Army National Guard Top Medical Recruiter Award for 1983 and 1984, and the chief, National Guard Bureau Honor Roll Award.

In 1985 she was assigned to the National Guard Bureau as chief, Medical Recruiting Program Manager, Army National Guard. She has served in a variety of positions such as special program manager and special projects officer, and is currently administrative/operations officer for the Army Surgeon's Office.

Wright has completed the Command and General Staff Course, and the Army Management Staff College. She was promoted to her current rank of lieutenant colonel on June 8, 1987, and was featured in Army National Guard advertisements.

**Maj. Denise N. Baken - Maj. Denise N. Baken** is the automation data program plans officer for Reserve Component Automation Systems, Newington, Va.

She joined the District of Columbia Army National Guard in 1979 as the press/administrative officer, 715th Public Affairs Detachment.

Baken held various positions with the District of Columbia Army National Guard, including special projects officer and budget resource officer.

In January 1989, she attended

**Capt. Cheryl Machina**

the Armed Forces Staff College in Norfolk, Virginia. After completing it in July 1989, she was assigned to her current position.

**Capt Cheryl M. Machina - Capt. Cheryl M. Machina** joined the New York Army National Guard in 1983. Upon completion of the officers basic course, and the Automated Data Processing Course she began her traditional guardsmen role as a test control officer for the New York Army National Guard.

In 1984, she assumed the responsibilities of personnel staff officer at the Army National Guard Personnel Center and served in that position for three years.

Machina is assigned to the Army Active Duty for Guard and Reserve (AGR) Management Branch where she continues her career as a personnel staff officer in Alexandria, Va.

**Col. Diane M. Wood - Col. Diane M. Wood** is chief, Anti-Drug Task Force, for the North Carolina Army National Guard. She is the first non-medical woman to be promoted to the rank of colonel in the Army National Guard.

She received her commission in 1966 after completing the United States Women Army Corps. Wood joined the North Carolina Army National Guard as the Women Army Corps advisor in February 1974.

During her fifteen years of service, Wood has held a variety of positions, including detachment commander, Headquarters and Headquarters Detachment; area recruiting officer, 30th Engineer Brigade; and AMEDD and Officer Recruiting, DCSPER, all for the North Carolina Army National Guard.

In December 1983, she moved to Washington, D.C. as personnel staff officer, Department of the Army, DCSPER, and in June 1986, Wood became chief, officer branch, Army Personnel Division, National Guard Bureau. She began her present assignment in December 1990.

**Master Sgt. Debra Ann Sullenger - Master Sgt. Debra A. Sullenger** is the Career and Education

**Staff Sgt. Blondell Kennedy**

Manager assigned to the 147th Mission Support Squadron, Ellington Field, Houston, Texas.

Sullenger enlisted with the Texas Air National Guard in 1975. Upon completion of basic military training, she returned to the 136th Tactical Airlift Wing, Hensley Field, Dallas, Texas, for on-the-job training in the administrative specialist career field. In June 1975, she was selected as an air technician and assigned as an administrative clerk for the base supply complex. Within eight months, she was appointed as the chief administrative clerk for supply and promoted to the grade of sergeant.

In October 1976, Sullenger was selected to fill the position as a production recruiter for the 147th Fighter Interceptor Group. She attended and successfully completed the Air National Guard Recruiting Course in February 1977 and received the school's award for Outstanding Sales Lab Presentation. In June 1982, she was selected as the recruiting office supervisor. After nine years in the recruiting field, Sullenger retrained into the base career advisory career field. She has been serving in this capacity since September 1985.

**Tech. Sgt. Kimberly Anne Sencindiver - Tech. Sgt. Kimberly A. Sencindiver** was the only female selected for Outstanding Airman of the Year for the National Guard 1990.

Sencindiver enlisted in the 167th Tactical Airlift Group, Maryland Air National Guard in April 1983.

During basic training she was awarded a medal for winning the 100 yard dash during base competition. On completion of Basic Training, she attended the six week Medical Service Specialist School, Shepherd Air Force Base, Texas, where she graduated in the top third of her class.

