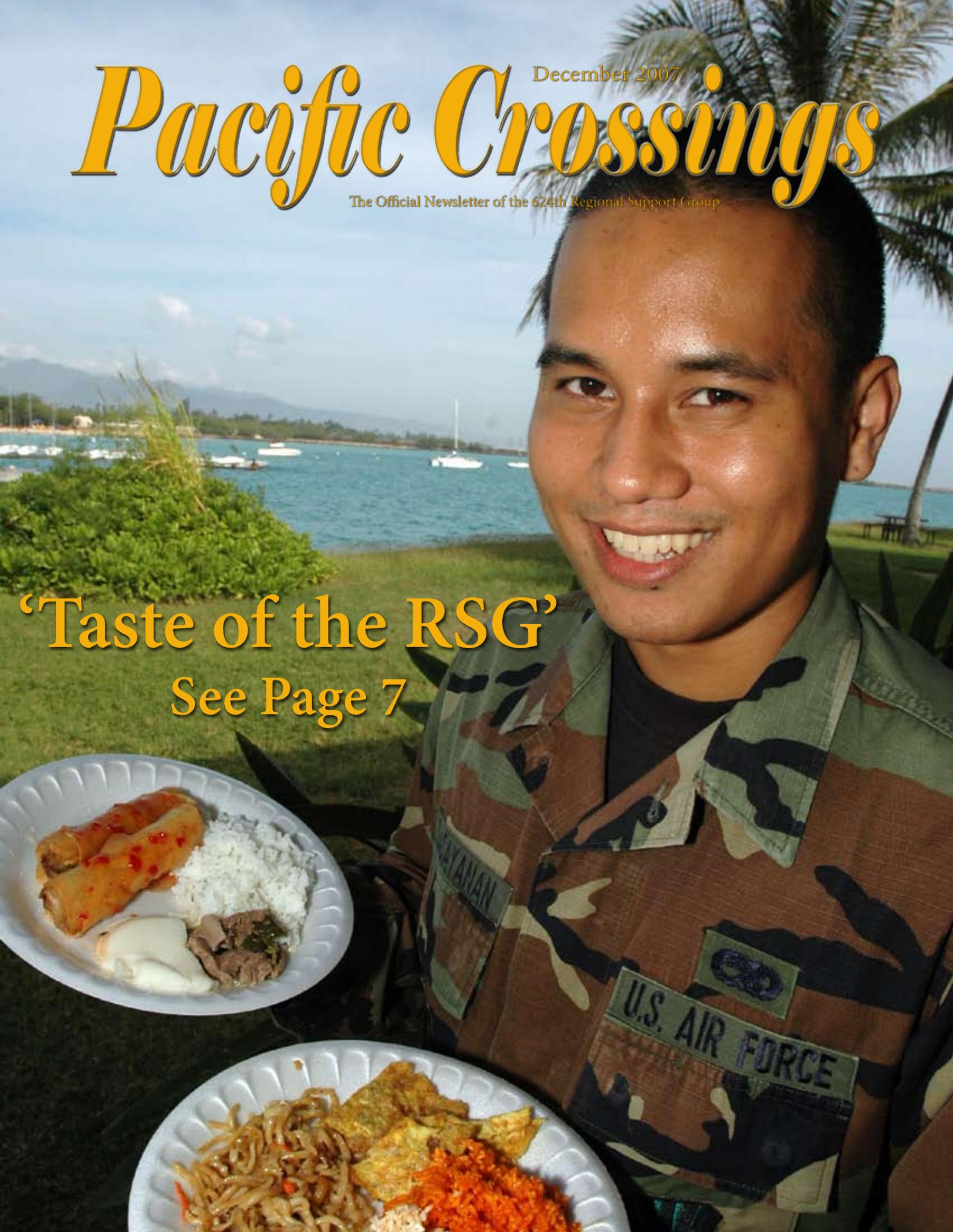


December 2007

Pacific Crossings

The Official Newsletter of the 624th Regional Support Group

'Taste of the RSG'
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Guiding principles

