

An F-35 fighter jet is shown in flight against a blue sky. The tail code "MA 476" is visible on the aircraft.

AIRSCOOP

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

September 2013



Members of the 104th Fighter Wing conduct weapons qualification training during “training week” at Barnes Air National Guard Base on Aug. 21, 2013. (Article on page three.)

(U.S. Air National Guard photo by Master Sgt. Mark W. Fortin)



Col. James J. Keefe

AIRSCOOP

**104th Fighter Wing
Barnes Air National
Guard Base**

Barnes Air National Guard Base
175 Falcon Drive
Westfield, MA 01085
www.104fw.ang.af.mil
E-mail: 104fw.pa@ang.af.mil

Wing Commander
Col. James J. Keefe

Vice Wing Commander
Col. Kenneth Lambrich

**Command
Chief Master Sergeant**
Chief Master Sgt. Todd Fappiano

Chief of Staff
Lt. Col. Mike Cousins

Wing Executive Staff Officer
Maj. David Mendoza

Public Affairs Officer
Maj. Mary L. Harrington

Managing Editor
Senior Master Sgt. Robert J. Sabonis

Photo and Graphic Support
Public Affairs - Visual Information

Commander's Column

By Col. James J. Keefe, 104th FW Commander

The "NEW" Air Force Inspection System (AFIS)

"The Air Force Inspection System relies on inspections by the Inspector General (IG) and assessments and evaluations by functional area managers (FAMs) to ensure that all wings comply with Air Force standards and are ready to execute their contingency missions. These oversight activities have grown dramatically over time, despite repeated efforts to limit the burden they place on individual Air Force wings as well as the IGs and the FAMs, all of which are operating under increasingly constrained resources. The Office of the Inspector General of the Air Force (SAF/IG) is now leading an Air Force-wide effort to make significant changes in the inspection system and reduce this burden while at the same time improving the quality of oversight the inspection system provides." - (2013 USAF authorized RAND Co. Report, "Charting the Course for a New Air Force Inspection System.")

I have mentioned in previous columns that we (USAF) are changing the way we inspect ourselves. In early 2011, the USAF asked the RAND Corporation to study a better way to ensure wings were combat ready while maintaining compliance with the numerous government laws, directives and instructions. What followed, after two years of discussion, was the new Air Force Inspection System, or AFIS. As we begin to prepare for our upcoming inspection in 2015, I thought it would be appropriate to give you a broad overview of this new system.

The big picture is that the USAF is trying to get away from "inspection prep," (a.k.a. rock painting) and focus more on executing the mission. The idea is to reduce wing-level compliance items in AFIs (less checklists), eliminate non-value-added inspection requirements (move from traditional ATSO focus to mission-assurance C2 focus), increase compliance and innovation at the wing level, and build skill "mastery" by focusing on AFSC skills. A fundamental difference is that the wing commander will now run the inspections through the Commander's Inspection Program or CIP.

The CIP consists of two key components and is the foundation of the new AFIS. The first is a wing inspection program, executed by the wing IG, with support from subject-matter experts in the

Wing Inspection Team (WIT) - "old EET"; to inspect groups, squadrons and other organizations below the wing level. The second is a self-assessment program, using MICT, that reports compliance with requirements listed in Self-Assessment Checklists (SAC) to the chain of command and appropriate staffs.

The wing commander, through an expanded wing IG team, will focus on four major graded areas (MGAs): 1-Executing the mission (think old ORI stuff); 2- Managing Resources (consisting of elements of the previous UCI); 3- Leading People (our training, quality of life and communication skills); 4- Improving the Unit (our inspection program, strategic planning, etc.).

Our IG shop will also expand with a total of four functional leads, some being full-time members, whose primary job will be to ensure the wing executes the commander's inspection program. This shop will consist of an IG (oversees IG shop and CIP), and IGI (an expanded "warlord" function; runs operational inspections, certifies wing inspectors), IGQ (compliance resolution-the traditional IG function in the wing) and an Inspection Superintendent. We have been in discussions on who will fill these roles, but have not made any decisions at this time.

(continued on page 3)

Table of Contents

2-3	Commander's column
3	Training week a success at Barnes
4	Battle between AF and the ANG
5	Protecting information
5	Resiliency
6	The final retreat
7	Changes to the fitness requirements
7	myPers website
8	Safety—How goes it
9-14	For Your Information
15	Promotions / Retirements / CCTV
16	A look back

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Commander's Column (continued)

We will be looking at our best and brightest to fill these new and expanded roles.

So how does the ACC/IG team fit into this new system? The MAJCOM/IG's duty will be two-fold. First, to validate the commander's inspection program; and second, to assess the unit's leadership, effectiveness, and culture through the four major graded areas mentioned previously during Unit Effectiveness Inspections (UEIs), also known as the "mother of all inspections." These will be scheduled every four years for ACC-gained ANG units; with our first one scheduled for June 2015.

What will our UEI look like in June of 2015? This is the facet of the new AFIS, which is a little fuzzy at this time. It is intended to be a combination of all

inspections rolled into one, to include: HSI, LCAP, ESOHCAMP, Phase I and Phase II, IAAP, and an Operations Group Stan/EVAL inspection and will be graded in the traditional 5-tier system - unsatisfactory through outstanding. The UEI, also called a CAPSTONE inspection, can be tailored by a unit completing requirements prior to the UEI date. A unit can complete elements of the four major graded areas up to one year prior to the scheduled UEI. An example is a unit which is deploying for a contingency or a training exercise. That unit would be able to contact the MAJCOM/IG and have the "Phase I" portion of the "Executing the Mission" MGA graded at that time, alleviating the need to inspect that portion during the UEI visit.

