



AIRSCOOP

104TH FIGHTER WING • MASSACHUSETTS AIR NATIONAL GUARD
Pride, Professionalism, Patriotism *Barnes Air National Guard Base*



104th Fighter Wing Welcomes Active Duty Commander
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104th Fighter Wing Providing Airmen for Domestic Operations
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(U.S. Air National Guard Photos by Tech. Sgt. Melanie Casineau)

Commander's Column

By Col. James M. Suhr



104th Fighter Wing

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I would like to start my first commander's column by saying thank you to the men and women of the 104th Fighter Wing for welcoming Jenn and me into the Barnes family. I can offer a unique perspective as a newcomer having spent the last eighteen months at the Pentagon. First, Barnes has a reputation across the Combat Air Forces of excellence. I had the opportunity to attend the daily operations and intelligence update briefing to the Headquarters Air Force A3 last year, and the Barnstormers outstanding performance during the 2016 Theater Security Package deployment was talked about daily at the highest levels in our Air Force. In addition, the wing's performance on the 2017 Alert Force Evaluation was the best I have seen in my 24-years in the Air Force.

As I began my transition from Washington D.C. to the 104th Fighter Wing, I truly felt that this was not just a high performing, professional organization, but also a family that was also focused on taking care of each other. As one of the newer members of the team, I would like to take tell you about my background. I grew up in a Navy family and lived up and down the east coast. Since graduating from West Virginia University ROTC in 1993 I have served as an aircraft maintenance officer, F-15 Eagle and F-22 Raptor pilot, squadron commander, group commander, staff officer, and have completed two 365 -day deployments to the U.S. Central Command area of responsibility.

Today, there are two active duty officers commanding Air National Guard wings, myself and Col. Smith in Montana. In addition, there is an Air National Guard Colonel commanding MacDill, AFB and an Air Force Reserve Colonel commanding Tyndall AFB. I am expected to serve as the 104th Wing Commander for approximately two years. In addition, to doing my absolute best for the wing, I am expected to bring back a wealth of new Air National Guard knowledge and experiences to the active duty in my next assignment. I predict that there will be more of these Total Force Integration opportunities in the future to a wider range of ranks and positions.

During this busy year, I will prioritize taking care of our people

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Alcoholism is treatable!
Need help? Call 1-800-410-2560
Sexual Assault S.A.F.E. helpline
1-877-995-5247

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while protecting valuable time to train for our federal and state missions. This is a high performing wing, but we cannot rest on past accomplishments. We need to work every day to promote a culture of constant improvement and drive continuous improvement across everything we do as outlined in the Air Force Inspection System.

We are currently scheduled for an ACC/IG visit this RSD and we will have a number of inspectors looking at our base, our people and the way we do business. I need you to do your job, show them how professional this unit is and how well we perform our missions. They are here to assess and give us feedback on how well we are incorporating the Air Force Inspection System (AFIS)

principles into our everyday business. We welcome their feedback and will put what we learn into making us even better. That's what I have learned since I assumed command. This unit does not just accept getting the job done. Rather, we care about how the job is done and then ensuring it's the best we can do. That current Barnestormer culture is required to fully leverage what AFIS is all about.

After this UTA, we have a Major Accident Response Exercise in May, an Airshow in August, and a possible TDY to participate in a flying exercise in November. All of these events were carefully selected because they directly contribute to our wing mission areas and goals.

I am extremely proud to be a new member of the Massachusetts National Guard and the 104th Fighter Wing. I look forward to continuing to build on this wing's impressive history and strong reputation by ensuring we are ready to deploy anywhere in the world to provide air superiority for our nation, maintaining an unblinking, 24/7 alert response defending the northeast corner of the United States, being ready to respond to any event or crisis when called upon by the Governor of Massachusetts, and continuing to grow and strengthen partnerships with our local community...all while staying focused on taking care of each other and the men and women that make up the Barnes family.

104th Fighter Wing Couch to 5k

The first meeting of the on-base running club is scheduled to occur on Tuesday, April 4 in the LRS classroom at 3 p.m. After that, participants will continue meeting every Tuesday and Thursday at 3 p.m. in Building 54. Participants are also encouraged to do at least one session on their own during the weekend. Each session starts with a lesson relevant to running such as technique, form, breathing, or clothing. The initial session is 20 minutes of alternating running and walking at two minute intervals. Participants build up to a 'graduation race' in the local area; however, the race is not mandatory.

Points of Contact: Chief Master Sgt. Thomas Orifice

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Inspector General: Complaints and Resolutions

By Maj. Mary L. Harrington, 104FW/IGQ

As the 104th Fighter Wing's new Director of Complaints and Resolutions (IGQ), I look forward to assisting the members of the 104th Fighter Wing. This is an important role in our organization, and a great opportunity to help improve morale and build trust in our leadership.

