

Mid-Atlantic Currents

Naval Reserve Readiness Command Mid-Atlantic
www.redcommidatlantic.navy.mil
Fall 2002
Vol. 31, Issue 3



MID-ATLANTIC SEABEES TACKLE NATO SCHOOL RENOVATION IN BAVARIAN ALPS

by Capt. Christine M. Miller,
CO, NIB 1118 Ft. Carson, Colo.

PN1 Kelly Lavadie, a native of Everett, Pa. and a school teacher near Erie, Pa. never expected to spend her summer in Oberammergau and learn the art of construction. SW1 David Behe, a native of Altoona, Pa., never imagined he would be working side-by-side with German steelmakers prefabricating the steel structure for The NATO School's wintergarden. Never one to miss an opportunity for training and professional development, Naval Mobile Construction Battalion-23 has been taking the lead on a four-month Annual Training deployment in the historical village of Oberammergau, Germany. Since June, small detachments of Seabees from the east coast have been reporting for duty at The NATO School where they are honing their construction skills on a major renovation project.



BU2 William Hanna, NMCB-23 Det 1223 ties rebar for Community Center's wintergarden piers.

Under the skillful eyes of OIC CUCM (SCW) Robert Jones, 2nd Naval Construction Brigade (2nd NCB), Little Creek, Va. and AOIC CUCM (SCW) Tim L. Martin, NMCB-23, Ft. Belvoir, Va., the project remains on schedule as various entities work toward the end of a September completion.

Known for his resourcefulness and ability to utilize Reserve expertise, Capt. Rick Stevens, The NATO School Commandant, and his J-7 staff approached European Command (EUCOM) last year about much-needed renovations at the school. The NATO Community Club is a major hub of activities – its dining facility hosts the weekly get-together networking social bringing together more than 300 students, faculty and spouses and it serves as the primary reception and billeting center for more than 8,500 NATO and Partnership for Peace (PfP) students who attend more than 57 courses at the school throughout the year.

"The renovation is a mission-essential requirement for the school," said David Coslow, assistant J-7 at the school and the project officer. "We needed to make these improvements to meet changes in both U.S. and German building standards and to meet fire inspection standards that will ensure the safety of our guests while using our facility."

The project represents true NATO cooperation and consensus decision-

making among four entities: EUCOM who agreed to sanction the project and lobbied for 1200+



CUCM Robert Jones, OIC, inspects concrete for consistency while BU1 (chief electrician) Mike Pearson, NMCB-23, Det 0123, mans tag line.

man days of Reserve Support; the U.S. Army Support Team (AST), Garmisch, Germany serves as the procurement agency for all the material and supplies; the Federal German Construction Office (Bauamt) acts as the agent for U.S. forces doing construction within Germany; and Naval Construction Brigade. The 2nd NCB, located in Little Creek, Va., exercises administrative and operational control of two Naval Construction Regiments in a specific geographic area. It provided the initial review of plans and construction capabilities and redistributed the resources.

All deployment costs including shipment of tool kits are covered by U.S. Naval Reserve while the School is renting tools and equipment including a crane and other specialized equipment. Material costs are estimated at \$400,000.

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We've changed the name of the newsletter to Mid-Atlantic Currents to be more contemporary with REDCOM Mid-Atlantic's focus on communications.

REDCOM Mid-Atlantic Change of Commands

Washington, D.C.

During a change of command ceremony held June 22, 2002, Capt. Mary Gleason relieved Capt. Keith Amacker as Commanding Officer of Naval and Marine Corps Reserve Center Washington. REDCOM Mid-Atlantic Deputy Commander, Capt. Harold E. Spears, Jr., welcomed Gleason and recognized Amacker's accomplishments.

Gleason is a native of Meridian, Miss. and completed her undergraduate work at the University of Southern Mississippi. She received her commission from Naval Officer Candidate School, Newport, R.I.

Her first assignments and duty stations include Communications Watch Officer, Supreme Allied Command, Atlantic; Admin Officer, Naval Amphibious School, Atlantic; and Manpower Analyst, Navy and Material Analysis Center, Atlantic. Following a tour at Naval Telecommunications Command, she left active duty and

affiliated with a reserve unit supporting the Office of the Chief of Naval Operations.