I hope this short primer has given you a broad overview of what is coming with respect to our inspection cycle. The command staff is in the process of educating ourselves on these new requirements as directed by SECAF. You can expect more information in the near future as we build our IG team and formalize our new inspection program. Col. Ken Lambrich will be the wing point of contact for the implementation of this new system, with meetings planned for this Fall. Given our legacy of excellence, I see no reason why we cannot meet this new challenge with an "outstanding" grade!

Thank you all for your continued leadership and dedication to the 104th.

Training week a success at Barnes

By Staff Sgt. Matthew Benedetti, 104th Fighter Wing Public Affairs

Airmen of the 104th Fighter Wing recently completed a comprehensive week of mandatory training from August 19 -23, 2013. The "Super Training Week" allowed unit members to focus on completing core training requirements in a collaborative environment with an emphasis on the wingman concept.

Courses included, Self-Aid and Buddy

Manager, conducted the Supervisor Safety Training course.



operations safe. Remember, the premise is mission first and safety is part of the mission. Your role is to be a teacher and mentor to those who work for you," he said.

Tech. Sgt. Patrick Renna, 104th Logistics and Readiness Squadron attended and taught several courses during the training period. "We held classes relative to a number of topics and they were heavily attended. This required training reinforces what Airmen already know and is extremely valuable," said Renna.



Care, DEOSH training, Supervisor Safety Training, Financial Management, Flight line Driving, Sexual Assault Response as well as Active Shooter Response Training among other classes.

Senior Master Sgt. Thomas Dumais, 104th Fighter Wing Ground Safety

"We want to ensure that the NCOs recognize that they are no longer just airmen but supervisors and responsible for creating a safe work environment. We present students with scenarios designed to test the lessons learned in the class," said Dumais, who has 13 years' experience in the safety career field.

"During the course, we give the supervisors the knowledge to recognize hazards in the workplace and develop systems to mitigate those hazards. Often the cause is the same but the consequence can be different," said Dumais.

"The bottom line is you need to provide your subordinates with proper safety training, a safe work place, and the other items to keep them and our



The 104th Fighter Wing conducts training throughout the year. The "Super Training Week" provides an opportunity for traditional Guardsmen to learn from their colleagues and to integrate those lessons in their work place.

Photos by Master Sgt. Mark Fortin

The battle between the AF and the ANG

By Russell Rumbaugh, Budgeting Senior Associate and Director

DefenseOne.com article—Aug. 29, 2013

Faced with the need to reduce spending by \$4.8 billion under this year's budget, Air Force leaders wanted most of the cuts to come from the Air National Guard. Congress disagreed and the fight over where to cut in the future continues.

The Air Force submitted an FY13 budget under which the active duty force absorbed only 17 percent of the unit cuts, even though 67 percent of Air Force personnel are on active duty. Congress reacted furiously, forced a compromise, and created a National Commission on the Structure of the Air Force to report back before any further decisions are made.

Russell Rumbaugh is a senior associate and director of the Budgeting for Foreign Affairs and Defense program at the Stimson Center, a nonpartisan and nonprofit international security think tank. He recently testified before the National Commission on the Structure of the Air Force.

This fight illustrates that U.S. defense choices are rarely based on any external objective standard, no matter how many spreadsheets or PowerPoint presentations are waved around. Instead, choices are often based on who can muster the strongest political argument.

In this case, Congress's argument for the Guard has been rock hard for more than a century and the Air Force has been getting smaller for decades. This undermines the Air Force argument that making the active force smaller is just too hard to do.

Congress's role in maintaining the militia (the predecessor of the National Guard) is one of its enumerated powers in the Constitution. But in the late 19th century state militias did not perform as well as desired, leading to calls for reform. The regular forces' preference was to abolish the militias. Instead, Congress organized the militias as the National Guard, overseen federally, before World War I. This made the militias an independent military force owing allegiance as much to Congress as the president or the states.

More than 100 years later, Congress remains committed to maintaining that allegiance of the Guard because it is good politics.

Although the active Air Force is more than three times larger than the Air National Guard, the active force is geographically consolidated, with 40 percent stationed in just six states. In

contrast, all senators and most House members have Guard members as constituents, with no state having more than 5.3 percent of Guard personnel. Each Guard unit represents a cohesive network that reaches out into family and friends, creating an important voting bloc.

This dispersion also makes the Guard an important local validator. Most members of Congress make sure they show up at Memorial Day and Fourth of July events, and like standing next to uniformed members of the military. For the few communities hosting an active base, the uniformed military member is probably the base commander. But at most events the military member will be a local Guardsman, provided the local member of Congress has not become anathema to the local Guard.

Congress likes the Guard for the very reason the active force does not: most of the time, the Guard reports to a different boss. As former Secretary of the Navy John Lehman once wrote: "Without Congress, the executive would almost certainly have reduced the reserve components of the services to nearly zero."

In contrast, shrinking the active Air Force is not that hard. The Air Force's inventory of fighter and attack aircraft has shrunk for 23 of the last 26 years. Today's aircraft inventory is 45 percent of the last peak in the mid-1980s, which was 48 percent of the peak of the mid-1950s. Given the acquisition decisions already made, reductions are almost certainly going to continue.