What does the IGQ do?

The IGQ serves as the "eyes and ears" of the commander, helping to resolve issues at the lowest level. The IGQ focus is on fraud, waste and abuse, reprisal and restriction. In essence, the IGQ helps to identify systematic issues, morale challenges, problems effecting efficiency and mission effectiveness, and overall trends.

Serving as an impartial and fair fact finder, the IGQ's role is to "protect the integrity of the Air Force... improve efficiency and effectiveness...serve airmen with a responsive, fair and effective IG system...and report the status of discipline, efficiency, effectiveness readiness and resource use," according to Lt. Gen. Anthony Rock, the Air Force's Inspector General.

What kind of issues can an IGQ help with?

If an Airman is not sure where to go with a challenge or an issue, we can assist and refer them to the right office. Guided by AFI 90-301, the core issues handled by an IGQ include:

- ◆ **Fraud:** "Any intentional deception designed to unlawfully deprive the government of something of value or to secure from the government for an individual a benefit, privilege, allowance, or consideration to which he or she is not entitled."
- ◆ **Waste:** "The extravagant, careless, or needless expenditure of government funds or the consumption of government property that results from deficient practices, systems controls, or decisions. The term also includes improper practices not involving prosecutable fraud."
- ◆ **Abuse:** "Intentional wrongful or improper use of government resources. Examples include misuse of grade, position, or authority that causes the loss or misuse of resources such as tools, vehicles, computers, or copy machines."
- ◆ **Reprisal:** "Taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action on a military member for making or preparing or being perceived as making or preparing to make a protected communication."
- ◆ **Restriction:** "Preventing or attempting to prevent members of the Armed Forces from making or preparing to make lawful communications to members of congress and/or an IG."

How to contact:

If you have a question or need help, please feel free to contact me at:

mary.l.harrington.mil@mail.com

Office: (413) 568-9151, x698-1799 / DSN 698-1799 Cell: (508) 868-2636

Please note that complainants may file complaints directly with an IG, or anonymously through an IG Hotline.

IG Hotlines:

104FW: (413) 568-9151, x698-1860 / DSN 698-1860

Massachusetts National Guard, JFHQ: (508) 233-6703

USAF: (800) 538-8492, DOD: (800) 424-9098

104th Fighter Wing Welcomes Active Duty Commander

By Senior Master Sgt. Julie Avey

Colonel James M. Suhr assumed command of the 104th Fighter Wing during a change of command ceremony held at Barnes Air National Guard Base, March 5, 2017. Col. Suhr is the first active duty commander for the 104th Fighter Wing. He is a dual status commander as both an active duty and Massachusetts National Guard officer as a part of an initiative known as Total Force Integration.

Suhr assumed command from Col. James J. Keefe who will take on greater leadership roles at the Massachusetts Joint Forces Headquarters serving as the Assistant Adjutant General for the Massachusetts Air National Guard.

Governor Charlie Baker, the Director of the Air National Guard, Lieutenant General L. Scott Rice, and The Adjutant General of the Massachusetts National Guard, Major General Gary W. Keefe, attended the ceremony, which was presided over by the Commander of Massachusetts Air National Guard, Brigadier General James LeFavor.

“I’m honored to thank my brother Col. Jim ‘Cobra’ Keefe for upholding the Wing’s historic reputation of the finest Air National Guard unit around and I certainly welcome Col. Jim ‘Sling’ Suhr whom I have great confidence in that you will continue the tradition of excellence that defines the Airmen of the 104th Fighter Wing,” said Gen. Keefe.

Suhr took a moment to speak to the men and women of the 104th Fighter Wing as he assumed the role of commander.

“To the men and women of the 104th Fighter Wing, your reputation as a professional and well respected unit is well

known throughout the Combat Air Forces.

Most recently for your performance during the theater security package deployment to Europe in direct response to a resurgent Russia and for your outstanding performance on the recent NORAD Air Force evaluation.”

Suhr shared, “I am truly humbled to have the opportunity as an active duty Air Force officer to lead the premier Air Superiority unit in the world, the 104th Fighter Wing. I look forward to continuing the Barnstormers tradition of great service to the state and nation, as well as to the communities surrounding our base. There are currently Air National Guard and Air Force Reserve officers commanding active duty wings and I expect to see more opportunities for this type of Total Force Integration at all ranks in the future.”

Leveraging the strengths of the Total Force team ensures the Air Force bolsters the strategic use of its agile Airmen.



(U.S. Air National Guard Photo by Tech. Sgt. Melanie Casineau)

“Colonel Suhr will be able to share his active duty experience with the 104th Fighter Wing to enhance our operations while learning how the National Guard operates a dual-status mission,” said Gen. Keefe. “He can take that knowledge with him to his next active duty assignment to benefit the U.S. Air Force’s Total Integration program that involves shared assignments with the Active and Reserve Component.”

