

Judge picks us for Los Angeles-Spokane nonstop authority

CAB administrative law judge Janet Saxon recommended Nov. 3 that we be awarded Los Angeles-Spokane nonstop authority, competing with United Airlines. Western Airlines also applied.

Currently we serve the route with at least one stop.

In the same application, we also had asked for nonstop Los Angeles-Boise authority. The judge recommended that this be awarded to United.

Her decision will become final within 30 days unless one of the parties petitions for full-board review, or the board decides on its own to review the application and ALJ decision.

At presstime, the company had not made a decision whether it would file a petition for review on the Los Angeles-Boise award.

Both authorities are permissive, meaning the routes can be operated nonstop or one-stop.



Vol. 8, No. 10

Hughes Air Corp.

November 1976

Spirit of The Racer

Historic Burbank site scene of second 727-200 christening

Our second Boeing 727-200 flagship was christened *Spirit of The Racer* Nov. 8 in ceremonies at Hollywood-Burbank Airport. The event followed special 45-minute flights for 200 underprivileged youngsters on aerial tours of the Los Angeles area.

Leland C. Ayers, mayor of Burbank, dedicated the trijet with a splash of champagne, thus memorializing the H-1 Racer in which Howard Hughes shattered his own transcontinental speed record nearly 40 years ago.

It was at the Burbank airport that the late aeronautical genius built the sleek aircraft and originated his record flight to New Jersey.

The event also marked 20 years of service by the company at Burbank.

"Our second 727 is being named *Spirit of The Racer* in tribute to Howard Hughes, who built and flew the



As Burbank mayor Leland C. Ayers christens *Spirit of The Racer*, looking on are (from left) the Rev. Edward Danks, Glendale mayor Warren F. Haverkamp, Pasadena vice mayor Ellis W. Jones, acting general manager Russell V. Stephenson and public relations staff vice president Lee Pitt. (Not showing: Robert E. James, San Fernando city administrative officer.)

most advanced aircraft in its time," Russell V. Stephenson, acting general manager, told the more than 100 people at the ceremony.

Stephenson noted the H-1's innovations, including some that are evident in the design of the 727.

Assisting Ayers and Stephenson in the dedication were Glendale mayor Warren F. Haverkamp, Pasadena vice mayor Ellis W. Jones, San Fernando city administrative officer Robert E. James, the Rev. Edward Danks of Burbank First Presbyterian Church, who gave the invocation, and Lee Pitt, public relations staff vice president, who

was master-of-ceremonies.

Harvey C. Christen, a retired Lockheed engineer who helped Hughes build the H-1 starting in 1935, was an honored guest.

Also attending, from our board of directors, were Kay G. Glenn, Nadine Henley, Rae E. Hopper, James F. LeSage and Jack G. Real.

Others in the gathering included Los Angeles-area travel agents, who were guests for an on-board Blue Chip luncheon after the ceremony, other business and civic leaders, Los Angeles-area employes, and officials of
(Continued on page 3)

Ribbon-cutting ceremonies in Nevada and Alberta

Canada jets establish first for Las Vegas

Hughes Airwest began providing Las Vegas with its first-ever nonstop international scheduled service on Nov. 5.

We inaugurated daily nonstop flights between the Nevada city and Calgary and Edmonton, Alberta.

The new flights—which established Las Vegas as our fourth international gateway—also serve Los Angeles, giving Southern California and the two Canadian population centers their first one-stop links, via Las Vegas.

Previously, we were required to make a stop in Spokane on all U.S.-Canada flights. Elimination of that stop cuts the flying time between Canada and Las Vegas by about 45 minutes and



Cutting the ribbon on the first scheduled Las Vegas international nonstop departure are (from left): William E. Rankin of our board of directors; William Briare, Las Vegas mayor; Russell V. Stephenson, Hughes Airwest acting general manager; Thaila Dondero, county commissioner; and Charles Ruthe, president-elect of the Chamber of Commerce.

between Canada and Los Angeles by more than an hour.

The new service is expected to benefit more than 65,000 Calgary and 53,000 Edmonton travelers during the first year of operation and attract more than 6,000 additional tourists annually to Las Vegas, a popular winter travel destination for Canadian vacationers.

In Las Vegas, departure of the first international nonstop was celebrated with a champagne reception and ribbon cutting by mayor William Briare and Hughes Airwest acting general manager Russell V. Stephenson.

Assisting were: William E. Rankin of our board of directors; Thaila Dondero, Clarke County commissioner; Charles Ruthe, president-elect, and Ken O'Connell, executive vice president of the Chamber of Commerce; Len Hornsby, convention authority executive director; and Earle Taylor, county aviation director.