On her return to the 167th, she progressed rapidly, earning her initial flight qualification in under four months. Because of her enthusiasm for the Aeromedical Evacuation Flight, she was upgraded to instructor medical technician in only two years.

In August 1988, Sencindiver  
(Cont'd on page 12)





Chief Master Sgt. Jayne Shorey

(Con't from page 11)

enrolled in the associate-of-science degree program at Shepherd College, Shepherdstown, W.V., to obtain her training to become a registered nurse. She was soon elected president, Nursing Class of 1990.

Sencindiver completed her education and was selected for a commission as a nurse-in-unit.

Chief Master Sgt. Jayne E. Shorey - Chief Master Sgt. Jayne E. Shorey assumed the duties as the fifth commandant, Air National Guard Non-commissioned Officer Academy and Leadership School.

Shorey comes to the Professional



Tech. Sgt. Kimberly Anne Sencindiver

Military Education Center (PMEC) by way of the 176th Composite Group, Alaska Air National Guard, where she served as senior enlisted advisor. She began her military career by enlisting in the United States Air Force in 1967. She was assigned to protocol at Norton Air Force Base, Calif., and later to Elmendorf Air Force Base, Alaska, where she worked in Military Airlift Command (MAC) traffic control.

Joining the Alaska Air National Guard in 1972, Shorey has enjoyed numerous assignments, including fifteen years managing the recruiting and retention program for the Alaska Air Guard. In 1988, she assumed the duties of personnel superintendent for the 176th



SPC Dawn Floyd

Composite Group, and also served as the senior enlisted advisor until her selection as Non-Commissioned Officer (NCO) Academy and Leadership commandant.

She is a distinguished graduate of the ANG NCO Academy and a graduate of the Air Force Senior NCO Academy.

Staff Sgt. Blondell D. Kennedy - Staff Sgt. Blondell D. Kennedy is a member of the Tennessee Army National Guard.

She is currently assigned as the administrative noncommissioned officer at the Army Lieutenants Management Team in St. Louis.

Kennedy has completed numerous military schools including the Systems Management Course, Washington,



Master Sgt. Debra Ann Sullenger

D.C.; Army National Guard WANG Professional Computer PC; and the Tennessee Military Academy, Advance Non-commissioned Class No. 34.

SPCDawn D. Floyd - SPC Dawn D. Floyd is an administrative specialist at the Military Education Branch of the Army Operations and Training Division in Edgewood, Md.

She started her traditional guardsmen career in 1986 as a medical specialist in the New Mexico Army National Guard.

In June 1989, Floyd moved to Washington, D.C., and assumed her present assignment as an administrative specialist working for the National Guard Bureau.

## Key Field, named after air refueling pioneers, begins conversion to KC-135E mission

Photo and story by  
Gary Gault

National Guard Historical Services

On February 8, 1991, the 186th Tactical Reconnaissance Group as well as the 153rd Tactical Reconnaissance Squadron (TRS), Mississippi Air National Guard, celebrated a conversion ceremony which will carry their mission into the 21st century as the 186th Air Refueling Group (AREFG).

The Group will be flying the newly converted KC-135R Stratotanker with CFM56 engines which are capable of delivering up to 150 percent more fuel payload than the older KC-135A model. The group and its units converts in March, 1993.

The 153rd TRS is one of the National Guard's original aviation squadrons which was activated as the 153rd Observation Squadron on Sept. 27, 1939, at Key Field, Meridian, Miss., which is still the operating base of today's unit.

During World War II, the 153rd Observation Squadron was ordered to active duty on Oct. 15, 1940, and after being assigned an anti-submarine mission, was assigned to the European The-

ater of Operations with the Ninth Air Force and the 9th Tactical Air Command.

The redesignated 153rd Liaison Squadron flew the fastest fighters of the day, the P-51 Mustang and the British Spitfire. They won campaign participation credits for: Anti-Submarine, American Theater, Air Offensive Europe, Normandy, Northern France, Rhineland, Ardennes-Alsace, and Central Europe.