Governor Charlie Baker personally administered the oath of office, officially swearing-in Col. Suhr to the Massachusetts National Guard prior to the Change of Command Ceremony.

Suhr said, “I am extremely proud to be the newest member of the Massachusetts National Guard, and look forward to building on the culture of excellence that has thrived here under the leadership of Col. Jim Keefe.”

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“Colonel Suhr has been a great leader for the U.S. Air Force and served with distinction and honor,” said Gen. Keefe. “The hallmark of his service is taking care of Airmen and ensuring the mission is always accomplished. I am confident he will continue to provide sound leadership, dedication and commitment to the fine men and women of the 104th Fighter Wing.”

During the ceremony Suhr thanked his wife along with his parents and mentioned a childhood memory from growing up in the New England area as a military child. “Thank you to my mom and dad for having the foresight and wisdom to raise me as a lifelong Red Sox fan. It’s working out perfectly based on my current duty assignment.”

Suhr is the third active duty commander for Air National Guard in recent history. There is currently an active duty Wing commander at the C-130 Air National Guard unit in Montana. Two Years ago Col. Craig R. Baker was the first active duty commander to command of an Air National Guard. He served as the wing commander of the 180th Fighter Wing, Ohio Air National Guard F-16 unit.

A Reservist, Col Michael Hernandez, is currently serving as the wing commander at Tyndall Air Force Base and an Air National Guard officer, Col. April Vogel, is the wing commander at MacDill Air Force Base, both active duty wings.

“I have flown, integrated with, and deployed to



(U.S. Air National Guard Photo by Tech. Sgt. Melanie Casineau)



(U.S. Air National Guard Photo by Tech. Sgt. Melanie Casineau)

combat with guard and reserve officers at every base I have been assigned to since 2002,” said Suhr. “Airmen from every component have the same pride, professionalism, and desire to serve. It is important that we continue to learn how to best leverage each other’s strengths.”

Suhr earned his Air Force commission in 1993 through the West Virginia University Reserve Officer Training Corps program. He served as an aircraft maintenance officer prior to attending Undergraduate Pilot Training.

Prior to arriving in Massachusetts, Suhr served as the Director of Staff for the Deputy Chief of Staff, Operations, Headquarters U.S. Air Force, Washington, D.C. Suhr’s Air Force Service includes several F-15C Eagle assignments in the Pacific theater and Air Education and Training Command, culminating as the Director of Operations for the 19th Fighter Squadron. He commanded the 3rd Operations Support Squadron at Elmendorf Air Force Base, Alaska and was the 380th Expeditionary Operations Group Commander — leading 9 squadrons, flying 8 different aircraft types at 10 geographic locations in Southwest Asia, conducting fighter air refueling, and intelligence, surveillance and reconnaissance, and command and control missions in support of overseas contingency operations.

104th Fighter Wing Providing Airmen for Domestic Operations

By Tech. Sgt. Melanie Casineau

Each year the 104th Fighter Wing trains a group of 11 airmen for the Fatality Search and Rescue Team (FSRT).

Master Sgt. Richard Hutchinson, training manager for the 104th Fighter Wing FSRT since 2009, assisted the team with an annual basic Polaris Ranger certification class. This training is used on recovery of fatalities in hazmat areas or natural disaster environments. The airmen participated with driving the 6 passenger vehicle, backing up, driving on and off a trailer and troubleshooting problems with the vehicle. In addition to this, the airmen have to learn to drive the Polaris in their MT-94 hazmat suits and drive a truck with the vehicle on a trailer.

“The training is important so members know how to handle the vehicle safely in order to prevent any unforeseen issues that may arise while they operate them,” said Master Sgt. Quincy Cope, 104th Fighter Wing Services Flight. Cope has taught truck and trailer training for 15 years and has been a member of the FRST for 5 years.

Additional requirements for being on the team are Hazmat awareness and Operations training, Federal Emergency Management (FEMA) qualifications and equipment training such as chemical detectors and radiation detectors.

There are health requirements prior to joining the team. The Airmen need to have a passing physical



(U.S. Air National Guard Photos by Tech. Sgt. Melanie Casineau)

fitness score and be able to carry 50-100 pounds between equipment and remains that are needed to be retrieved.

“This requirement is important because every time they enter a situation vitals are checked to ensure good blood pressure and heart rate prior to going down range,” said Hutchinson. “After doing a recovery, vitals are checked again. You could lose 5 pounds sweating in the MT-94 Hazmat suits.”