Later, passengers arriving on the first southbound nonstop were treated to a champagne reception as they cleared customs.

In Calgary, Arthur Smith, president of the Chamber of Commerce, cut the ribbon on the first Las Vegas nonstop

parts of his difficulties. The mayor's problem received news coverage, as did our ribbon-cutting there (by the flight crew) and in Calgary and Las Vegas.

Calgary-Las Vegas and Edmonton-Las Vegas nonstop authority was approved by the CAB in July and by President Ford in late September, to begin Nov. 27.

However, we filed for an exemption that would have permitted the nonstop flights to begin as early as Nov. 1. The CAB approved that exemption on Oct. 29 and the Canadian government added its approval Nov. 4.

On Nov. 1, we inaugurated nonstop service linking Las Vegas and Oakland. The flights also serve Phoenix.

Nonstop flights between Oakland and Phoenix are scheduled to begin in January.

Mickelson and Finch win World Golf handicap trophy—third among U.S. regionals

Las Vegas captain Phil Mickelson and Phoenix station agent Bill Finch won the Guinness Peat Aviation Trophy in the World Airline Golf Tournament in South Carolina Oct. 27-29.

The rotating trophy—second most important in the annual meet—is for the best net team score based on handicaps at entry time.

The Hughes Airwest team placed ahead of Piedmont and Braniff, which tied for second, and Iberia, Air Niugini and Pan Am, tied for third. (Pan Am won the championship for best ball scratch competition without handicaps.)

The VFW-Fokker trophy for best performance by a U.S. regional airline team was won by Piedmont. Mickelson and Finch came in third behind Southern and beating Frontier and Texas International.

Hughes Airwest's team is selected in an annual systemwide elimination tournament played by those who placed

nagh was delayed in an accident-caused traffic jam and unable to make the ribbon cutting. He telephoned the airport from his car to inform partici-

AFFIRMATIVE ACTION A STATEMENT OF COMPANY POLICY

This statement is issued to reaffirm to our employes, and to the public, the continuing commitment of Hughes Airwest to a policy that assures equal employment opportunity to all qualified persons. It is a policy to which I personally subscribe wholeheartedly.

Initial employment with Hughes Airwest and the subsequent opportunities for promotion will always be based to the very best of our ability on the selection of applicants who are best qualified without regard to an individual's race, color, religion, sex or national origin. Our policy of non-discrimination also applies equally to all phases of the employer-employee relationship including but not limited to compensation, benefits, training and participation in employe activities.

It is my intention and desire to create within Hughes Airwest and its employes a climate that will encourage and facilitate the upward mobility of minority and female employes. It is therefore incumbent upon each of us to lend our support, co-operation and assistance to obtaining the objectives of our affirmative action goals.

Thomas E. Hall, director of personnel, is our Equal Employment Opportunity Compliance Officer. William H. Levings, director of personnel services and EEO, is responsible for maintaining our EEO Affirmative Action Plan.

Any questions regarding the program may be directed to their offices in San Mateo at 573-4025 or 573-4276.

Russell V. Stephenson

68 Ski Ambassador volunteers picked for 76-77 season

Sixty-eight employes have been selected to be Ski Ambassadors and alternates for the 1976-77 season.

The ambassadors have been assigned to one-week charter trips starting Jan. 8 to Twin Falls/Sun Valley from San Francisco (two departures each Saturday through Mar. 12) and Los Angeles (one each Saturday through April 2).

They also will be on our Saturday-only ski jets from Seattle to Twin Falls, Jan. 1 through April 2.

Additional charter flights to Twin Falls from San Francisco and Los Angeles, with ambassadors on board, might be scheduled during the season, according to coordinator Rose Mary Candelaria, secretary in cargo and charter sales and administration.

The ambassadors assist skiers enroute and during their one-week stay at the resort. Participation is on the employe's time.

They are all committed to specific flights and also will assist the marketing department at ski shows and ski club presentations.

Ambassador training will be Nov. 30-Dec. 1 at Sun Valley and Dec. 11 at San Mateo.

This year's volunteer group includes employes from 15 Hughes Airwest locations.

The largest number, including alternates, are flight attendants (17), fol-

lowed by employes in stations (15) and telephone sales (13).

Sixteen of the ambassadors and 15 alternates have not participated in the program in past years.