By Col. John Morris
624th Regional Support Group
Commander

Fellow 624th RSG Warrior Airmen: Aloha, Hafa Adai and Mabuhay! I am honored to be your new Group Commander, and I look forward to working with you as a team as we face the challenges of tomorrow. As warrior airmen, it is important to remember that we are at war; the United States of America is engaged in a global war on terrorism which we must win. As the leader and commander of the 624th Regional Support Group, the "Tip of the Spear" for Air Force Reserve Command in the Pacific Region during America's Global War on Terrorism, it is important that you know what my overall goals are as your commander:

We will serve, protect and defend our country, our fellow citizens, and when necessary, our allies, against all foreign and domestic threats.

We will properly organize, train, and equip our units and personnel to be ready to deploy anytime/anywhere in support of AEF and other higher headquarter taskings and maintain our mission requirements at home station.

We will maintain full operational readiness and management compliance with Air Force Instructions and be proper stewards of the resources and personnel placed in our trust.

We will continue to proudly represent 4th Air Force and Air Force Reserve Command in the Pacific Region, conduct ourselves as true "Citizen-Airmen" in our respective communities, and stand ready to expand our current operations for new or emerging missions.

We will establish safe, secure work environments for our personnel and implement and enforce OPSEC/COMSEC, Force Protection, Safety and Operational Risk Management in our daily processes and deployments.

We will take care of our airmen; we will expect them to accomplish their required levels of professional military education and training; treat them with professional dignity and respect; ensure they receive

timely, due recognition for their professional and personal accomplishments; put their welfare, needs and concerns above that of our own; and mentor our airmen to be the leaders of tomorrow.

The Airman's Creed and the US Air Force Core Values are the guiding principles by which we, the Airmen of the United States Air Force, live by and adhere to. As warriors, the Airman's Creed represents the rich heritage of our past, to include such fellow warriors as General James H. Doolittle, who was awarded the Congressional Medal of Honor for leading the famous "Raid on Tokyo" on 18 April 1942; Capt. Lance P. Sijan, an air force pilot shot down over Vietnam who was awarded the Congressional Medal of Honor for repeatedly attempting to escape from, and who died in, a North Vietnamese prison, and Sergeant John L. Levitow, who was also awarded the Congressional Medal of Honor for exceptional heroism by throwing himself on a live flare, thus saving his fellow aircrew members and aircraft; our current heritage of warrior airmen, whose endeavors, sacrifices and mission accomplishments in the skies overhead and on the fields of battle in Iraq and Afghanistan continue our tradition of honor and legacy of valor; and our future heritage as warrior airmen who stand ready to confront the threats of tomorrow to our country. We are the guardians of freedom and justice, our nation's sword and shield, sentry and avenger. As warrior airmen, our chosen profession, it is our duty and responsibility to serve, protect and defend our country and our fellow citizens, and continue to fly, fight and win our nation's wars.

The Global War on Terrorism may well be the military challenge of our professional careers and the military conflict of our generation. As wingmen, leaders and warrior airmen, we must win the global war on terrorism for our country and for future generations of our fellow American citizens.

HUAH and CHARLIE-MIKE! (Continue the Mission)

Pacific Crossings

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Action Line

The Action line is your direct line to the 624th Regional Support Group Commander. If you have worked through normal channels and are not satisfied with the answer, the Action Line is your opportunity to ask questions or make suggestions about the subjects of concern to the 624th RSG community.

You may contact the action line at rsgactionline@hickam.af.mil.

Please include your name and phone number in case additional information is required. Action lines of general interest will be published in Pacific Crossings, and others will be answered by phone.

On the Cover

Staff Sgt. Jessie Sacayan-an, 624th Directorate of Military Personnel, 'displays the diversity of offerings' at the 624th Regional Support Group's "Taste of the RSG" held Nov. 3 at Hickam Air Force Base, Hawaii.