Hutchinson travels to other guard units to teach and evaluate their training classes for FSRT. This year there are 5 new airmen from the 104th Fighter Wing training on the Polaris Ranger.

The FSRT works with local agencies such as the police, fire departments and with the Army to work together in natural disaster situations.

First Sergeants Corner

Proud Dad Coins Daughter with the Help of First Sgt.

By Allyson Morin, Public Affairs Intern

Airman 1st Class Savannah Scott is proud to be the first member of her family to join the military. After graduating from BMT and receiving her challenge coin, the 20-year old joined the 104th Fighter Wing as a crew chief.

Members of the U.S. military have a long-standing tradition of carrying challenge coins to symbolize unit identity and esprit de corps. These coins are carried by Soldiers, Sailors, Airmen, and Marines as well as lawmen and firefighters, according to Master Sgt. Matthew Chapman in the May 2016 Airscoop announcing the release of a new 104th Fighter Wing Coin.

After reading the Master Sgt.'s column, father Steven Scott wrote a letter expressing how proud his daughter was to receive her BMT challenge coin and asked Chapman to present his daughter with a 104th unit coin on his behalf.

"Thank you very much for fielding this letter and fulfilling the dreams of another Airman," the elder Scott wrote. "Our entire family is proud of her and every Airman serving our great country."

Scott hails from a family of pilots on the civilian side. Her parents both fly commercial planes—her father for Delta Airlines and her mother for American Airlines.

Scott said she has her heart set on becoming a pilot one day as the



(U.S. Air National Guard Photo)

first member of her family to join the military.

"The civilian planes aren't fast enough for me," Scott said.

With her parents' background in commercial flying she says she found this a natural career path.

"I once told my mom I would be a flight attendant and she just laughed and walked away," said Scott.

Chapman said he was happy to present the 104th Fighter Wing Coin to Scott on her father's behalf to welcome the young crew chief into the Barnstormer community. The Master Sgt. surprised Scott with her father's coin during the March drill weekend.

"My dad did this? This is so cool," said Scott with a big smile as she was pulled aside during a morning crew chief exercise.

The challenge coins are an integral part of military comradery. Members of American military challenge each other by "coining" so individuals must be sure to carry their coin on their person at all times. "

"The group's unique coins are slammed onto a table at an event or gathering to challenge all in the group to display their own coins; he who is last or does not have a coin may pay a penalty," said Chapman.

Helping Our Children Deal with Stress

By Michelle Pennington, 104th Fighter Wing Director of Psychological Health

Younger Children

Children may not always be willing to talk about their stressors but hang in there. If you notice something is bothering your child but they do not want to talk about it right away, let them know when they are ready you are there. Suggest doing an activity together like watching a movie, going for a bike ride or baking something. Tell your child when you notice something is bothering them and that you want to understand. By just being there to listen attentively and calmly, without judgement, you can give them a sense of being heard. You can then comment briefly on what you think your child was feeling. For instance, “that must be upsetting” or “that must have seemed unfair to you when you were not include in the game.” When a child (really anyone) feels listened to they feel supported by you which is important in times of stress. For younger children, helping them put a name to their emotions helps develop their emotional awareness and communicate them effectively. Children who can communicate their feelings during times of stress are less likely to turn to behaviors to show their emotions.

When your child is able to share situations or feelings that are causing stress, help them figure out ways to address it. You can start the conversation with some brainstorming, your child’s active participation in developing coping strategies on their own builds confidence. If too many after school activities are a point of stress, look at limiting activities so that there is time to get school work done and adequate rest.

Parents cannot solve every problem their child has (though it’s real tempting to try) nor should we. Focusing on helping them create their own problem solving skills, how to deal with life’s ups and downs, to put their feelings into words and to calm down when needed, will prepare them to manage stress in the future and bounce back.

Middle School - College

As adults looking back on childhood it may seem like a carefree time. But, pressures of school and social lives can feel overwhelming to kids. As parents / guardians / caregivers, it is important to teach them healthy ways to cope with stress and problem solve. In doing so, you are laying the foundation to build a strong bond with your child as well as molding their own coping skills. In times of stress children/ adolescents just like adults can experience problems with sleep, health and brain function. Also like adults, they may turn to alcohol, drugs or other risky behavior to cope. Strong family relationships can help to reduce feelings of stress and risky behaviors. The Partnership for Drug-Free Kids and Dr. Denise Pope offer these suggestions to help parents / guardians support their kids as they begin to navigate new challenges.

Homework

Be an active participant in your child’s learning. Show interest in what they are learning and make sure they have the necessary supplies to complete their work. If financial strains restrict your ability to obtain supplies, reach out to your Base resources, Family Readiness, DPH, Chaplains or the USO for help in finding resources for school supplies.