The Squadron was further cited in the Order of the Day, Belgian Army, June 12 through Sept. 30, 1944, and Dec. 16, 1944 - Jan. 25, 1945, and received the Belgian Fourragere.

Among those attending the conversion ceremony was Lt. Gen John B. Conaway, chief, National Guard Bureau; Maj. Gen. Edward J. Philbin, commander New Jersey Air National Guard, chairman, Interstate Commerce Commission; Congressman G.V. Sonny Montgomery, Mississippi; and Mr. James Keaton, an aviation refueling pioneer, and other congressmen.

The entourage was flown to Key Field, Meridian, Miss. aboard a KC-135 Stratotanker of New Jersey's 170th AREFG which has seen service in the Persian Gulf during Operation Desert Storm.

In the presence of Keaton who invented the nuzzle used in air refueling, the tanker refueled four RF-4Cs adjacent to Key Field before landing.

Keaton, a sprightly octogenarian, worked closely with Al and Fred Key, who developed the actual technique of mid-air refueling between the summer of 1932 and June 1934.

Working with their close Army friend, Major Claire Chennault, later General and Commander of the American Volunteer Group in China, (The Flying Tigers, of World War II fame), the group of pioneers developed flying techniques which led to what is now standard refueling practices.

Later, on July 1, 1935, the Key brothers proved the soundness of their theories by staying aloft for 653 hours and 34 minutes, a total of 27 non-stop days and nights. Had they flown in a straight line the flight would have circumnavigated the globe more than twice. This record was broken only in 1973 with the NASA Skylab II mission.

The Key brothers could not be present at the ceremony but they were faithfully represented by their friends and colleagues.



**MY HOW THINGS HAVE CHANGED! - James Keaton, inventor of the air refueling nuzzle, descends into a New Jersey Air National Guard KC-135E refueling control pod to witness the refueling of four RF-4Cs near Meridian, Miss.**



# Women in the military

## DACOWITS leader charts course for improving the environment

by Evelyn D. Harris  
American Forces Information  
Services

Becky Constantino believes in fairness, and that's what she promises to pursue as the newest chairperson of the Defense Advisory Committee on Women in the Services. She assumed the post on Jan. 1.

"I hope for the day when DACOWITS is no longer needed—when we work ourselves out of a job," said the native of Rock Springs, Wyo. "On that day, people will look at the military with pride and see not men and women but people doing their jobs."

Military women have made a lot of progress over the past seven years, and this wouldn't have been possible without changes in men's attitudes, she said. Giving men a share of the credit for women's progress goes back to Constantino's favorite quality—fairness.

DACOWITS is an advisory group, and DoD leaders do not always agree with it. Some committee recom-

mendations are adopted quickly. Others are flatly rejected or accepted only after many years pass the admission of women to ROTC and the service academies are two examples of the latter. But, Constantino said she is used to holding a minority position.

DACOWITS has a long list of issues to work on, and Constantino said they are all important to her. For example, she noted, an issue that may not sound important to a civilian—how well uniforms fit—becomes critical when it is pointed out that crisp military appearance plays a role in promotions.

But her first priority is opening as many jobs to women as possible. As the nature of modern warfare changes, so does the definition of "combat position," she believes. A DACOWITS report prompted DoD in 1988 to develop a clearer combat "risk rule" that led the services to open more than 30,000 positions to women. The positions ranged from Marine embassy guards to crew specialties aboard a wider range of Air

Force aircraft.

Constantino said that under her leadership, DACOWITS will continue to ask the services to re-evaluate their stances on certain jobs. For example, in response to committee requests, the Army is revising its system of direct combat probability coding and considering whether to allow positions as Lance missile crews. The Navy is considering whether to assign women to mobile construction battalions.

Another top priority is child care. "I know there are problems with finding the money for child care centers but the problem must be solved," she emphasized. "Women have shown in Desert Shield that they're willing to leave their children not that they want to but that they are ready to do the job that must be done. We owe it to them and to men in the military to see that their children are cared for while they do that job."

"My third priority is to eliminate sexual harassment," said Constantino. "I believe the services are making a good



Ms. Becky Constantino  
1991 Chairwoman, DACOWITS

effort in this area, but it's our job to make sure they continue to work on this area until it's no longer a problem."