After completing several periods of Active Duty for Special Work in Washington, D.C., Gleason returned to active duty in the Training and Administration of the Reserve (TAR) Program where she has served in numerous leadership positions.

Gleason has earned Masters degrees in Management from the Naval Post Graduate School and in National Security and Strategic Studies from the Naval War College.

Gleason's personal awards include the Legion of Merit with gold star, the Defense Meritorious Service Medal, the Navy Meritorious Service Medal, the Navy Commendation Medal with two gold stars, and the Navy Achievement Medal with gold star. She has two daughters, Mary and Kate.

Erie, Pa.

During a change of command ceremony held July 27, 2002, Lt. Cmdr. Randy Hokaj relieved Lt. Cmdr. Tony Oropeza as Commanding Officer of Naval and Marine Corps Reserve Center Erie. REDCOM Mid-Atlantic Chief of Staff, Cmdr. Donna Grisham, welcomed Hokaj and recognized Oropeza's accomplishments.

Hokaj was born and raised in Pittsburgh, Pa., and attended the Pennsylvania State University, State College, where he attained a Bachelor's Degree in Mechanical Engineering.

After his commission in 1989, he served aboard the USS Hayler (DD-997) as Electronic Warfare Officer, First Lieutenant and Gunnery Officer.

Following his initial sea tour, Hokaj transferred to the Naval Reserve and was assigned to Commander-in-Chief Atlantic Fleet Detachment 206 (CINCLANTFLT DET 206). He supported the Plans, Logistics and Readiness Directorates during this assignment.

He completed his six-year tour in Key West as the Surface Plans Officer, coordinating the long-range schedules of the Surface Task Group.

Hokaj is married to the former Christine Pitkiewicz of Albany, N.Y.

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The editorial content of *Mid-Atlantic Currents* is prepared and edited by the Public Affairs Office of Naval Reserve Readiness Command Mid-Atlantic Region. *Mid-Atlantic Currents* is an authorized publication for members of the military service, retirees, DoD civilians and their families. Opinions expressed herein do not necessarily reflect the views of the U.S. Government, the Department of Defense or the U.S. Navy. *Mid-Atlantic Currents* is published quarterly with appropriated funds in accordance with Navy Publication and Printing Regulations P-35. Contributions are welcomed, but the editors of *Mid-Atlantic Currents* reserve the right to edit, correct or omit material as necessary to conform to editorial policies. All photos are U.S. Navy unless noted.

From the Readiness Commander

by Rear Adm. Robert M. Clark

The geographic area encompassing Readiness Command Mid-Atlantic (PA, WV, VA, MD, DE and DC) is well known to many Americans as the birthplace and hub for many of the revolutionary Patriots that supported and nourished our great nation during those early years. Our predecessors saw a need and rose to the occasion to fill that need. It is a tradition that has been proudly built through many trying times over the last two centuries and I'm sure it will continue to build and get even stronger into the future. As drilling reservists, those serving on active duty and all civilians who support the military, you are all part of the continuing tradition here in RCMA. I thank you for it and your country thanks you for it.

The focus of the Naval Reserve under the leadership of VADM Totushek and RADM McLaughlin is Customer Service and it aligns very nicely to the tradition just mentioned. The Staffs of the Readiness Commands and Reserve Centers have the prime charter to assist the reservist to be able to do his or her job better, whether this is administrative support locally or assisting the reservist when they are at their Gaining Command. It is a service support function and many policies, instructions, systems and realignments are underway within the Naval Reserve to make this happen and make it better. There are many changes underway. I see it and it is working! If you have good ideas to help us continue this trend, let us know and

become part of the solution! Let me know when I make my visits to the Centers or your Commands.