It is important to realize that everyone learns in different ways and have different work styles. For instance, my daughter likes to come home and start her homework right away. She feels it is easier because she is still in school mode. My son needs to take a break to do some physical activity and have a snack before he starts his homework. He feels he needs to refresh after being inside all day in order to be able refocus on more work.

Talk to your child about what will lead to best outcomes. How to prioritize time in order to be able to complete school work while still having time for other activities, getting sufficient rest and time for play. The organization **Challenge Success** calls this **PDF – Playtime, Downtime and Family-Time.**

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Make Time for PDF

Challenge Success has compiled several studies that show balancing playtime, downtime and family-time promotes long-term academic participation and overall well-being. Downtime allows for rejuvenation. Encourage children to take the time to unwind with healthy activities like listening to music, reading for pleasure, spending time with friends. Allowing time for reflection, developing interests and making friends helps to develop their identity. Make time for quality family-time as much as you can. Every family is different and will have different ideas about what is quality time, but some examples maybe eating meals together and sharing stories about your day, practicing family traditions and taking walks together. Here are a few stats that highlight how PDF can help:

Preschool children: a study of children in more than 60 schools showed that by the end of 4th grade, those who attended more progressive preschools where learning and engagement was more “child-initiated” earned significantly higher grades than those who attended academically focused preschools. (Macron, R.A2002)

Elementary children: students in 4th – 6th grade who went to bed an average of 30 – 40 minutes earlier showed improved memory, motor-speed, attention and other abilities associated with math and reading test scores. (Bergin, C.& Bergin,D. 2010)

Middle School children: 9 – 13 year olds said academics caused the highest stress – 36% said they were stressed out most by school, 32% sited family stress highest and 21% felt friends, peers and gossip created the greatest stress. (KidsHealth Kids Poll 2009)

High School: 73% of high school students listed academic stress as the number reason for using drugs yet only 7% of parents feel teens may use drugs to deal with stress. (Partnership for a Drug Free America 2008)

College Students: Findings of the Gallup-Purdue Index Report (2014) show that if graduates had an internship where they could apply what they were

learning in the classroom, were involved in extracurricular activities or organizations and worked on projects that took a semester or longer, their odds of being engaged at work doubled.

Embrace a Broader Definition of Success

As seen above, success can take many forms but it should never be at the cost of your child’s quality of life. Albert Schweitzer wrote, “Success is not the key to happiness. Happiness is the key to success. If you love what you are doing you will be successful.” Talk to your children about their perception of success and yours. Foster a healthy sense of success. Make sure they know they are loved for who they are as individuals not grades, whether they decide to go to college or not or what kind of job they have. Perhaps instead of asking ‘How did you do on your test?’ ‘’, which focuses on an outcome, try asking, “How was your day?..Did you learn anything exciting?..Did you get to spend time with your friends?” Remind them that success is measured throughout our lifetimes not just at the end of a semester.

Additional Resources

If you have questions or want to learn more, remember your Base resources that can help: Chaplains, DPH, Family Readiness or Human Resource Advisor. Additional resources include Challenge Success at www.challengesuccess.org .Military OneSource 1-800-342-9647, Military Kids Connect at www.militarykidsconnect.dcoe.mil .

Barber Shop Open

The Barber Shop will be open for the 2016 RSD dates. Enter Building 008, South Entrance. POC for the Barber Shop operations call: (413) 568-9151, x698-1234.

Family Readiness Group Dinner

(U.S. Air National Guard Photos by Tech. Sgt. Melanie J. Casineau)



Put Down the Cell Phone and Talk

By Chaplain Lt. Col Steve Misarski

We are communicating more yet listening and talking less.

Of course, I am taking about the plethora of ways that we can connect through text message, email, Facebook, Skype, and Twitter; and through Apps like Snapchat, Instagram, Pinterest, etc. Don't get me wrong. I am thankful for the quick and reliable ways that are now available to us to reach across miles and time zones to connect families and friends during deployments. I remember the telephone tents and the long lines in sweltering heat to call my family for 5 minutes and the frustration of having the call disconnect half way through. I recall the excitement when instant message and video chat was introduced to our Internet café in Iraq. Now I know I am speaking Swahili to some of you! We have come a long way, baby!

But my point is that those technologies can be a hindrance when we come home and have the opportunities to connect with our spouses, family and friend in person. They can complicate and stunt the conversations that we need to have with our loved ones.

Here are some suggestions that may help in communication.

1. If at all possible, have face-to-face conversations. Facial expressions and body language add greatly to what we say. It is very easy to be misunderstood or to miscommunicate over verbal modes, let alone non-verbal means of communication.