## How there came to be a 'DACOWITS'

By Evelyn Harris  
American Forces Information  
Service

Secretary of Defense George C. Marshall formed the committee in 1951 at the height of the Korean War. He took this action to gain advice on how to obtain more women for the armed forces and how to make better use of their talents. He called on leading American citizens from industry, publishing, government, the military and academia to help him recruit women for the war effort. After the Korean armistice in 1953, DoD gave the committee a new charter—to look out for women's interests. The committee doesn't take credit for anything, because its role is strictly advisory, a DACOWITS spokeswoman said. But the public respect held by its members means that when the committee speaks, people listen.

The attention DACOWITS fo-

cuses on issues often creates a climate for change. Sometimes DoD leaders agree and act swiftly. For instance, DoD opened numerous positions to military women in 1988, within a year of DACOWITS recommendations. Other recommendations go into effect only after years of study. DACOWITS recommended in the 1960s that women be admitted to service academies; this became reality in 1976.

Justice O'Connor recalled that "the members worked conscientiously to review a wide range of laws, regulations and practices in the military services for their effects on women. Most of the recommendations made by DACOWITS were ultimately implemented."

Today, the committee works on issues of force utilization, career opportunities and quality of life. Current issues range from opening positions in the field artillery to ensuring equal access to career-enhancing educational opportunities

to improving the availability of obstetrical and gynecological care.

DACOWITS members are not paid for their services, although they are reimbursed for travel costs to attend the conferences held twice a year. DoD

provides a support staff in the Pentagon composed of one military woman from each armed service, including the Coast Guard. In addition, several commissioned and non-commissioned officers assist committee members.



Women's military roles have changed as shown by these now common scenes.



## Operation Desert Storm news clips (cont'd)

### 'Leave' request....? (cont'd. from page 4)

After accepting a position as command sergeant major, King notified his employer on Aug. 17, 1987. About three weeks later, St Vincent's Hospital notified him that his request for absence had been denied.

The hospital then went to court to determine King's entitlement to the temporary leave under the Veterans' Re-employment Rights Act.

In ruling against King, a federal trial judge and later the Atlanta based 11th U.S. Circuit Court of Appeals said that a request for a three-year leave of absence is "unreasonable."

### Money from bracelets helps families

A Vermont trophy shop, "Just Rewards," has taken a practice from the Vietnam Conflict era and turned it in to a way to aid families suffering financial hardship as a result of the federalization of National Guard and Reserve personnel.

During the Vietnam War, Pattie Fried was a sixth grader who together with an estimated five million other Americans wore bracelets stamped with the name of a soldier taken prisoner. Today, she and Chris Mucahy, who owns the trophy shop, are selling similar bracelets, this time displaying the name of a military member in Operation Desert Storm. Of the \$8 charged for each bracelet, \$5 goes to the families of

Active National Guard or Reserve troops serving in the Persian Gulf.

Other businesses and groups throughout the country also are making and selling similar bracelets. So far, an estimated 100,000 have been sold.

### 800th MP Brigade guards prisoners

In any war, there is a need to contain and guard and care for prisoners of war, as prescribed by international law.

In Operation Desert Storm, that task falls to the National Guard and Reserves.

The 800th Military Police Brigade, made up of 6,000 Reservists and National Guard soldiers, is already guarding 100 Iraqi prisoners of war. The unit has completed one POW camp and is building three others that when finished could handle 100,000 POWs.

### CINC requests families 'limit' mail

CENTCOM commander requests that families and friends of Desert Storm deployed service members voluntarily limit personal mail to first-class letter mail and audio cassettes. The continuing challenge of logistically supporting units on the move is great.

(Based on wire-service reports)

## Destination is Costa Rica for 192nd Medical Support unit

by 1st. Lt Ann Gardner  
350th Public Affairs Detachment  
123rd Army Reserve Command

**CABACERAS DE CANAS, Costa Rica** — How many ants does it take to move a cricket?

Sitting on a stoop after a long trip and a hard day of treating local Costa Rican patients, the doctor from Puerto Rico looked back upon a time when, as a child, he pondered this question.