The Air Force consciously accepted getting smaller even before today's budget pressures, in order to preserve its high-end capabilities. In 2006, an official Air Force publication stated: "We value quality over quantity – even as we grow smaller, we grow more capable."

While it is growing smaller, the Air Force is hardly starved for funding. Although only 187 F-22 fighter aircraft have been purchased by the Air Force since 2000, the F-22 received more procurement funding than any other program in the Department of Defense during this period. The Air Force's C-17 military transport received the second-most.

In 2003, active fighter jets made up 64 percent of the Air Force's total force fighter inventory. The Air Force has since retired 500 fighters, yet today active fighters still make up 64 percent of the total force. In 2003 active lift aircraft were 46 percent of the total force. Now they make up 51

percent.

The story is similar for units. More than 20 active fighter squadrons were cut in the last 10 years – a reduction of 32 percent. But in that same period more than 10 Guard squadrons were cut – a reduction of 24 percent. Such figures are hardly a record of disproportionate cuts.

While the active Air Force has steadily been getting smaller, it is still quite capable of advancing U.S. interests. In Kosovo and the opening stage of Operation Iraqi Freedom only about 300 Air Force fighters flew, yet both operations were great airpower successes. In Libya, it was less than 100 hundred fighters. When the Air Force has been called on, it has needed only a sixth of its fighter force to respond.

The Air Force must stop pretending that it has no choice but to cut the Guard, and instead figure out ways to keep capability without being crushed by Congress.

For instance, the Air Force could embrace a true Total Force, where any operation of much duration would require using Guard units. The active force would have the best of the best but get dramatically smaller, with the bulk of fighters and lift aircraft transferred to the Guard.

Alternatively, the Air Force could specialize. Active components could fulfill certain roles and the Guard could fulfill others, much as the Guard already does in its air sovereignty mission over the continental United States. But in such a division of labor, the Guard could not be given the 'lesser' missions while the active force kept all the most exciting (as in flying) missions.

Maybe most intriguingly, the Air Force could further embrace associated units, which are composed of both active and Guard subordinate units. This model could not have all Guard units subordinate to active units, but must accept some active units serving under the command of Guardsmen.

In the end, Congress is interested in not just the best means to project airpower, but also in how to ensure a viable and independent Guard. These two interests do not have to conflict, but they likely will require the active force to give up some independence and get smaller. To start exploring these possibilities, the active force has to concede that a smaller active Air Force is not actually all that bad.

Protecting information

By Master Sgt. Dana Thayer, I04th Fighter Wing Information Protection Office

I'm sure most of you have seen in the news that Private Bradley Manning has been sentenced to 35 years in federal prison for the unauthorized disclosure of classified information. Edward Snowden is currently wanted by the US for also leaking classified information. Some may label these individuals whistleblowers, patriots, criminals, etc. Regardless on where you stand, the unauthorized disclosure of classified material is illegal. Each and every one of us signs a Standard Form 312, Classified Information Non-Disclosure Agreement, upon being granted access to classified information. This agreement ensures that you are aware of the laws and penalties associated with the protection of classified information. Penalties for breaking this agreement with the United States can result in the termination of your security clearance, removal from positions of trust, termination of employment, and prison. If you are exposed to something that you

don't feel is legal, there are avenues for you to report it. The first step would be to use your chain of command. If your chain of command



disagrees or does not address your concerns, the media is not your next step. Complaints should then be forwarded to the Inspector General's Office, followed by the Department of Justice, and ultimately, Congress. Following these avenues will keep you out of prison while ensuring your complaint is heard.

I would also like to touch on Personally Identifiable Information (PII). As you are all aware, government systems are subject to

monitoring at all times. The DoD is cracking down on PII violations and the Air Force even has a squadron dedicated to detecting these violations. The 68th Network Warfare Squadron is responsible for monitoring all incoming and outgoing messages from .mil domains. They are looking for personnel sending username/password information (especially to home e-mail accounts) and FOUO documents/information being sent in unencrypted e-mails. Recently, more than 500 Hill Air Force Base employees had sensitive personal information compromised after another base employee improperly transmitted the information to an unprotected email address. If you need to transmit PII, you must ensure the message is signed, encrypted **and only sent to a .mil email account**. If you have any questions regarding classified or PII handling, please contact your Unit Security Manager.

Resiliency

By Master Sgt. Fred Fopiano, I04th Fighter Wing , Resiliency Trainer

Resiliency, according to Webster's Dictionary – "the ability to become strong, healthy, or successful again after something bad happens."

Resiliency is incredibly important in normal day-to-day life, but being in the military gives it an even higher necessity; so much so that the DOD started a training course to teach all personnel how to become more resilient.

I recently returned from a two week course at McGuire AFB entitled Master Resiliency Trainer (MRT). Through specialized interactive training and by polishing our communication skills, we

learned how to help our personnel not only feel better daily, but become more resilient when things go wrong.

This course is not designed to make us superhuman; it merely helped us to find balance with the trials we face every day. It also taught us to communicate more effectively and efficiently.

How many times, probably within just the last week, have you had a misunderstanding caused by poor communication skills? My guess is you might even experience it this weekend.

Currently I am the only certified Master Resiliency Trainer for the

wing, and we also have one Resiliency Training Assistant (RTA), Mrs. Jennifer Cesaitis from Family Support.

We will be looking for another 10 RTA's to assist in training the entire wing. It will take a few days to train you and I can say with all surety that your life and the lives of your coworkers will change for the confidence because you took this course.