Photo by Master Sgt. Daniel Nathaniel



Prepping for the big test

Staff Sgt. Janelle Sheldon, 624th Aeromedical Staging Squadron, prepares to take an Electrocardiogram by placing electrodes to a patient's skin. An ECG is a test used to detect heart conditions by measuring the electrical activity of the heart. The procedure is performed as part of a routine physical examination, a cardiac exercise stress test, or if symptoms of chest pain, shortness of breath, dizziness, fainting, or palpitations are evaluated.

Photo by
Master Sgt. Daniel Nathaniel



answers The Top 10 USERRA Questions

1 What are the uniformed services? USERRA defines the uniformed services as the Army, Navy, Marine Corps, Air Force, Coast Guard, and the commissioned corps of the Public Health Service. The Army National Guard and Air National Guard qualify when performing active duty for training, inactive duty training, or full-time National Guard duty. Finally, during a period of war or national emergency the President can designate any other category of persons to be a “uniformed service” for purposes of USERRA.

2 What is “service in the uniformed services?” The term ‘service in the uniformed services’ means the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, inactive duty training, full-time National Guard duty, a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person for any such duty, and a period for which a person is absent from a position of employment for the purpose of performing funeral honors duty as authorized by section 12503 of title 10 or section 115 of title 32.

3 Does USERRA apply to voluntary service?
Yes. Please refer to the answer for question 2 above.

4 How much notice am I required to give to my employer, prior to a period of service? We (ESGR) recommend that reservists and National Guard members give as much advance notice as possible, but USERRA does not specify any minimum period of notice. Circumstances arise, especially in a mobilization scenario, when the individual has very little advance notice from military authorities. USERRA’s legislative history indicates that Congress intended that the lateness of the notice to the civilian employer should not defeat the right to reemployment, especially when the individual had little or no notice from the military.

5 Am I required to provide my employer a copy of my military orders when I give notice of an upcoming period of service? No. USERRA imposes no such requirement. We (ESGR) recommend that National Guard and Reserve personnel provide to their employers such documentation as is readily available. Your civilian employer is permitted and encouraged to call your commanding officer with questions about your service.

6 I take a lot of time off for military training and service. Now, I have been asked to perform service at a time that is particularly inconvenient for my employer. Is my employer permitted to veto my request for military leave? No.

You are only required to give your employer notice, not to obtain your employer’s permission. However, as a matter of courtesy, we (ESGR) recommend that you phrase your notice as a request for permission. The employer has no right to veto the timing, frequency, duration, etc. of your military training and service.

However, the employer is permitted to contact your commanding officer. It is Department of Defense (DOD) policy that the commanding officer should work with your employer to resolve conflicts of this kind. The commanding officer will accede to your employer’s reasonable request to reschedule military training, unless doing so would detract from unit readiness and mission accomplishment.

If the timing of this training period presents a real problem for your employer, the commanding officer will try to adjust the schedule, but please understand that such rescheduling must be kept to a minimum.

National Guard and Reserve units train together, and they must go to war together. The training periods are scheduled so that the unit can be trained together. If you perform training at a different time, you may miss important training that the rest of the unit received. As a result, you may not learn how to perform some critical task, resulting in additional casualties and endangering the accomplishment of the mission.

Under the “Total Force Policy,” our nation is more dependent than ever before upon the National Guard

USERRA continued page 5

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and Reserve for essential military readiness. The National Guard and Reserve make up almost half of the total pool of available military personnel.

7 Is my employer permitted to make me find a replacement for the time that I will be away from work performing service? No. You are responsible for giving the employer advance notice, if possible, but not for rearranging your schedule or finding a replacement.

8 Is my employer permitted to make me use vacation for my military training or service? No. If you want to use vacation, you have the right to do so, but it is unlawful for your employer to make you use vacation.