2. Use verbal means of communication e.g. phone calls rather than non-verbal e.g. text message, especially while driving! Hands free devices are very affordable. So much is "said" intentionally or unintentionally when person stops texting with you after a hard comment. We have all turned into passive aggressive creatures!
3. When you are with people, be with people. Take advantage of live people and interact with those across the table rather than someone who is not there. Enforce phone-free dinner times with your family.
4. For those of you who practice the Christian season of LENT (a time of abstinence for spiritual improvement between Ash Wednesday and Easter), consider disciplining the time spent on social media or attached to the cell phone in anyway. This would be a good discipline of quiet for Holy Week. I find that I have become more aware of my cell phone than God's presence in my life!

Hope this helps! Let us use technology for our advantage but do not let it hamper the rich life we have with family and friends.

Family Strong Bonds Event will be rescheduled later in the year. Next is a Singles Strong Bonds event in June. Standby for details.

Call the Chapel Team at 698-1057 for more info or come visit us at Building 12 (the front of the Gym).

Happy Easter! & Hag Sameach! (Happy Passover!)

Worship Schedule

General Christian Worship

11:00 a.m. Saturday, April 1, 2017

If you need to talk, the Chapel Team will be out and about. You can also stop in for a chat at the Base Chapel (Building 12, aka. the Fitness Center) or call ahead at ext. 698-1057.

Surveys, Not Again! Here's what we got!

By Lt. Col. Ramon Diaz

We hear over and over again, NOT ANOTHER SURVEY! I think we all get survey fatigue but we do these for a good reason, we can't fix something if we don't know it is broke.

I have heard in the past that the comments and results can be traced back to an individual and individuals will use that as an excuse not to fill them out, but I read the whole report including the comments and they are all truly anonymous. Remember, we have to get enough surveys back in order for the results to be valid, so if we can't get a statistically significant amount back we will have to send them out again.

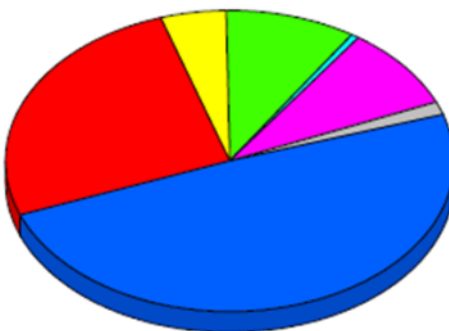
The second most frequent comment I hear is that they are too long. It took me about 20 minutes to complete the entire survey. While that is a bit of time, it was worth it as long as we get information we can use. There is also some good news on this front, the survey is now being reduced by over 20 questions.

Finally, the results are only good if the time and effort put into honestly answering the questions is good. If you don't take these seriously and answer the questions honestly we get what we in the software industry call GIGO (Garbage In Garbage Out).

Like any unit we have strengths and challenges. A disgruntled person will mark everything bad and someone who want to run through it quickly might mark everything

good. At the end of the day the results are only as good as you make them by taking the time to fill it out thoughtfully. The results we get will always have some of that. Let me just say that when you look at percentages it tells a more realistic story.

We had over 300 respondents so we have a good sampling. The graphic here also shows who responded. It wasn't just officers or just enlisted, overall the sample reflected the base fairly well.



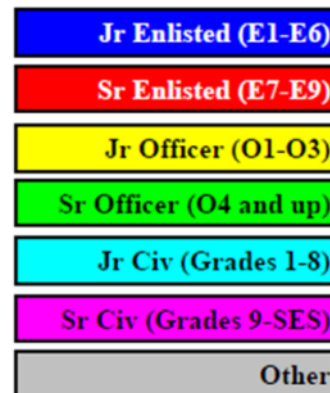
OK, now we will look at some of the things we learned but we won't review everything because the Airscoop isn't big enough. I want to start with our heavy hitters.

- When unit members are having issues they do feel that the unit will take care of them. This got over 90% favorable rating and there were over 70 comments that supported this notion.
- We need to work on favoritism and the perception of favoritism. Over 90% of respondents felt that there was some sort of favoritism

displayed by unit members up and down the chain.

- Sexual and racial jokes are still at a high level as 20% of respondents indicated.
- Gender discrimination is still an issue and while it does happen to both genders, females identified it at 10 times the rate males did.

In this report there were a lot of things we are doing well and some issues we still need to work on. Overall when you look at category



by category we are better than the Air Force as a whole with a limited few exceptions. The full results are almost 160 pages with all the comments and Wing Leadership now has the data.

I will leave you with a challenge. The next time we have a climate survey take the 20 minutes to fill it out, be honest and give leadership the opportunity to fix what is broken.

Wing Safety How-Goes It

By Master Sgt. Shannon M. Huard, Occupational Safety Manager

The unit has experienced 2 injuries since the last How-Goes-It.

- Participant strained back; exercising at base gym; outcome to be determined.
- Worker strained abdomen; moving furniture; outcome to be determined.