I look forward to helping you improve your life and the lives of your coworkers.

The final retreat

By 1st Lt. Steven Ortiz, Commander, 567th Air Force Band

Hanscom AFB, Mass., Aug. 16, 2013 -- After thousands of performances for over five million audience members including American and foreign dignitaries, various distinguished military personnel, current and former service members and civilians, the 567th Air Force Band, commonly known as the Air National Guard Band of the Northeast will be deactivated in September. For more than 72 years of service to the nation, the ANG Band of the Northeast has been a bastion of professionalism and musical excellence.

In 2011, a decision was made to consolidate Air Force bands across the country. As a part of this decision, six Air National Guard Bands were selected to be deactivated. Included among these was the ANG Band of the Northeast.

Senior Master Sgt. Charles Edgerly, Superintendent of the ANG Band of the Northeast, has also served as the unit historian. "Most of our history has been passed down through the years through photo albums, recordings, printed musical programs, and other historical documents," said Edgerly.

Edgerly said the ANG Band of the Northeast was activated in October 1941 as the Air Force Band, Bowman Field, KY. It was then designated as the 567th Army Band in December of 1943. It was re-designated the 567th Army Air Forces Band in March of 1944, then inactivated in November of 1945. The Band served both state-side and overseas during World War II and received the European Theater Streamer without inscription.

In May 1946 the band became part of the Massachusetts Air National Guard with a duty station

of Logan Field, Boston. In Aug 1968, the band was transferred to Otis Air Force Base, Cape Cod, Massachusetts where it served the 102 Fighter Wing until 2001, when the band changed station to Headquarters, Massachusetts National Guard, Milford.

In 2003, the band was assigned to provide musical support for all New England States and New York and



was responsible for leveraging public affairs capabilities of the Air National Guard, through the medium of music, to fulfill ANG strategic communication objectives, while preparing citizen-airmen to effectively serve, as needed, during state emergencies.

"It will be sad indeed to see the band go away," said retired Maj. Michael Donovan and former unit commander who served from 1975-2002. "We have had people travel as far as China to attend drills and rehearsals and because of the nature of our mission, people here tend to be as close as family," he said.

Master Sgt. Beverly Perriccio, the unit's current Director of Personnel, has had an opportunity to serve a total of 34 years in the career field and made the decision to come to this band due to its musical and military excellence after leaving active duty. "Few people switch career fields once

they enter the band due to the uniqueness of this assignment," said Perriccio.

Perriccio said that the band has augmented several active duty bands throughout the years, and recently deployed its Rock Band, New Directions, to support the Global War on Terrorism in 2010. "Because music is a universal language, bandsmen have the unique military capability to bring people together in a non-threatening environment. We are able to tell people our American story, and the importance of freedom," said Perriccio. 1st Lt. Steven Ortiz, the unit's current commander said he is proud of having had the privilege to lead the men and women of the ANG Band of the Northeast in enhancing morale at all levels, while providing support for family programs and building community relations. Under

his baton, the band has increased awareness among the American public of the Air National Guard's role in fulfilling the National Security Strategy, all while entertaining its audiences.

The band serves many musical functions, performing as a concert band, rock band, jazz band, a jazz combo, brass quintet, woodwind quintet and a ceremonial band, and has also deployed members to serve during recent severe weather operations in the State of Massachusetts as well as deploying members to the Southwest border to support counterdrug operations.

On Sept. 17, the band will be honored at the State House in Boston as it receives a battle streamer for supporting the Global War on Terrorism. On Sept. 30, 2013, Master Sgt. Beverly Perriccio will sound retreat on behalf of the entire band, one final time.

Changes to the fitness requirements

Letter from General Mark Walsh, USAF Chief of Staff

Fellow Airmen:

Chief Cody and I get a lot of questions about the physical fitness test (PFT). To ensure we fully understood the issues folks were concerned about, we conducted a comprehensive review of the Fitness Program. The one thing that was crystal clear to both of us when we finished is that we have a tremendous program that has fundamentally changed the AF's overall fitness level over the past few years. So I'll tell you right up front that the PFT itself is not going to change. But even the best program can be improved upon, so we are making changes in four different areas to enhance the overall program.

The first change involves the abdominal circumference (AC) portion of the test. We use the AC measurement to assess an Airman's body composition, which is a key component of fitness. Because the AC measurement is integrated into our fitness test, DoD approved a permanent waiver to the DoD Physical Fitness and Body Fat Program, making us the only service not required to have a separate weight management program requiring annual body mass index measurements and assessments for every Airman.

One of the two concerns Chief Cody and I hear most is that there are Airmen who pass every component of the PFT

except the AC, but fail the AC because they have a very large, thick body type or are very muscular. To put this in perspective, since we implemented the PFT, only 348 of ~1.3 million Airmen tested resulted in an Airman failing the AC portion and passing all the others with a passing composite score of 75 or higher. That's 0.03%...so this is an unusual occurrence. But, in the future, if an Airman fails the AC portion of the test, and passes each of the other three components, we'll measure that Airman using the Body Mass Index (BMI) taping guidance in DoD instructions. If the Airman meets the DoD BMI standard, they pass the PFT.

Chief Cody and I also hear about the "many" Airmen who have been kicked out of the Air Force for AC-only failures. The fact is that since we started the new Fitness Program, only 76 airmen have been separated from the Air Force for failing only the AC portion of the test multiple times. That equates to 0.006% of the Airmen tested. It's certainly difficult for the airmen involved, but it really doesn't happen that often.