I met with many of the Reserve Center and Reserve Unit Commanding Officers, Executive Officers, Leading Chief Petty Officers and others in November at the RCMA CO Conference. The theme for the conference started with Customer Service and expanded into Mentoring and Leadership. Attendees received a tremendous amount of information, especially Best Practices from our CO panel, which ranged from LT to CAPT, and had most communities represented. There were many other informative topics. The phrase "knowledge is power" is appropriate but only when it is followed with "only if it is shared"! Our conference focused on the sharing part. If you have not had a debriefing on the CO Conference, schedule one with your unit. We all learned from it!

The year ahead will be exciting and challenging for all of us! Like our predecessors before us, we need to be trained and ready for the call if and when it occurs. Let your CO and the rest of us know what we can do to better prepare you to do your job at your gaining Command!



Mission Effectiveness

by Capt. Robin Watters

On October 1st, I relieved Capt. Steve O'Brien as Admiral Clark's Deputy For Mission Effectiveness (DME). My tentative schedule has me visiting each reserve center in the region before the end of the fiscal year. I look forward to meeting many of you in the field.

Although I have varied experience in reserve units, this is my first assignment with a REDCOM. I will take every opportunity to exploit the advantages of working for a regional reserve commander. Specifically, my goal as DME is to build on Capt. O'Brien's superb efforts and focus on helping to improve the individual unit's ability to meet their training and mobilization readiness requirements. Having just come from a unit commanding officer tour, it is fresh in my mind how helpful a regional commander could be as a more direct partner in providing training resources and services. The central theme is to provide consolidated services focused towards improved mission effectiveness.

I am moving out on several ideas. My initial pilot initiatives will focus on providing high-quality training services that are common to an area or region. For example, commercial in-rate training, sponsored and procured by the REDCOM or Reserve Center, could be provided as a service to the units. The intent is to help identify the requirement and provide the units with a high-quality resource available for scheduling.

The key for success of this initiative is input from the field. I have a few ideas, but you have more and probably better. If you face a mission effectiveness challenge (and you do), have your unit CO drop me an e-mail at rwatters@sonalysts.com (infoing your center CO) and let's investigate what the REDCOM may be able to bring to the table. I am looking for proof-of-concept initiatives.





Chaplain's Corner

Words of Wisdom

by Capt. James L. Doss
REDCOM Mid-Atlantic Chaplain

What does it take to be a hero?

A hero is someone who places the needs and well being of others above personal desires, comfort or even safety.

For example: Kristen Talbot was chosen to represent the United States in speed skating at the 1994 Winter Olympics in Lillehammer, Norway. She was expected to be a major contender for the gold medal.

It takes dedication and constant training to be a world-class athlete in any sport, but it is especially true of speed skating. Any interruption to one's training can threaten his or her chances for competitive success.

Kristen's brother was stricken with a life-threatening condition, which required him to have an immediate bone marrow

transplant – her marrow was a perfect match. Even though the Winter Olympics were only weeks away, Kristen Talbot chose to be a hero...She donated her bone marrow to her brother even though she had to stop training to do so. Her life-long dream of an Olympic medal would have to wait – perhaps forever. "After all," she said in an interview with Johns Hopkins Hospital, "skating is just skating. It's important, but nothing is more important than life."

Following the donation of her bone marrow, Kristen did attend the '94 Olympics and represented the United States in speed skating. She came home without a medal, but she was truly a hero.

Heroism involves loving others as you love yourself – and acting accordingly. When was the last time that you did something heroic?



Physically Fit For Life

Getting Started and sticking with your Personal Fitness Exercise Plan

by YNC (AW) Clarence McCallum
REDCOM Mid-Atlantic

Let's start by saying no one can prescribe the perfect fitness exercise plan for you. You have to figure out what you enjoy doing and what you will continue to do. If you enroll in an aerobic dance class, but you feel clumsy and uncomfortable with the music and movements, you're probably not going to stick with the program. On the other hand, if you enjoy walking, you might think about canceling your newspaper subscription so you can walk to the store each morning to pick up a paper. If you are unable to walk, try sitting in a chair and doing stretching and strengthening exercises while listening to your favorite music. While regular exercise won't necessarily make you live longer, it will help you live healthier. In addition to making you feel good, exercise is one of your best weapons against problems that are commonly associated with aging. Some problem areas and effects of exercise are as follows:

Arthritis – Improves flexibility and range of motion; improves muscle strength; helps protect joints

Constipation – Regular activity stimulates movement of waste through the intestines.