9 Is my employer required to pay me for the period that I am away from work performing military training or service? USERRA does not require an employer to pay an individual for time not worked due to service. Another Federal law (5 U.S.C. 6323) gives Federal civilian employees the right to 120 hours per fiscal year of paid military leave.

About 40 states have similar laws for state and local government employees. If you are exempt from the Fair

Labor Standards Act (FLSA) overtime rules (because you are a manager, for example), the employer is not permitted to make a deduction for a part of a pay period missed because of temporary military leave. See 29 Code of Federal Regulations 541.118(4). This is an FLSA requirement, not a USERRA requirement.

10 Is my employer required to provide me other benefits of employment while I am away from work performing service?

If and to the extent that your employer provides benefits to employees who have been furloughed (laid off) or to employees on some kind of non-military leave (jury leave, educational leave, etc.), your employer must provide similar benefits to employees who are away from work performing service in the uniformed services.

An employee who is away from work performing service in the uniformed services is entitled to elect continued health plan coverage through the civilian job.

If the period of service is less than 31 days, the employer is permitted to charge the employee only the employee share (if any) of the cost of the coverage.

If the period of service is 31 days or more, the employer is permitted (but not required) to charge the employee up to 102% of the entire premium, including the part that the employer normally pays in the case of active employees.

Recognizing the boss

On Thursday, Oct. 25, 2007, Timothy Johns, CEO of Bishop Museum and Blair Collis, Vice-President of Public Operations, was recognized for their support of of the Air Force Reserves by the Employer Support for the Guard and Reserve (ESGR). Kathleen Izon, Exhibit Director at the Bishop Museum and member of the 48th Aerial Port Squadron, 624th Regional Support Group, nominated her employer for their continued support during her military obligations.

"Blair Collis, my immediate supervisor, gave me every opportunity to attend my military duty whether it was meetings, drill, my annual tour or this past 3-1/2 month tour. He did not give me a hard time at all, not like previous employers had," said Captain Izon.



Timothy Johns, CEO Bishop Museum, Maj. Randall Honke, 48th APS commander, Capt. Kathy Izon, Blair Collis, Vice-President of Public Operations, and Col. John Morris, 624th RSG commander



Holiday fit to fight

By 1st. Lt. Siul Michel
624th Regional Support Group
Executive Officer

The holidays are here and along with all the joys of family dinners and festivities come weight gain and poor health habits.

We can easily enjoy all the good things that the holidays bring as long as we remember a few good tips on how to better eat moderate portions and stay fit.

First thing to remember is that when we get a plate of food in front of us we should not take it as a challenge to be able to finish it.

The biggest thing that contributes to weight gain is not so much what we eat as much as it is how much of it we eat. Moderation in everything.

But how can you stop eating if you aren't full? Make your self full! If

you know you have a tendency to over eat then start your meal by drinking a glass of water then a salad with no dressing then eat your meal, you will get full faster and without over eating. If you still feel hungry then start with 2 glasses of water.

When you eat this way you will naturally get hungry faster, so eat again when you're hungry.

Instead of having two to three large meals a day it is better to eat four to five small meals.

The more often you are eating the quicker your metabolism will burn the food, (this doesn't mean eat five big meals a day).

Remember to keep your exercise routine going through the holidays, don't wait until the new year to make a resolution to be healthy.

Don't let the holidays slow you down on the road to fitness.

Drinking responsibly = 0-0-1-3

By Master Sgt. Steve Adachi
624th Regional Support Group
Safety Office

Responsible drinking is for members who drink socially and usually with moderation. As the holiday season approaches celebrations and unsafe alcohol consumption may result in unfortunate tragedies.

But exactly how much is too much when you're having a good time with your friends and family?

F.E. Warren AFB took a base-wide survey in 2003 and found that the average airman thought that unsafe drinking began with 8 drinks or more. Medical professionals has defined hazardous drinking as having more than 4-6 drinks once or more during the past year.