We're making three other modifications designed to improve the program. First, we're realigning the fitness appeal process back to Wing Commanders. Second, passing standards are being adjusted for Airmen who can only test on one component of the Fitness

Assessment, and third, we're changing and simplifying the walk test.

All these changes will be effective 1 October 2013, and the A1 will send detailed implementation guidance to the field shortly.

The second comment Chief Cody and I hear most frequently is that we need to rethink how we document fitness performance in performance reports. We are doing that as part of a larger effort to examine the performance report itself, along with the promotion system it supports. We'll give you the results of that study in the near future.

I believe we have DoD's best designed, best run Fitness Program, and as a result, we have a force ready for any mission our nation asks us to execute. I'm extremely proud of how far we've come with our fitness culture! Thanks for your personal commitment to staying in shape!

As always, thanks for all you do! See you in the gym!



MARK A. WELSH III
General, USAF
Chief of Staff

myPers website

By Patricia A. Jones, NGB/AIX PSDT Support

The Air Force online personnel services website, known as myPers, is a total force source for personnel information and services. As a RegAF, Guard, Reserve or civilian employee, use myPers to get your questions answered and conduct personnel business online when it's convenient for you. The myPers website has informative articles on personnel programs such as promotions, reenlistments, benefits, and transfers. Online services available include requesting your service verification letter, reviewing your current retirement points,

accessing your official military personnel records, or nominating a member for a Federal award.

Upon entry there is a personalized home page just for you. Sections like "I Would Like To", "Most Viewed Articles," "Announcements for Airmen," and a search function make it easy for you to stay up-to-date and allow you to access the virtual Personnel Center – Guard/Reserve, or vPC-GR, and other applications. If you are not already a myPers user, visit the website from any computer, anytime, at mypers.af.mil. You can log in

using your common access card or a login name and password.

If you need assistance, you can reach the myPers-Total Force Service Center by selecting the "Contact Us" link from the myPers webpage. You can select the "Email Us" link to correspond electronically, or choose the "Other Contact Information" link to find the toll free 800 number and other options available for reaching the myPers-Total Force Service Center.

Go try it out! - mypers.af.mil
Make myPers your first stop for personnel information and services.



Safety: How goes it?

By Senior Master Sgt. Thomas Dumais, 104th Fighter Wing Safety

What's the difference between steel toed boots and safety-toed boots? Your toes!

The unit has experienced six (6) injuries/medical events since the last How goes it.

- Worker strained knee, PT run, RTD
- Worker experiencing back pain, sitting, ambulance transport
- Worker strained elbow, handcuff training, restricted duty
- Worker hands injured, training exercise, member OK
- Worker experience ear pain, firing weapon, prescription meds
- Worker strained knee, PT run, clinic for treatment

The unit has experienced four (4) mishaps since the last How-Goes-It

- PMV4 rear ended, neck strain, lost workdays
- GMV4 backed into Jersey barrier, rear quarter panel damage, \$1980.79
- A/C engine blade damaged, FOD, able to blend
- A/C impact by bird, on landing, no damage

Not too long ago there was a time during the industrial revolution where people went to work in factories and there was no regard to the safety of the worker. This was unless you were lucky enough to find one who cared about you as much as the money; and they were few and far between. To make a long story short...after many years of people getting injured, sick, and killed, congress, American workers and their unions decided enough was enough and that something had to be done to better protect workers. This is when the early ideas of OSHA (Occupational Health and Safety Act) started to surface.

Fast forward to today and the OSHA Act of 1970 has blossomed into a standard set of enforceable legislation and regulations to be used by employers across a spectrum of industries.

This however is a living document that is always being looked at and reviewed for improvement, as injury

rates and reporting and recording data is trended for finding better ways to reduce injuries. Your steel toed vs. safety-toed boots is a good example of this. As worker injuries for toes and feet was reviewed, OSHA determined that steel toed boots would reduce the likelihood of toe and foot injuries in industrial areas. The flip side of this is after approximately 30 years of data gathering OSHA determined that although toed/foot related injuries were reduced, they noted an increase in the number of toe amputations.

Even though there was a reduction on one side, there was in fact an increase in another. What did this mean? It meant basically the idea itself was good, but the



design of the personal protective equipment could be better. Something that would not increase the likelihood of cutting your toes off if something heavy fell on them. This was the birth of composites and the new safety/protective toed boot. Unlike its older model (steel) that would assist in cutting off your toes, the new design would take the impact and if it were too great, break.

In the early 1980s the USAF adopted the mandate of steel toed boots in industrial areas and settings in which you could drop something on them. Today we have the same standard, but we use a better designed safety-toed/protective toed boot, thanks to information

gathering and experience.

I will leave you with two separate requirements. One being the AF, and the other a section of an OSHA interpretation letter.

AFI 91-203: 14.4.10.1. Supervisors shall identify those areas, operations and occupations which require protective leg or footwear. Note- there are sections in the AFI that require it be worn.

OSHA 29CFR 1910.136 interpretation letter: **Scenario:** I work at a desk job billing clients for pharmaceuticals and supplies. We have little to no interaction with the warehouse staff or the pharmacy area. Are we allowed to wear open-toe shoes?