The unit has experienced 1 mishaps since the last How-Goes-It

- Tank dolly damaged while being towed; struck a bollard; repair costs to be determined.

Spring has finally sprung! Soon enough the temperatures will rise, the snow will melt away, the grass and plants will turn green, and the tops will come off the convertibles. In addition to all those things, there will soon be more and more people on the roads riding their motorcycles. Not only is it a good idea for the motorcycle operators to refresh themselves on handling their bikes after being stored away for the long, cold winter, but it is also a good idea for those who don't ride, but share the roads, to become cognizant of the fact that motorcycles are everywhere. Sometimes they can be hard to see because motorcycles are not as large as cars and trucks and they can often be hidden in your blind

If you are a motorcycle operator, ensure that you perform a pre-season motorcycle inspection. The acronym T-CLOCS stands for: T-Tires & Wheels; C-Controls; L – Lights & Electrics; O – Oil & Other Fluids; C – Chassis, and S – Stands. If you are a motorcycle operator who rides on RSD weekends or in a military status, you need to complete motorcycle safety training. For information on how to get this training, contact Master Sgt. Shannon Huard at extension 698-1009. If you ride on base in any status, you must ensure you wear all required personal protective equipment to include; a helmet, eye protection, full-fingered gloves, over-the-ankle sturdy footwear, long sleeves and long pants. You do not have to wear a yellow vest or any other brightly colored upper outer garment vest, but it is recommended so you can be seen by other motor vehicle operators on the roads.

Again, for you motorcycle operators out there, familiarize yourself with your bikes after a several month riding hiatus and conduct a thorough inspection. For you other motor vehicle operators, remember: motorcycle are everywhere.

State Sponsored Life Insurance Available to Massachusetts National Guardsman

I bet you did not know you have \$1000 worth of free life insurance coverage as a member of the Massachusetts National Guard. It's true and you did not need to do anything other than be a member. It is courtesy of the State Sponsored Life Insurance (SSLI) program and is derived from the United States Public Law 93-289, May 1974, title 37, Section 707 and is offered through the Massachusetts National Guard. The National Guard Association of Massachusetts is a member of the Militia Insurance Trust (MIT), which is composed of 14 National Guard Associations.

Every eligible member of the Massachusetts National Guard is covered with \$1,000 SSLI at no cost to the member. Many of our National Guardsman have not understood this and are not familiar with this benefit. To address this issue, Mr. Joe Spencer, retired Command Sergeant Major, ARNG will be on base during Sunday of the May UTA and possibly the Sunday of the June UTA and is willing to provide information to any member. He will be in the dining hall at 0900 and 1000 on the UTA. If you are interested, please call him at 1-801-662-9390. To learn more about the National Guard State Sponsored Life Insurance, you can go to www.NGSSLI.com.

For Your Information

Family Strong Bonds Event in April/May:

Please sign up with Staff Sgt. Shaun Reagan at sreagan@outlook.com or shaun.w.reagan.mil@mail.mil. You must have at least one child between 6-18 yrs to qualify. There is room for 20 Families to enjoy an free weekend of fun and learning at a family-friendly venue.

Call the Chapel Team at 698-1057 for more info or come visit us at Building 12 (the front of the Gym).

2nd Annual Command Chief Master Sergeant Patrick J. Shaughnessy Scholarship

The 104th Fighter Wing Chiefs Council is once again offering two \$250 scholarships in 2017. The Command Chief Master Sergeant Patrick J. Shaughnessy Scholarship is available to any enlisted member of the 104th Fighter Wing attending a two or four year college. Chief Shaughnessy was a leader, mentor, and friend to many unit members, both officer and enlisted. He taught and lived the whole Airman concept long before the phrase became popular, and he exemplified Air Force Core Values both on and off duty.

Applicants must submit proof of enrollment or acceptance to a two or four year college, have a current passing fitness assessment, and a 500 word essay explaining how they incorporate Air Force Core values into their everyday life. Essays must include a cover page,

and be double spaced with no headers. Essays must be submitted to Chief Master Sgt. Anthony Swana by the close of business on April 2, 2017. Late submissions will not be accepted. Selections will be made by blind committee in May, and the winners will be announced during the June RSD. Please contact Chief Master Sgt. Swana at extension 698-2219 or by email at anthony.f.swana.mil@mail.mil or Senior Master Sgt. Thomas Orifice at extension 698-1343 or by email at thomas.b.orifice.mil@mail.mil for additional information.

Walk in Legal Assistance

The Legal Office provides legal assistance to all ANG members on the following legal deployment related issues: Wills, Powers of Attorney (Family Care Plans), Service members Civil Relief Act, and Employment and to Reemployment Rights. Walk In

Hours are available every Friday 9:00 a.m.-11:00 a.m. Saturday of the RSD from 9:30 a.m.-11:30 a.m.