He had watched one ant try, but

the load was too heavy. When another ant came to help, again nothing happened. Eventually more came to help until there were enough ants to push the cricket down into their nest. They only succeeded because they worked as a team.

The doctor, Capt. Jose A. Marrero, commander of the 192nd Medical Support Battalion, brought his 40-member unit here to conduct a medical readiness training exercise. The Puerto Rico Army National Guard unit is tasked with assisting the Costa Rican government in providing basic medical and

dental care to local people here, and veterinarian care to their livestock.

"Teamwork is the most important thing for a successful mission," said Marrero. "We are like the ants. If the load is too heavy, another soldier comes to help and then another until we have enough to carry the load."

The mission began with a flight to the Costa Rican capital of San Jose on a military transport aircraft piloted by eight North Carolina National Guard crew members from the Charlotte-based 156th Tactical Airlift Squadron. The medical unit then began a six-hour convoy to the village of Cabaceras de Canas, north of San Jose. The convoy chugged slowly through the lush, semi-tropical Costa Rican hillsides. It consisted of a bus; an old, red slatted truck; a beige van; three red Isuzus; and a white Chevrolet Suburban.

They finalized plans for other sites they would establish in the neighboring villages of Rio Chiquito, El Dos and Las Nubes. The steep, rocky roads and great distances between locations added an extra challenge to their mission.

"The teams will have to travel as much as two hours out to a site in the morning and two hours back in the afternoon," said 1st Sgt. Carlos A. Gonzales, a combat medical specialist. "While the medical care we provide is similar to our training exercises in Puerto Rico, just getting the unit here and the condition of our facilities are big challenges."

"Everyone needs to be able to perform more than one job so they can help where the need is greatest," he said, as he received on-the-job-training from

the veterinarian who was treating inflammation on a horse's leg.

"There are times when you have more patients to examine and treat than can be handled by the number of doctors available," he said. "Our medical specialists are well trained and may help out in those times. The same is true of the dentists and their assistants. Some assistants perform tooth extractions when needed. I have even seen a veterinarian on a past exercise do this. Of course, there is always a doctor or a dentist supervising the procedures."

Soldiers from the Army National Guard's Field Medical Training Site in Panama pre-positioned medical supplies and equipment to treat a maximum of 8,000 people during the exercise and coordinated the initial site selection.

The first day of the exercise, over 50 people were in line to see the doctor and "dentista." By the end of the day, over 200 local people were treated.

"The numbers usually increase as the days go by and word-of-mouth spreads to the outlying areas. People often walk miles to get treatment," said 2nd Lt. Angelo Rivera, acting executive officer.

The unit had little time to prepare for their mission. "We only had two months notice for this exercise," said Rivera. "There were two other units scheduled to come here before us. Both were activated for Operation Desert Shield (Storm) and we could be alerted. If we get the word, we'll have to pack up and move out quickly."



Puerto Rico Army National Guard Capt. Ariel Jusino, a dentist, extracts teeth from a two-year-old Costa Rican girl while Capt. Ana Serrano, a medical services officer, assists. (Photo by SPC David Kuhn, 350th PAD).



## Guard and Reserves get expanded exchange privileges, easy access

DALLAS — Members of the reserve components and their families now have the same unlimited exchange benefits enjoyed by their active duty counterparts, according to the Army and Air Force Exchange Service (AAFES).

The National Defense Authorization Act for fiscal year 1991 authorized this change by providing unlimited privileges to members of the Selected Reserve, other members of the Ready Reserve as determined by the Department of Defense, and their family members.

DOD has implemented the act by authorizing exchange privileges to all holders of DD Form 2 (Reserve) (the red ID card) and their family members.

This translates into expanding privileges to unlimited visits from the previous one-trip-per-drill period,

including individuals not previously eligible for exchange privileges, and making access easier to AAFES facilities.

Eligible patrons now will only have to show their red ID card to enter an AAFES facility. They no longer have to show a current Leave and Earnings Statement (LES) or Letter of Authorization.