Response: OSHA does not have a specific policy on the wearing of open-toe shoes in an office environment. The OSHA occupational foot protection standard at 29 CFR 1910.136(a) requires the use of protective footwear when employees are working in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole, and where there is a possibility of the employee's feet being exposed to an electrical hazard. If you are exposed, however infrequently, to those hazards during your interaction with warehousing activities or pharmacy activities, then, during that period of exposure, you would be required to wear protective footwear. If an employee is not exposed to any hazards to the feet, then the use

of protective footwear would not be required. The determination of appropriate footwear in the absence of any of the previously mentioned hazards would be a matter for labor-management negotiation to which OSHA would not be a party.

Most of us perform material handling, and at times, assist other functions, and the use of safety toed boots has reduced injury rates in the AF.

If there are any questions on whether or not you need to be wearing/issued safety toed boots; check with your supervisor or give the safety office a call. We are happy to assist you!



— MASSACHUSETTS —
**AIR NATIONAL
 GUARD**

BEST WARRIOR AIRMAN COMPETITION



1-2 NOVEMBER 2013
 OTIS ANG BASE, CAMP EDWARDS, CAPE COD, MA

DO YOU THINK YOU HAVE WHAT IT TAKES TO COMPETE?
 ARE YOU READY TO CHALLENGE YOURSELF?
 IF YES, ENTER THE COMPETITION!!

FRI - SAT EVENTS:

- Fitness Test: Army STD 2 - 2 - 2
- M-4/16 range qualification
- Written test/Interview board
- Land navigation
- 6-mile ruck march
- Awards Ceremony

TO ENTER

Contact your supervisor or unit POC.

See the [information sheet](#) for requirements

Entry deadline: 20 Oct 2013



**MASSACHUSETTS COMMITTEE FOR
EMPLOYER SUPPORT OF THE GUARD AND RESERVE
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MILFORD, MA 01757-3604**



**EVER WONDER WHAT THE NATIONAL GUARD UNITS DO AT THE
BARNES AIRPORT IN WESTFIELD?**

On September 20, 2013 join us for an “Employer Day” to uncover their mission. The Massachusetts Committee for Employer Support of the Guard and Reserve (ESGR), as part of its Employer Outreach Program, has teamed with the MA National Guard to sponsor an event at the Barnes Airport in Westfield, MA. The 3rd Battalion, 126th Aviation Regiment and the 104th Fighter Wing make Barnes Airport home. Employers of National Guard and Reserve personnel are our primary target to participate in this outstanding event, but it is open to all employers and civic leaders. It is scheduled for Friday September 20, 2013 from 8:00 A.M. to 3:00 P.M.

The Employer Day event allows attendees the rare opportunity to tour the ANG and ARNG facilities and meet with military personnel and MA ESGR members in an informal forum while enjoying a catered lunch. This event will give you an opportunity to learn more about the valuable work our nation’s reserve force members do when away from their “civilian life” to perform military duties. It also provides an opportunity for employers to express their support for their Citizen Soldiers while seeing why their support is so vital to our nation’s defense. This proves to be an exciting and educational time for all!

There is no cost to attendees for this outstanding event.

If you would like to join us at this event please provide the following information:

NO LATER THAN: September 6, 2013

REGISTRATION INFO:

NAME: _____ PROFESSIONAL TITLE: _____
 CELL: _____ OFFICE: _____
 EMAIL: _____ NAME OF BUSINESS: _____
 ADDRESS: _____

Forward this information to:

Bill Hebert ESGRBILL@aol.com

If you have any questions please contact Bill Hebert at 413-348-5195



Oktoberfest

104th Fighter Wing Pioneer Valley Club

Come Celebrate the 6th Annual Oktoberfest With us!

Sample a wide variety of Beer from many Local Breweries

-See our Facebook page for list of brewers joining us

<https://www.facebook.com/PioneerValleyClub>

OCTOBER UTA!

SNACKS AND GERMAN DINNER WILL BE PROVIDED

ADVANCE TICKETS \$20 INCLUDES FOOD & OKTOBERFEST PINT GLASS!

See Club Council Members or Jennifer Cesaitis for Tickets

Open only to Barnes ANG & ARNG members & retirees with valid Military IDs & escorted guests.



Purchase of a Pioneer Valley Club Oktoberfest Pint Glass will give you unlimited samples!



Oktoberfest will start immediately upon release on Oct 5th

At the NCO Club

Non-Alcoholic Options Available





UMASS FOOTBALL **VS.** **WESTERN MICHIGAN BRONCOS**

AIR NATIONAL GUARD DAY AT GILLETTE STADIUM



UMass Athletics would like to extend a special offer of group rate discounted tickets to all Military members, families and friends for the October 26th, 2013 game against the Western Michigan Broncos. Simply fill out the order form below and mail, email, or fax to the UMass Athletics Sales Department. Your tickets will be mailed directly to you. Orders received less than 5 days prior to game date will be left at the UMass Will Call at Gillette Stadium.

Name _____ Email Address _____
 Address _____ Phone # _____
 City _____ State _____ Zip Code _____

OCT. 26th vs. Western Michigan # Tickets @ \$10 each = \$ _____
 + \$5 Handling Fee = TOTAL \$ _____

Payment:

Check _____ Credit Card: Visa _____ MasterCard _____ AmEx _____ Discover _____
 Name on card _____ Card Number _____ Exp _____

Checks payable to UMass Athletics
 For more information: call Craig Schoen at 413-577-2370 Email: cschoen@admin.umass.edu Fax : 413-545-3077

ALL ORDERS MUST BE PLACED 48 HOURS PRIOR TO GAME DATE
 Post Mail to: Craig Schoen, UMass Athletics, 038 Boyden Building, Amherst, MA 01003



For Your Information

Traditional Officer Vacancy

Logistics Readiness Officer
 AFSC: 21R3
 Rank: Commission eligible to Major

POSITION QUALIFICATIONS

Integrates logistics processes within the base mission. The major logistics processes include distribution, materiel management and contingency operations. Directs and manages distribution management, materiel management, contingency operations, fuels management, airlift operations, and vehicle management. Plans and programs logistics support for wartime requirements.