Chronic obstructive pulmonary disease (COPD) – Improves endurance and feeling of well-being.

Depression – Improves self-image; increases energy level;

often improves depressed mood.

Diabetes (adult onset) Helps the body use blood sugar more efficiently by making better use of the insulin it produces; helps control weight.

Insomnia – Reduces stress, which promotes relaxation. Exercising early in the day often improves sleep.

High blood pressure – Lowers blood pressure; improves heart and lung function

Heart disease – Helps lower cholesterol; improves the heart's ability to pump blood

Obesity – Reduces weight by burning calories

Osteoporosis – Weight-bearing exercise (walking, lifting weights) helps maintain bone strength.

Ask yourself the following: Where are you now in the Fitness Assessment on a scale 1 to 10 (10 is highest) on endurance, muscle strength and flexibility? Then ask yourself, "Based on the above assessment how fit would I like to be?" Lastly, pick one area for improvement, set your one month goals. What matters most is that you choose activities you enjoy and will do again and again. Consistency is the most important, most basic and the most often neglected part of fitness. In general, a good fitness plan for a healthy Sailor includes exercises to improve endurance, strengthen muscles, and maintain flexibility. "STAY FIT FOR LIFE."

Enlisted Matters

“THE QUALITY OF LEADERSHIP”

by CMDRCM (SW/AW) Ranow McCoy
Command Master Chief

I want to focus my section of this newsletter on advancements and provide you feedback that I hope will help you prepare for future advancement exams and selection boards.

To our E-4 to E-6 candidates, the numbers that were advanced from the previous cycle continued to improve, however, I want to reiterate several key points regarding the Final Multiple System (FMS). This system is designed to place people sequentially, considering all factors, in order to determine who will be advanced. Refer to NAVADMIN 189/00 for specifics on FMS computation.

First and foremost, there is no question that the exam always has been and still is the single greatest factor in determining who gets advanced in the Navy. While other factors certainly play a role, those who study and do well on exams give themselves the very best chance to advance.

So, what's the key to advancement? Study, study, then study some more. One more tip. Study the right things. Go to the Navy Advancement Center Web Site and download the Bibliographies for Advancement. They will give you the references you need to study for the upcoming exam.

Next, for our Chief, Senior Chief,

and Master Chief candidates, I was asked by several of you, “What did the board consider?” Well Shipmates, my thoughts are still fresh from the FY03 CPO TAR/SELRES Selection Board, which I had the privilege of being a part of. While specific discussion of the board proceedings is prohibited, listed below is a snapshot of what this particular selection board looked for in determining who got advanced.

#1: For our Selected Reservists, you might dramatically improve your potential for selection to CPO by utilizing this simple two-step process that a large number continue to overlook or simply ignore: review your record and fix it.

Overall, the board felt that failure to review your own record, and provide a package to the board fixing discrepancies, was indicative of your potential as a CPO to mentor and lead your troops.

#2: For our COs, OICs and CMCs/Senior Enlisted Advisors: Why are so many SOYs not the #1 or #2 EP in the E-6 rankings (and vice versa)? We even reviewed a number of evals where the SOY was ranked MP! This was confusing to the reviewer and was never explained in the comments.

#3: Another one for the commands: Promotion Recommendation did not equate to Reporting Senior's Average or to the comments. The easiest evals to review were consistent, clear and direct. Evals where the promotion recommendation and



write-up were not in line with the reporting senior's average were confusing. For example: there were many '1-of-1' evals that were EP with glowing comments, yet below the COs average, without an explanation in the write-up. What signal is the reporting senior trying to send? The selection board was not sure either.

#4: A few good write-up examples:

“Filling a CPO role / billet”; “Acting Department Head”; “Though 1-of-1, this Sailor is one of the finest E-6's I've had the pleasure of working with. Promote to CPO NOW.”; “Graded 'MP' only due to forced distribution. This Sailor is EP all the way.”; “Has completed the requirements for a special qualification and is awaiting the review board.”