While the rules require eligible family members to have a current reserve dependent ID card, AAFES has made shopping easier during the transition period.

Until the implementing instructions and forms are available at authorized ID card-issuing offices, family members can use AAFES facilities when accompanying their sponsors or unaccompanied by showing a photo-type ID and a copy of their sponsor's LES.

## Expect delays in shipments of your household goods

FALLS CHURCH, VA. — Because of airlift commitments to Operation Desert Storm, the Military Airlift Command (MAC) has reduced shipments of personal property, the Military Traffic Management Command (MTMC) said.

Currently, MAC airlift is not available for personal property shipments from the United States to Germany, Cyprus, Greece, Spain, the Netherlands, Italy, Turkey and some locations in the

Pacific.

Shipments delayed at port agents' facilities at McGuire Air Force Base, N.J., and Dover Air Force Base, Del., have been moved by surface and loaded onto ships for ocean shipments.

Delays of up to 10 days should be expected, MTMC officials said.

More information is available from local personal property shipping offices.



**NATIONAL CHAMP** - Tech Sgt. James R. Lenardson, newly crowned National Pistol Champion, is rewarded by his wife Penny, following the award ceremony at Camp Perry, Ohio.

## Air Guard kudos

### Best in fuels

The Deputy Assistant of Air Force Communications, Computers and Logistics, and the president of the American Petroleum Institute (API) presented the 106th Air Rescue Recovery Group, New York Air National Guard, with a trophy and plaques in recognition of the pride, professionalism, operating excellence, and mission-support effectiveness in fuel and cryogenics handling operations.

Approximately 9,000 personnel in the Air Force, Air Reserve and Air National Guard annually handle more than 100 million barrels of fuel and cryogenics.

The trophy is a large silver, winged oil droplet. The API donated it to the Air Force in 1965. It is presented annually, on a rotating basis, to the best base fuels activity in the Air Force.

### National Safety Council awards

The following organizations were selected as Air National Guard nominees for the 1990 National Safety Council (NSC) awards, which are presented for mishap reduction performance.

Nominees for the NSC award honor are: 101st Air Refueling Wing, Maine Air National Guard; 144th Fighter Interceptor Wing, California Air National Guard; 153rd Tactical Airlift Group, Wyoming Air National Guard; and the 187th Tactical Fighter Group, Alabama Air National Guard.

Nominees for the NSC President's Award letter are: 147th Combat Communications Squadron, California Air National Guard; 149th Combat Communications Squadron, California Air National Guard; 162nd Combat Communications Group, California Air National Guard; 202nd Engineering Installations Squadron, Georgia Air National Guard; 216th Engineering Installation Squadron, California Air National Guard; 243rd Engineering Installation Squadron, Maine Air National Guard; and the 261st Combat Communications Squadron, California Air National Guard.

### Well done award

Headquarters, Air Force Inspection and Safety Center announced that 2nd Lt. Leonard W. Isabelle, 107 Tactical Fighter Squadron, Michigan Air National Guard, was selected to receive the Air Force "Well Done" award.

Through superior skill, Isabelle maneuvered his flamed out aircraft to a safe landing by displaying excellent airmanship under a highly stressful situation.

Isabelle will be recognized in an upcoming issue of "Flying Safety magazine."





### State-mission series

## 3 new posters now available

Three new posters from the state-mission series are now available to National Guard personnel. All three can be ordered from the Edgewood, Md., National Guard Advertising Distribution Center, P.O. Box 1776, Edgewood, Md. 21040, or by calling Chief Master Sgt. Pat Campbell, 1-800-638-1802. From top, clockwise, the posters are: "The Guard Providing Humanitarian, Medical Care in the Third World," bug-line order number NGB 91-163 (20x24-inch) and NGB 91-162 (10x12-inch); "The National Guard in Ecuador," NGB 91-160 (20x24-inch) and NGB 91-165 (10x12-inch); and "The Guard in the Air Helping the Police on the Ground Apprehend Escaped Convicts," NGB 91-161 (20x24-inch) and NGB 91-164 (10x12-inch).