How much is too much before you suffer the negative consequences of intoxication like:

- Accidents-Injury/Death**
- Health Problems-Heart/Liver/Obesity/Cancer**
- Social Problems- Irritability/Arguments/Violence**

The National Institute of Alcohol Abuse and Alcoholism has sponsored the "0-0-1-3" program called Creating a Responsible Drinking Culture. "0-0-1-3" stands for 0 drinks if you are under 21, 0 DUIs, a maximum of 1 drink per hour, and a maximum of 3 drinks in one night. Program planners stress that "0-0-1-3" is not just an anti-DUI program, because alcohol abuse is a factor in many types of other problems, including public drunken-

ness, domestic violence, sexual assault, and theft.

Responsible drinking is also for people who have already taken steps to make healthier choices in their lives and to be "Fit to Fight". Even if you find it hard to immediately follow this standard, research shows that you will at least start counting your drinks and comparing your habits to the standard.

For those who may find it difficult to cut down and follow this guideline please contact the base Alcohol and Drug Abuse Prevention and Treatment (ADAPT) program 366-9355 for Andersen AFB, 449-0196 for Hickam AFB, or contact your medical service provider.

"Tis the Season to be Jolly, Driving Impaired is Reckless Folly"

RSG experiences

World Class Cuisine

*By Staff Sgt. Jennie Chamberlin
624th Regional Support Group
Public Affairs*

Members of the 624th Regional Support group participated in its first "Taste of RSG" event Nov. 3 at Hickam Air Force base. "Taste of RSG" allowed members to sample the many different cuisines of the wide variety of ethnicities encompassed by the 624th RSG.

Dishes were contributed by various members, and included ethnic favorites such as Filipino lumpia, eggrolls filled with meat, vegetables or bananas, Chamorran kelaguen, a chicken dish made with citrus juice, and Hawaiian haupia, a coconut pudding dish. For some, the event was an opportunity to expand their culinary horizons.

"The food was awesome," said Staff Sgt. Maria Tailo, 624th Directorate of Military Personnel. "The meat jun and the Thai soup were my favorite. I'd never had Thai food before."

The event was organized by the multicultural diversity group, a committee of the Human Resources Development Council, and headed by Staff Sgt. Jessie Sacayanan, 624th DPM. Committee member Tech. Sgt. Brandyann Kienzle, 624th DPM, said she thought the picnic was a good way to showcase the diversity of the 624th RSG's members.

"In the group we have such diverse cultures," said Sgt. Kienzle. "We don't really have one majority, and I thought if that's true, why don't we cook? Everybody loves to eat and to cook. The best way to represent our cultures is through food, because that's what everyone is proud of."

Left - Tech. Sgt. Wayne Harp
Photo by Master Sgt. Daniel Nathaniel





Lt. Gen. Gary North, Central Air Force commander, presents his personal coin to Staff Sgt. Jason Tugade, 624th Aeromedical Staging Squadron, while Col. Jackson Dobbins, 386th Expeditionary Medical Group commander, looks on. Sergeant Tugade was selected for this honor for his efforts building ties with Japanese coalition forces in the Area of Responsibility. Sergeant Tugade is currently deployed to the 386th EMDS in Kuwait.

Coined

Courtesy photo

UTA Schedule

Hickam

December 1-2
January 5-6
February 2-3
March 1-2

Andersen

December 15-16
January 26-27
February 23-24
March 29-30



*By Master Sgt. Leony Macapagal
624th Civil Engineer Squadron
First Sergeant*

Females will not wear shades of nail polish that distinctly contrast with their complexion, that detract from the uniform, or that are extreme. Some examples of extreme colors include, but are not limited to, purple, gold, blue, black, bright colors like fire engine red, and florescent colors. Nail polish will be limited to one color. French manicures are allowed. Nail length will not exceed 1/4 inch past finger tip.