SPECIALTY QUALIFICATIONS

For entry into this specialty the member must possess a bachelor's degree. Undergraduate academic specialization in logistics management, economics, management, business administration, computer science, information management systems, finance, accounting, petroleum engineering, chemical engineering, or industrial management is desirable.

SUBMIT APPLICATIONS TO: Barnes ANG Base, 104th Force Support Squadron, 175 Falcon Drive, Westfield, MA 01085.

APPLICATION DEADLINE: Oct 6, 2013
 Board information to follow

BASE HONOR GUARD LOOKING FOR NEW MEMBERS

- Be part of the tradition of excellence
- Represent the ANG & AF at military burials
- Display the flag at military & sporting events
- All ranks/specialties can apply

Contact Senior Airman Colon at 698-1311 or email the honor guard at :

104FW.HonorGuard@ang.af.mil



SHAKER FARMS COUNTRY CLUB SPECIAL

Shaker Farms CC in Westfield is offering a special membership rate to members of the base. Contact the Country Club for more details.

MARATHON SUPPORT

Hey Eagle Keepers, our very own TSgt Tina Blake is running a marathon in Hartford to raise funds for the Wounded Warrior Project. Let's visit the website and help her help our fellow patriots who have given so much!
<http://support.woundedwarriorproject.org/individual-fundraising/tinablakehartfordmarathon/>



Berkshire East Resort honors the service of the military by offering outstanding discounts, to service men and women and their immediate family.

A valid US military ID must be shown prior to purchase. Military rates will be extended to the person(s) immediate family members only (spouse, child, sibling or parent).

ESGR SUPPORT



Left to right: Earl Bonnet, ESGR Chair, Maj. Dave Mendoza, Wing Executive Officer, Jerry Paquette Regional QA Manager, Joseph A. Chlapaty Chairman, President and CEO of ADS, David Pare, ADS Plant Manager, Ludlow MA, Tom Fussner, Executive Vice President and Chief Operating Officer ADS.

104TH MEDICAL GROUP—HEALTH PROMOTIONS

Health Promotions- The 104th Medical Group is now offering a health promotion class on Sunday of the UTA. 104th Medical Group will be starting Health Promotion classes for all Wing members to attend. No appointment necessary, just walk-in and join the group. The class will meet on Sunday morning from 1000- 1100 at the 104th Medical Group - back training lab (RM18).

Health Promotion Calendar

- Sep - no class
- OCT- no class
- NOV- dental health
- DEC -Healthy Holiday eating

For Your Information

News from JFHQ-AI

We were recently alerted to the fact that some flavors of Chobani Greek yogurt contain hemp seeds. As a reminder willfully ingesting products that have hemp seeds noted in the labeling is a UCMJ violation.

Air Force Instruction 44-121, Alcohol and Drug Abuse Prevention and Treatment (ADAPT) Program paragraph 3.2.2 states:

“Studies have shown that products made with hemp seed and hemp seed oil may contain varying levels of tetrahydrocannabinol (THC), an active ingredient of marijuana which is detectable under the AF Drug Testing Program. In order to ensure military readiness, the ingestion of products containing or products derived from hemp seed or hemp seed oil is prohibited. Failure by military personnel to comply with the prohibition on the ingestion of products containing or products derived from hemp seed or hemp seed oil is a violation of Article 92, Uniform Code of Military Justice (UCMJ).”

Please be mindful of products that may contain hemp seed and hemp seed oil. When trying new products be sure to read the ingredients before purchasing. Also beware of nutritional supplements currently on the market that are hemp-based, some brand names include, Nutiva, Hempola, and Manitoba.

MoFroYo special



Locally owned and operated MoFroYo Frozen Yogurt offers a 20% discount to military members. They have two locations near the base, 512 Westfield Rd., Holyoke and 617 E. Main Street, Westfield. See the below link for more information. <http://www.mofroyo.com/>



BARBER AVAILABLE

Every Thursday/Friday before UTAs, we will have a barber shop on-base! Nick's Barber Shop (outside the James St gate at Westover) will be operating a satellite location, under contract with AAFES, in bldg 008. A good haircut at a reasonable price – and eliminate the travel time!



Details:

Location: Bldg 008 (NCO Club) – use the South entrance adjacent to the garage door

When: Every Thursday/Friday before UTAs from 0800-1500

Cost: \$11 (standard AAFES rate)

Payment: Cash only

Schedule: Walk-ins only for now (look for an on-line scheduling system soon)

POC for barber shop operations is SMSgt Bill Butman, he can be reached at ext 698-1234.

BARNES FAMILY FLYER

Sign up TODAY to receive the Barnes Family Flyer, a weekly email with information on benefits, entitlements, events and job opportunities for our Barnes family community! Call or email Jennifer Cesaitis today at (413) 568-9151x 698-1183 or email Jennifer.cesaitis@ang.af.mil

CLUB COINS ARE IN



The 2013 Pioneer Valley Membership Coins are available now. Join the Club for \$10 and receive a limited edition F-94 Starfire coin.