Many top-notch senior enlisted leaders expend an enormous amount of effort to ensure a full and fair review of everyone eligible for E-7, E-8 and E-9. Those selected were best and fully qualified. If you were not selected, you have another year to distinguish yourself through perseverance, dedication, and a clear and descriptive FITREP. Don't let this career milestone pass you by.

Career Counselor's Column

by NCC (AW) Ann Wittnebel
REDCOM Mid-Atlantic

Hello. My name is NCC (AW) Ann Wittnebel and I've recently reported onboard as the new Career Counselor. To tell you a little bit about myself, I have almost 17 years in the Navy and have been an NC for 5 years. I reported from NAF Washington, D.C. where I served as Command Career Counselor. Before that I was stationed at HS 75 at NAS Jacksonville, Florida. Prior to my rate conversion, I was an Aviation Electrician's Mate and have served at various duty stations including AIMD, NAF Washington, VR-

56, and VR-51.

I look forward to getting to know everyone and I am happy to be part of the REDCOM Mid-Atlantic team.

On a professional note, Navy Personnel Center (NPC) has announced in NAVADMIN 229/02, a voluntary early out program. This is in response to the excellent efforts by our recruiters and high retention rates.

MILPERSMAN articles 1910-108 outline eligibility criteria for this program. Please consult these references or contact me if you have any questions concerning this exciting opportunity.

Photo Contest Winners Congratulations!



First place photo by Lt. Cmdr. Patrick Cook, USNR (TAR)
REDCOM Mid-Atlantic



Second place photo by JO2 Mike Miller,
USNR
NAVRESCEN AVOCA



Third place photo by YN1 Kristen Fark, USNR, TAR
REDCOM Mid-Atlantic

Mark Your Calendar!

The Naval Reserve Birthday Ball will be held on Saturday, March 8th, 6 p.m., at the Crystal City Marriott in Crystal City, Va. For more information visit www.redcommidatlantic.navy.mil

Seabees Tackle NATO Cont.

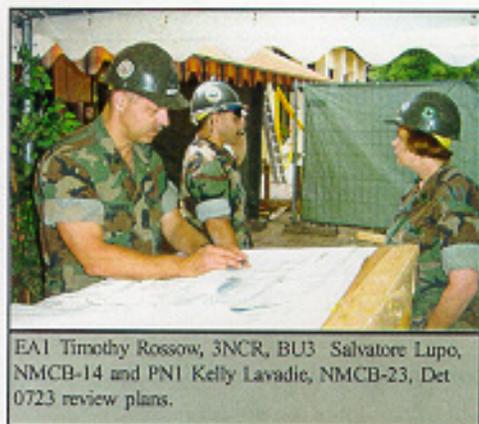
"The scope of work is extensive," says Stevens. "When they finish we'll have a wintergarden, a renovated dining facility with air conditioning, a game room, a new entrance area to facilitate in-processing of our students, new sidewalk and a coat room. Don't laugh – imagine winter time and no place to hang over 200 coats and covers!" The building will be more energy efficient with fire retardant tile and space for each NATO country to display gifts for sale. For Jones and Martin, the project represents the highlight in their Reserve Seabee career. They and one active duty Seabee, UT1 (SCW) Gene Craig from NMCB-7, Gulfport, Miss., deployed to Rota, Spain, represent the continuity and glue holding this project together. Craig serves as the project safety petty officer, expeditor and tool custodian. Jones, a teacher of construction at Fairfield Career Center in Carroll, Ohio began to realize the full scope of the renovation when he traveled to Oberammergau in January. With limited architectural plans to review, he assessed the scope of the project and worked with Coslow and his team to determine the manning document. Once back in the U.S., he coordinated with NMCB-23 to put names and skills sets with specific requirements needed to accomplish the various projects. Naval Mobile Construction Battalions (NMCBs) provide responsive military construction support to Navy, Marine Corps and other forces in military operations and also construct base facilities. He and Martin, an engineering manager for the Virginia Department of Transportation, spent two months e-mailing and working with the Brigade to ensure the right people were given the right jobs.