The Ski Ambassadors and alternates are:

Burbank—Cathy Allen, ticket agent.
Edmonton—Ed Bordon, station agent
Las Vegas—Susan Anthony and Robert Jordan, flight attendants; Brad Bishop and Gordon Herpst, maintenance technicians; Jim Blackwell, captain; Robert McKinley,

Five cities hosts for employe Christmas parties

Christmas parties have been scheduled by the five Employe Club regions:

Los Angeles—Friday, Dec. 3.
Seattle—Saturday, Dec. 4.
San Francisco—Saturday, Dec. 11.
Las Vegas—Tuesday, Dec. 14.
Phoenix—Saturday, Dec. 18.

Employes in all cities are welcome to attend the most convenient parties. Systemwide executive committee representatives, who will have details for their regions, are: John Otero, chief station agent, Las Vegas; Shari Graham, ticket agent, Los Angeles; Paul Wheatley, product analyst, Phoenix; Gordon Odum, cameraman, San Francisco; and Jane Austin, ground hostess, Seattle.

ticket agent. **Alternates:** Thomas Abate, crew scheduler; Austin Bates, check captain; Marilyn King, Perry Nixon and Laurie Wilson, flight attendants.

Los Angeles—Maggie Deacon, Helen McClintock, Judy Reilly and Dyane Rigas, telephone sales agents; Trini Stange, chief station agent.

Oakland—Bruce Streetman, station agent.
Phoenix—Ida Gomez-Llanos, Pamela Hill, Jan Martinueau and Genevieve Young, flight attendants; Steve Holmes, first officer. **Alternates:** David Butterfield, Maureen Condon, Susan Roesch and Susan Wall, flight attendants; George Neitz and William Wall, first officers.

Portland—Cheryl Davidson, ticket agent.
Redmond—Park Arnold, station agent.

San Francisco/San Mateo—Jean Brown, sales audit manager; Beverley Gear, reservations inventory control assistant man-

ager; Curt Haag, fleet planning manager; Rebecca Hill, Margaret Nakamura and Susan Spranza, telephone sales agents; Marilyn Hoppe, secretary, marketing planning; Marlene Hulst and Patricia Keating, intermediate revenue accounting clerks; Deana Link, secretary, inflight service planning; Marlene McLachlan, aircraft router; Patty Moriarty, chief telephone sales agent; Frederika Van Naerssen, intermediate clerk, printing & office services; Vern Varcoe, dispatcher; Carol Wade, flight attendant. **Alternates:** Chris Beck, compositor, printing & office services; Alfredo Briones and Valerie Lorimer, station agents; Barbara Jerstad and Diane Perchonnock, telephone sales agents; Kathleen McGuffin, transcription operator; Doris Messina, reservations ticketing assistant manager; Cheryl Perona, clerk typist, inflight services; Donna Shaw, flight attendant; Diane Spears, transcription supervisor.

San Jose—Kenneth Burrows, station agent.

Santa Ana—David Rountree, station agent.

Seattle—Lee Allison and Robert Showalter, station agents; Jeanette Darms and Michael Hallock, flight attendants; Dana Gaston, ticket agent; Pam Harlan, telephone sales agent; William McCrady, first officer.

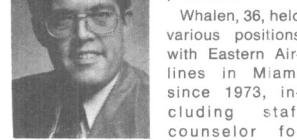
Tucson—Jim Baker, maintenance technician.

Yakima—Robert Checca, station agent.

Whalen joins us as labor relations director

Martin J. Whalen has joined the company as director of labor relations.

He is responsible for negotiation, arbitration and interpretation of labor agreements for the company and maintenance of working relationships with Hughes Airwest unions. He reports to Ronald K. Carlson, industrial relations staff vice president.



Whalen, 36, held various positions with Eastern Airlines in Miami since 1973, including staff counselor for ground labor relations, and manager and director of flight labor relations.

Before that, he was partner in a Chicago trial and appellate law firm, staff attorney and acting chief counsel of the Argonne National Laboratory, and Illinois assistant attorney general and antitrust division chief.

He attended Loyola University and the University of Illinois in Chicago and received a doctor of law degree from DePaul University in Chicago in 1965.

He has been a member of the American Bar Association since 1962 and is admitted to the U.S. Supreme Court.

Miller and Ambler named crew scheduling co-managers

Rhonda R. Miller and Marie Ambler have been named co-managers of crew scheduling and flight records, based at international headquarters.

They will oversee the 25-employe department, which has offices in Seattle, Las Vegas, Phoenix and San Mateo.

The department supervises the monthly flight crew block building and awards, provides crews for all flights and coordinates crew matters with other operations departments.