In an effort to better serve you, the legal office has setup an organizational box for legal assistance appointment requests.

Please send requests for legal assistance to: USAF MA 104 FW Mailbox Legal Assistance (usaf.ma.104-fw.mbx.legal-assistance@mail.mil).

If you are unable to come during this time, please call our office at ext. 698-1244 to make an

appointment. We would be happy accommodate your schedule. Notary Public Services also available.

PVC Info

Did you know that the Pioneer Valley NCO Club is a Non-profit



Volunteer Lately? Honor Guard is looking for volunteers to take part in base and community events representing the U.S. Air National Guard. POC: Master Sgt. Christine Lupacchino at 698-1420

For information on how to join the Base Honor Guard, please contact Master Sgt. Christine Lupacchino at 698-1420

organization? Are you aware of what your membership money goes towards each year? A lot of people don't realize that the NCO Club is more than just a bar. We make donations to many different organizations on behalf of its members throughout the year. Your membership money goes towards all maintenance and improvements made at the NCO Club as well. Without your annual donations none of this would be possible.

Promotions

Airman First Class

Nicholas Duclos CMPT

Senior Airman

Trevor Perreault CMPT

Staff Sergeant

Norman Storer MXS
 Kyle Eckert MXS
 Felicia Morales MDG
 Casey Belieu FSS

Technical Sergeant

Jared Collins AMXS
 Kyle Kent OSF
 Patrick O'Brien SFS
 Scott Schuster SFS

Master Sergeant

Jacobsen Ross MXS

Chief Master Sergeant

Thomas Orifice LRS

Captain

Andrew T. McMahon FW

Lieutenant Colonel

Vincent M. Heitman, SFS

Vacancies

All full time job opportunities will now also be posted on the SharePoint main page under Full Time Opportunities. Please look there for all Technician and AGR position postings as well.

Mass Career Job Opportunities

The Commonwealth of Massachusetts has over 800 positions in which they're trying to fill in various occupations.

To view the entire list of opportunities and to apply online please visit:

<https://massanf.taleo.net/careersection/ex/jobsearch.ftl>

SHEET METAL MECHANIC SUPV

Job Type: Technician - Permanent

Expiration Date: 4/3/2017

USA Jobs Link

<https://www.usajobs.gov/GetJob/ViewDetails/464977300>

PIONEER VALLEY CLUB
 PRESENTS
 THE PVC
 2017 MEMBERSHIP COIN
 A TRIBUTE TO THE TEN YEAR ANNI-
 VERSARY
 OF THE EAGLE AT BARNES




THE MIGHTY EA-
GLE DESCENDS
UPON ITS PREY; A
RUSSIAN SU-27

THE COW SKULL
LOGO OF THE
WORLD FAMOUS PI-
ONEER VALLEY

Catered by Hamels

1100-1300 AGR & OFFICERS MEAL RATE \$5.55



SATURDAY RSD

Soup

Chicken & Dumpling
Italian Wedding

Entrees

Grilled Chicken Alfredo
Beef Post Roast

Starch

Fettuccini Noodles
Mashed Potatoes

Vegetables

Broccoli
Carrots

Salad Bar, Dinner rolls & Assorted Desserts

SUNDAY RSD

Soup

Chicken & Dumpling
Italian Wedding

Entrees

Ham w/Raisin Sauce
Stuffed Pollock

Starch

Potato Au Gratin
Lemon Basil Tomato Pasta

Vegetables

Herbed Green Beans
Corn

Salad Bar, Dinner rolls & Assorted Desserts

Welcome!

Airman Basic Austin D. Lozada	AMXS
Airman 1st Class Patrick A. Ganieany	MXS
Airman 1st Class Felix Muwanguzi	CES
2nd Lt. Amanda J. Savoie	FW
Maj. Andrew J. Avery	FS

Farewell!

Master Sgt. David J. Nye	AMXS
Chief Master Sgt. Robert J. Roy	AMXS

Thank you for your Dedicated Service!

Pioneer Valley Club



Beirut Tournament

6 May 2016 1630

Taco bar- \$5.00

**Frozen Margaritas
(while supplies last)!**

Non-alcoholic beverages available



Proud of our Airmen!



Catch our Airmen in action
on Instagram at 104fw!

#104fw

#MassGuard

#AirPower



Massachusetts Air National Guard
104th Fighter Wing - PA
Falcon Drive, Westfield, MA 01805

www.104fw.ang.af.mil
Phone: 413-568-9151
Email: usaf.ma.104-fw.list.pa@mail.mil



We're on the Web

WWW.104FW.ANG.AF.MIL

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