Contact any member of the Club Council or stop by the Club this drill to get your coin.

DFAC MENU

WHAT'S FOR LUNCH?

Saturday: Chili Mac or BBQ Chicken, Oven Browned Potatoes or Rice Pilaf, Carrots or Peas.

Sunday: Shepherd's Pie or Teriyaki Chicken Stir Fry Served with Rice Pilaf, Cauliflower or Green Beans.

Short Order: Hamburger, Cheeseburgers, Hot Dogs, Grilled Chicken Served with French Fries, Salad Bar.

Soup: Sat & Sun – Turkey Chili

Desserts: Sat & Sun – Brownies, Oatmeal Raisin Cookies and Soft Serve Ice Cream.

Religion notes

General Christian Service: Saturday of the UTA, at 4:00 p.m., in the Base Chapel / building 12, Chaplain Stephen Misarski presiding.



Orthodox Catholic Mass: Sunday of the UTA at 3:30 p.m., in the Base Chapel of Bldg. 12. Fr. Devoie presiding.

Congratulations on your retirements

Leonard Gianetti	MXS	30 Sep 2013
Peter Tallman	LRS	30 Sep 2013
James O'Brien	MXS	30 Sep 2013
Carlene Rodrigues	CF	1 Oct 2013
Donald Hickman	CPTF	1 Oct 2013
Frederick Bogalhas	MXS	31 Oct 2013
Shawn Wood	MDG	31 Oct 2013

CCTV broadcast line up

Channel 7 - Training videos & Base Info

Channel 9 - Warrior Network

Channel 10 - Pentagon Channel - inop



Ancillary training schedule - Channel 7

<u>Morning</u>	<u>Training Video</u>
0900-0940	Forklift Fundamentals and Ops
0940-1013	Confined Space Awareness
1013-1023	Basic Ladder Safety
1023-1053	Lockout/Tagout
1053-1101	FOD Prevention
1101-1108	Copyright Infringement

Afternoon Training Video

1300-1340	Forklift Fundamentals and Ops
1340-1413	Confined Space Awareness
1413-1423	Basic Ladder Safety
1423-1453	Lockout/Tagout
1453-1501	FOD Prevention
1501-1508	Copyright Infringement

Congratulations on your promotions

To Senior Airman (E-4)

Angel Cazarreal-King	MXS
Joshua Moynahan	MXS
Alfred Van Der Burg	MXS



To Staff Sgt. (E-5)

Cameron Day	MXS
Michael Hennessy	AMXS
Matthew Jasmin	STF
Joseph Mancini	MXS
William Ragusa	AMXS



To Technical Sgt. (E-6)

Sandra Pulliam	FW
Aaron Richards	AMXS
Paul Sim	MXS



To Master Sgt. (E-7)

Aaron Richards	AMXS
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Welcome to new members

Damian Iennaco	MDG	2 Aug 2013
Jason Grimaldi	OSF	6 Aug 2013
Sarah Sinclair	CES	8 Aug 2013
Kendra Meissner	MDG	16 Aug 2013
Jose Rivers	LRS	16 Aug 2013
Cody Baron	AMXS	23 Aug 2013
Alexander Irizarry	SFS	27 Aug 2013
Joseph Manolakis	AMXS	28 Aug 2013

ANG Alumni Reunion

Date: Wednesday, 18 September 2013

Time: Social Hour 1800, Dinner 1900

Location: NCO Club

Cost: \$15.00 each

Menu: Roast pork w/gravy, red bliss potatoes, peas & carrots, Caesar salad & dessert.

Please obtain a base ID card at the Security Force building for access onto the base to attend the reunions.

Checks may be made payable to the 104th Mass ANG Alumni Association. Include guests names in the memo section of the check.

Payment must be received by 16 Sep at 1700—
NO EXCEPTIONS



Volume 10
Number 3

September 21, 1958

24 Flying Hours Per Pilot Helps Make This Year's Camp One of Most Successful Ever



A STOPPER—Landing jet is about to be brought to a halt by a newly developed, more durable nylon webbing barrier aimed at catching runaway jet aircraft during emergency landings. The increased life span of the new webbing is expected to save the Air Force as much as \$137,000 yearly.

This year's two-week tour of active duty has been judged to be the most effective that this Group has yet performed.

The first camp with F-86's, impressive figures were compiled by the operations section showing 735 hours of F-86H flying time, 41 hours of T-33 time and 53 hours of C-47 time for a total of 830 hours total flying time. The average flying time for each pilot during the two weeks was 24 hours.

All but three pilots who were recent graduates of flying school have reached the status of 'Alert Ready' by the end of the encampment.

252 sorties of aerial gunnery were chalked up, using 22,000 rounds of ammunition. The 84 camera gunnery missions resulted in ten definite kills and twenty successful camera attacks. As the photo lab saw it, it resulted in 1.6 miles of film to process.

The refueling section, which serviced the B-57's as well as other Air

(Continued on Page 10)

**MASSACHUSETTS
AIR NATIONAL GUARD**

Barnes Air National Guard Base
175 Falcon Drive
Westfield, MA 01805

www.104fw.ang.af.mil

Social Media Sites:
www.facebook.com/barnesang
www.twitter.com/104fighterwing
www.flickr.com/photos/barnesangb



PRIDE,
PROFESSIONALISM,
PATRIOTISM

We're on the Web

WWW.104FW.ANG.AF.MIL

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