Miller joined the company as a San Francisco reservations agent in 1968. Later she served as a flight control teletype operator and in 1969 she transferred to Phoenix as a crew scheduler. She was a senior crew scheduler in Las Vegas in 1971-72 and has been a crew scheduler in San Mateo for the past three years.

Ambler joined us (Pacific) as a crew scheduler in San Francisco in 1960. She was promoted to senior crew scheduler in 1963 and has been supervisor since 1968.

SERVICE ANNIVERSARIES

THIRTY YEARS

SEATTLE—Gene Fisher, maintenance assistant district manager. Patrick O'Grady, check captain. Russell Stanley, captain. SAN FRANCISCO—Charles Craig, Nathan Stork, Robert Walton, Wernil Haas and Earl Spencer, captains. PHOENIX—Lewis Gruber, captain.

TWENTY-FIVE YEARS

PHOENIX—Otto Wechsel, lead instruments & avionics services technician.

TWENTY YEARS

PHOENIX—John Phillips, lead ground equipment shop technician.

FIFTEEN YEARS

BAKERSFIELD—Jerry Johnson, station agent. SEATTLE—Orville Loney, station agent.

TEN YEARS

IDAHO FALLS—Vernon Rae, station agent. PASCO—Joan Mosbrucker, ticket agent. TUCSON—Gerald Toci, station agent. SALT LAKE CITY—Gabel Vigil, station agent. SPOKANE—Charles Wilkinson, ticket agent. MONTEREY—William Wade, chief station agent. PHOENIX—William Gray, station agent. Lola Mai, telephone sales agent. Shirley Adams, secretary, purchasing. Larry Hillier and Robert Patterson, stock clerks.

TRANSITION

WELCOME ABOARD

Larry Cranton, avionics technician, Phoenix. William Padgett, cleaner, Las Vegas. Thomas Dolson, technician, Los Angeles. Antoine Sara, administrative assistant, Mauritania. John Duston, Robert Sorenson, Robert Boyd and Arthur Byrne, second officers, Las Vegas. Scott Theuer, crew scheduler, Las Vegas.

PROMOTIONS

Howard Sherrow to quality control technician, Phoenix. Howard Grant to regulatory affairs analyst II, San Francisco. Rita Moody to computer operations supervisor, Phoenix. Bill Greenwald and Fred Mangone to ground flight instructors, Phoenix. Lawrence Karkker to assistant maintenance supervisor, Saudi Arabia. Ross Gomez to maintenance representative foreman, Saudi Arabia. Eric Chow to operations systems standardization specialist, San Francisco. Adelaide Giles to senior transcription operator, Phoenix. James Callen to chief crew scheduler, San Francisco.

FINANCIAL RESULTS

Financial Results for October do not appear in this issue due to an early publication deadline. They will be pub-

Frieda Winkler, secretary, avionics. **Helen Brenaman**, secretary, base overhaul. **James Hill**, warranty claims analyst. LOS ANGELES—Walter Daugherty, lead technician. **George Kramer** and **Elizabeth Franklin**, telephone sales agents. SEATTLE—Jackie Bingham, Manolie Hendershot and Diana Henson, flight attendants. **Pitzer Beckley**, captain. SAN FRANCISCO—Doris Boyd, flight attendant.

HEIR FARE

To Bonnie and Rick Vidlak, station agent, Tucson: a girl, Tamara Leigh, 9 lbs., 11½ oz., Oct. 26.

IN MEMORIAM

Angelina Thomlinson, mother of Patricia Seawell, mail clerk, San Francisco, Oct. 20. Harry McCord, father of Dave McCord, station agent, Monterey, Oct. 20.

Month's boardings company's fourth highest

October passenger boardings climb 9.2%; RPMs jump 12.8%

Our passenger boardings in October were up 9.2 per cent and the miles they flew climbed 12.8 per cent, compared with the same month in 1975.

Boardings totaled 347,644, versus 318,331 in October a year ago.

Revenue passenger miles rose to 136,815,000 from 121,307,000.

Available seat miles were increased 16.2 per cent to 280,-

452,000 from 241,414,000.

Density (the average number of passengers flying per mile) dipped less than 1 per cent to 43.6 from 44.0, while the systemwide load factor (the percentage of seats filled) declined to 48.8 from 50.2.

The average length of passenger trips was up 3.3 per cent to 393.5 miles from 381.1.

Cargo ton miles rose 4.5 per cent to 749,974 from 717,736, while the tons of cargo boarded advanced 1.6 per cent to 1,790 from 1,761.

Year-to-date

Boardings and revenue passenger miles made sharp gains during the first nine months of 1976, compared with the same period last year.

Passenger boardings climbed 9.6 per cent to 3,353,735 from 3,060,607, while the miles they flew rose 10.8 per cent to 1,361,113,000 from 1,228,737,000.

Available seat miles were increased 7.8 per cent to 2,544,824,000 from 2,360,608,000.

Density advanced 4.4 per cent to 47.2 from 45.2, while the average load factor rose to 53.5 from 52.1.

The average length of passenger trips was up 1.1 per cent to 405.8 miles from 401.5.

Cargo ton miles increased 5.2 per cent to 7,244,600 from 6,884,400, while the tons of cargo boarded advanced 2.2 per cent to 17,303 from 16,927.

Historical highlights

October was the fourth highest month in the company's history in terms of passenger boardings (following August 1976 and 1975 and July 1976). It was the sixth highest in revenue passenger miles.

Oct. 22 was the fifth busiest day in passenger boardings

	Oct. 1976	Oct. 1975	% Change
Passengers	347,644	318,331	+ 9.2
Revenue pass. miles	136.8 mil.	121.3 mil.	+ 12.8
Available seat miles	280.5 mil.	241.4 mil.	+ 16.2
Load factor	48.8%	50.2%	- 0.9
Passenger density	43.6	44.0	- 0.9
Average trip miles	393.5	381.1	+ 3.3
Charter passengers	12,109	2,205	+449.2
Charter miles flown	66,857	19,201	+248.2
Cargo ton miles	749,974	717,736	+ 4.5
Cargo tons boarded	1,790	1,761	+ 1.6
On-time performance	88.6%	87.1%	

Year-to-date

Passengers	3,353,735	3,060,607	+ 9.6
Revenue pass. miles	1,361 bil.	1,229 bil.	+ 10.8
Available seat miles	2,545 bil.	2,361 bil.	+ 7.8
Load factor	53.5%	52.1%	
Passenger density	47.2	45.2	+ 4.4
Average trip miles	405.8	401.5	+ 1.1
Charter passengers	66,744	N/A	
Charter miles flown	433,372	N/A	
Cargo ton miles	7,245 mil.	6,884 mil.	+ 5.2



Captains Joe Buskirk and Charles Kinamon and second officer John Heard explain some mysteries of the cockpit.



Flight attendant Bridget Rose delivers a personal FAA oxygen mask 'announcement'

Airlines top performer among U.S. industries

Airlines receive the highest rating in performance among 20 major U. S. industries, according to *U. S. News & World Report*.

The magazine's national survey results were based on 5,448 returned questionnaires. Participants ranked performance from 1 (poor) to 7 (excellent).

Average rating for airlines was 5.17. Railroads ranked 20th with 3.16.

Rating for other industries were: banks, 5.05; trucking companies, 4.61; large department stores, 4.59; tire manufacturers, 4.57; retail food chains, 4.53; appliance manufacturers, 4.44; steel manufacturers, 4.37; life insurance companies, 4.31; drug manufacturers, 4.30.

In the bottom ten were: food manufacturers, 4.23; electric utilities, 4.16; construction companies and gas utilities, 4.13; service stations, 3.98; appliance repair services, 3.54; and automobile manufacturers, oil and gas companies and automobile dealers, 3.53.

Phoenix flight attendants receive training for 727s

Two hundred Phoenix-based flight attendants underwent 727 training there during October.

The domicile was divided into 12 classes. Each group received one day of concentrated instruction on the aircraft, including safety and customer service training.

They will receive over-water qualifying instruction next year. (The Las Vegas domicile underwent over-water training, along with the other instruction, in Dallas in July.)

Instructors in Phoenix were Susan Schoenberger, flight safety, and Carol Gagnard, customer services.

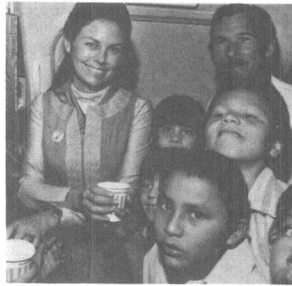
Orange County/Burbank-Denver service

Wharton to coordinate Frontier interchange

Kip Wharton, stations and traffic staff vice president, has been named company coordinator for operations involving the recently-signed interchange agreement with Frontier Airlines.

Planning has begun for implementation of the agreement, which needs approval by the Civil Aeronautics Board.

Wharton will oversee start-up of the Southern California-Denver service and the day-to-day logistics of the opera-



The water supply and flight attendant Virginia Koch were popular with the kids

Burbank voters give 'vote of confidence' to H-B Airport plans

Burbank voters overwhelmingly showed their approval of plans for their city to take part in a joint powers agreement to save Hollywood-Burbank Airport.

Nov. 2 election returns gave almost a four-to-one approval of the proposition, an advisory vote on whether Burbank should take steps to keep the facility open.

The vote was 27,733 in favor (almost 80 per cent) and 7,069 against.

Lockheed Aircraft Corp., owner of the airport, has announced its intention to either sell or close it June 1, 1977.

Burbank has joined with Glendale, San Fernando and Pasadena in an agreement to buy the 440-acre facility. The Burbank city council placed the measure on the ballot to determine public opinion and received the "vote of confidence" in its decision.

The proposition read: "Shall the Hollywood-Burbank Airport be preserved as an airport facility by Burbank and other jurisdictions provided that there will be no greater noise impact than the present levels, that a minimum of 80 per cent federal funding can be obtained, and that no Burbank property taxes will be involved in the purchase or operating costs of the airport?"

Applications available for company's \$1000 scholarship awards—program in third year

Scholarship applications for children of employees are being accepted for 1977-78.

High school seniors and college undergraduates are eligible for the program, now in its third year. Winners will be announced by May 1.

The scholarships have a potential value of \$1000 each over a four-year period, awarded at a maximum rate of \$250 per year as long as the student qualifies.

The four grants will begin next fall.

Winners will be selected by a committee of three—two company representatives and an educator, administrator or counselor in higher education (members to be announced later).

Final selection will be based on application, academic record, SAT test

score, extra-curricular activities, recommendations, ability and an interview.

Further information and applications are available from Jim Hauptert, employe and management development manager, San Mateo. All application material must be filed by March 1.

Those planning to apply should register to take the December or January SAT examination in order for the results to be available by March 1.

Currently receiving the awards and the schools they are attending are:

200 youths get 727 ride



TV news reporters asked for first impressions following the 45-minute flights



Harvey C. Christen: he helped Howard Hughes build the H-1 Racer in the 30's

(Continued from front page)

the company and Summa Corporation. Arrangements for taking the children on the 727 flights were coordinated by the Burbank Junior Chamber of Commerce and the company. The youngsters were from the Los Angeles Police Department North Hollywood Division's Police Athletic League, the Salvation Army in Burbank, the Glendale and Canoga Park Catholic Youth Organizations, and Jordan Junior High

School in Burbank.

Flight crew members were captains Joe Buskirk, Seattle, and Charles Kinamon, Las Vegas, second officer John Heard, Phoenix, and flight attendants Virginia Koch, Cathy Barbagallo, Becky Campbell and Bridget Rose, Las Vegas.

The flights and dedication ceremony were coordinated by the public relations department, Burbank station manager Dale Hogan, and district sales manager Jack Stoops.

New system automates payroll further, enables more detailed reporting to employes

Have you noticed a different look to your pay check lately?

The new format is part of a system developed over the past year which automates many of the company's payroll functions and will enable more detailed reporting.

Immediate advantages include:

- FICA ("Social Security") taxes are no longer deducted on sick leave pay. (However, employes still must pay the 5.85 per cent tax on all other pay, up to \$15,300 in 1976, regardless of untaxed sick leave pay.)
- If you move between states during the year, earnings will be apportioned automatically, for tax purpose, to the

states in which they were earned.

- Checks now include your home address, enabling you to verify each pay day whether the company has your correct address, before year-end W-2 forms are mailed. (Change of address should be reported on form 0306, available from your supervisor or from personnel records, San Mateo.) Printing of your address also will facilitate return if you should lose your check.

- Two marital and exemption statuses can be claimed—one for federal tax deductions and one for state. (On your check stub, the figures to the right of your name indicate this. For example, M04S01 indicates married-and four-exemptions for federal deductions, single and-one-exemption for state.)

- Messages to employes—or a specific class of employes—can be added to the bottom half of the large check stub. (Eventually, for example, monthly flight crew voucher detail will be printed there, instead of on a separate sheet which has to be inserted manually.)

- Payroll has the ability to make pay adjustments so that tax deductions don't balloon under special circumstances, such as a time card received late by payroll, necessitating addition of wages to a later pay check.

Starting in January, each pay check stub will include year-to-date figures for personal deductions, such as for credit unions, insurance, savings bonds, charity and union dues.

Tracy Hornbuckle, payroll supervisor, suggests that employes save all their check stubs. This will make it easier for his department to answer questions if they arise.

Other tips from Hornbuckle include:

- If a figure is preceded by a minus (-) in the "Tax/Deduction" column on the right side of the stub, that amount represents payment to you of per diem or cleaning allowance (for flight crews) or it is a refund (being paid to you) of an amount previously deducted.

- If you return from an unpaid leave, you should check the stub to verify that all deductions are being made properly. If not, notify the payroll office, San Mateo.

The new payroll system was initiated through the efforts of the payroll office and data processing in Phoenix. It was first used in early October.

innight nursery painters



A crisis nursery in Phoenix for abused and foster children is almost ready for opening after extensive efforts by Flight Attendants Aid for Children (FAA), an organization of Hughes Airwest employees. The group spearheaded community support for the facility and held several fund-raising events to finance renovation of the building which will house the nursery. A board of directors of prominent community and civic leaders has been formed to oversee the nursery, which is expected to open in February. It has received about \$40,000 in contributions. Shown at a recent FAA painting party at the nursery are (in front, from left) Phoenix flight attendants Linda C. Smith, Karen Grisom and Carolyn Nagel, FAA president. In back are Vicki Rohlf, Nancy Gerardi, Linda D. Smith and Cynthia Suiters. The eager young helper (right) is Greg Suiters, 19-month-old son of Cynthia Suiters.



New Mauritania pact signed; Burma completed

The company has signed a new 26-month aviation assistance contract with Air Mauritania to continue maintenance services on the African airline's two F-27s and one Piper Navajo.

Previously, two DC-3s and a DC-4 also were maintained by us. We have completed training, conducted there and in Phoenix, of Air Mauritania employees who now can provide maintenance for those three aircraft.

According to Robert K. Jorgenson, overseas operations staff vice president, this development "follows the intent of our Aviation Assistance Programs—to train the overseas airline's employees so that, eventually, they can

do the maintenance themselves."

Under the new contract, we will continue to train Air Mauritania employees in F-27 and Piper Navajo maintenance.

The project was started in 1974 when we sold Air Mauritania the two F-27s and assigned four employees to the maintenance and training program. Since then, we have had as many as 17 employees assigned there. Currently there are 11. They will remain under the new contract.

Al Pitts heads the project for the company in Mauritania.

Burma

Our contract with Burma Airways—the oldest of our Aviation Assistance Programs—will be completed Dec. 15.

Two Hughes Airwest employees (most recently Jorge Mayor, manager, and Bill Wade, supervisor) have provided maintenance support services and training for that airline's Boeing 727-100, purchased from us in 1970.

However, since the airline is no longer allowed to fly over Vietnam, Burma Airways discontinued its service to Hong Kong and sold the 727.

Art Taylor, vice president-legal, and Jorgenson are planning to attend a dinner in Burma this month, saluting completion of the 6½-year project.

Credit Union office to open in Las Vegas

A Las Vegas branch office of the Phoenix Federal Credit Union is scheduled to open Dec. 15, according to Larry Ray, manager.

The office, on the lower level of the rotunda, will be open Monday through Friday.

Almost one-third of the Phoenix credit union's transactions originate in Las Vegas.

Thrift Awards

The credit unions in San Francisco and Phoenix, which operate independently of each other, were repeat winners again this year of Thrift Honor Awards from the National Credit Union Administration (NCUA). The award is for stimulating savings as part of family financial plans.

It was the fourth year in a row that the San Francisco credit union has won the award and the third consecutive year for Phoenix.

The San Francisco Federal Credit Union achieved a monthly growth rate of 2.06 per cent in accounts under \$20,000, as of June 30 when the award was determined. It had 2,814 members with savings of more than \$7.5 million.

Mary Ames, clerk typist in flight control, San Mateo, is president of the San Francisco group. George Pomeroy, Seattle captain, is treasurer.

The Phoenix credit union attained a monthly growth rate of 3.2 per cent. It had 2,861 members with savings of more than \$5.4 million.

Frank Akers, Phoenix captain, is president. Jon Lodwick, Phoenix engineer, is treasurer.

Both rates-of-growth were well above the average for federal credit unions of similar size, according to the NCUA.

The Phoenix credit union serves employees in Arizona, Nevada and Utah and Imperial, San Bernardino, Orange, Los Angeles and Riverside counties in California. The San Francisco credit union serves employees in all other California counties and employees in Washington, Oregon, Idaho, and Montana.

A passenger who travels "quite extensively on Hughes Airwest" wrote: This flight attendant "has to be the outstanding candidate for a person having a job they shouldn't have. She is a very impatient person in all respects, not even giving passengers time to answer questions." She "was very loud and blunt in telling me to hold my daughter's hand, (she) pushed my hand away and grabbed my daughter's from me . . . if ever I'm on board another flight when she is a crew member, I'll deplane before I'm rudely insulted."

A passenger wrote about Salt Lake City station personnel: ". . . That's what I call service . . ."

From a college president: ". . . it was my pleasure to be served by one of the most outstanding flight attendants (Carol Fordyce, San Francisco) I have ever seen. At the end of a very tiring day, her sense of humor and cordiality permeated the entire flight . . ."

HUGHES AIRWEST 
International Airport
San Francisco, Calif. 94128

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CUSTOMERS' ROSES AND THORNS

A corporate president wrote: Gene Burns (Ontario station agent) was "extremely helpful and courteous . . ."

A passenger wrote from Germany: ". . . the impression I got of your airline by the way your flight attendants treat passengers was not the best . . ." They "were chatting about their schedules, while one was leaning on my seat, moving it back and forth. When I asked her to kindly take her arms off my seat, she yelled quite rudely at me and didn't excuse her behavior . . ."

From a travel agency office manager: Jeff Mueller, Phoenix telephone sales agent, "excelled in assisting me and went above and beyond the call of duty . . . My sincere thanks . . . and to your fine organization which excels in service."

From a Western flight attendant who flew on us for the first time: ". . . a most enjoyable trip. The flight attendants (Charlotte Hodges, Renate Kolb, Beverly Jensen, Seattle) are to be commended for a job well done, as well as those people at the ticket counter in Twin Falls . . ."

From a revenue standby passenger who was given a boarding pass but denied boarding because one too many passes had been handed out: "It was bad enough" not to be boarded, "and worse when (the agent) was nasty about it, and didn't even want to talk about it, slams the (boarding gate) door and five minutes later when you questioned him again, comments 'Don't hassle me' . . . You really have a terrible airline . . ."

From a frequent flyer: Vicki Gawthrop, San Francisco telephone sales agent, "is undoubtedly the most courteous, helpful and efficient agent I have encountered. When the public has a choice of many carriers to fly it is the reservation agent that helps make the final choice . . . Hughes Airwest will be chosen by us whenever possible."

TRAVEL BARGAINS

TWA positive-space Eurofares are available through 5/15 to **Shannon, Dublin, London, Paris, Lisbon, Madrid, Malaga, Casablanca, Santa Maria, the Azores** (all \$120 round-trip), **Geneva, Zurich, Vienna, Rome, Milan** (\$140), **Athens, Tel Aviv, Cairo** (\$160). From East Coast gateways. Stopovers, \$20 each. Employees, dependents, parents, retirees. Hotelpass available. For brochure, write TWA Eurofares, P.O. Box 20326, Kansas City, Mo. 64195. For TWA Getaway Tours in conjunction with Eurofares, write Trailblazers Safaris, P. O. Box 660066, Miami Springs, Fla. 33166.

Aspen Airways has "Ski Weeks" packages at **Aspen, Colo.**, in cooperation with both Continental Airlines and TWA. \$139-\$179 per person for six nights, with many extras. Arrivals 11/28, 12/5 & 12, 1/10 & 17, 4/3. Employees, spouses, children. Accompanying non-airline-employee friends can qualify for ground package. For brochures, write Interline Week, P. O. Box 1168, Aspen, Colo. 81611. Also have information available on "Tennis Weeks" planned for next summer.

Pan Am is offering interline tours to **Rome, Rio de Janeiro, Guatemala, Hawaii, London, Copenhagen/Stockholm, Bucharest, U.S.S.R. and India**. Employees, accompanying spouses & children, retirees and eligible dependents. \$10 each-way United fare available in conjunction. For details, write Employee Travel Desk, 200 Park Ave., 4th Floor, New York, N.Y. 10017.

The Oceano Palace on the beach at **Mazatlan** is continuing its 50% discount to Hughes Airwest employees. Rates per room, reflecting the discount are \$8.35 for one, \$9.63 for two, \$10.90 for three to the room, through 12/15, except during the Thanksgiving holiday. Rates 12/16-4/30 are \$10.25/\$11.55/\$12.83. Rates include room tax. A modified American Plan (breakfast and dinner) also is available, with a choice of three restaurants. For reservations, write Gilberto Del Toro, P.O. Box 411, Mazatlan, Sinaloa. To check availability only (not for discounted rate reservations), call 415-397-0235 in San Francisco; 213-462-6391 in Los Angeles; or toll-free 800-421-0767 outside Calif. Employee photo identification must be shown when registering.