Planning and complete attention to detail have paid off. During the first wave, Seabees began the preliminary work of setting up storage space for equipment and bringing the plans to life. "I had the pleasure of overseeing the best Reserve workforce," said Jones. "NMCB-23 Ops' ability to identify skilled Reservists who needed specific training to improve their mobilization readiness was exceptional. This was a triple win — for Reservists, The NATO School and the U.S. Navy."

The manning document called for several non-Seabee ratings. Assigned to Det. 0723, Lavadie handles administrative work for her unit. "This is training at its best," remarked Jones. "Lavadie rolled up her sleeves and tackled assignments given to her, such as tying rebar and excavating footers. In my book, she's a bonafide Seabee."

While others celebrated the 4th of July, the 16-person group made final preparations for a huge concrete pour that would bring shape and meaning to the wintergarden.

A f t e r weeks of clearing the area, digging footers, fabricating the reinforcing steel including tying more than 10,000 steel ties,



EA1 Timothy Rossow, 3NCR, BU3 Salvatore Lupo, NMCB-14 and PN1 Kelly Lavadie, NMCB-23, Det 0723 review plans.

the Seabees

were prepared for the first of six cement trucks that began arriving shortly after daybreak on July 5th. Jones was ready. BU2 James Miller, an assistant principal in his civilian job, waded through wet concrete as he screeded. BU3 Salvatore Lupo, NMCB-14 and SW2 Todd Naponic, NMCB-23 Det. 1223, took turns manning the chute. EA1 Tim Rossow, 3rd NCR, and UT3 Kenneth Jacques, NMCB-23 Det 0123, raked and vibrated the concrete.

"Over the course of 10 hours, we poured 61 cubic meters of concrete," said Coslow. "The trucks couldn't keep up with the Seabees. This was one of the school's largest homogenous concrete pours in its history."

Some of the work on the project was done in the small village of Peiting, about 25 km from Oberammergau. SW1 Behe, NMCB-23 Det. 0523, was immersed in a true German environment where little English is spoken. For UT1 Craig, an active duty Seabee currently on assignment in Spain, working with more than 70 Reservists over four months has been an eye-opening experience.

"They jump right in and do more than is expected," he said. "Their ability to parlay their civilian skills into the military environment energized the project. Without a doubt, the "One Navy" concept is alive here at The NATO School."

The NATO SeaBee Project 2002 lays the groundwork for a five-year renovation plan. Next year, the school has targeted the expansion of the Blue Crest Lounge and fitness room at the Recreational Center as well as improvement of the bathrooms and plumbing at the Visitor-Officer Quarters.

"Even though I won't be here for the entire five year plan," says Capt. Stevens, "I trust the Naval Reserve will continue to support our endeavor. This School represents the future of NATO, Partnership for Peace and the Mediterranean Dialogue. What REDCOM MIDATLANTIC Reservists are doing to help our school and students is immeasurable. We couldn't do it without them."

Congressman Ed Schrock Visits Little Creek

Story and photos by JO1 Kevin Elliott
NIB Det 102

Congressman Schrock visited with several Reserve units at Naval Air Reserve, Norfolk and Naval and Marine Corps Reserve Center Norfolk onboard Naval Amphibious Base, Little Creek on September 7, 2002, to gain a better understanding and familiarity with the Reserve Force. Congressman Schrock represents Virginia's Second District, which comprises all of Virginia Beach and parts of Norfolk. In Congress, Mr. Schrock serves on the House Armed Services, Budget, Small Business, and Government Reform Committees. He is assigned to seven subcommittees and serves on the Armed Services Morale, Welfare and Recreation Panel. Congressman Schrock is also the founder



U.S. Representative Ed Schrock, left, pilots a Landing Craft Air Cushion (LCAC) vehicle from ACU 4 with the help of Craftmaster GSEC (SW) Conrad Haynes.

and co-chair of the House Navy/Marine Corps Caucus. A retired Navy veteran of 24 years, Congressman Schrock holds our national defense as a top priority. As a member of the House Armed Services Committee, he has been working to address the issues facing our military. Observing and meeting with several Reservists on September 7th, he was able to discuss first-hand those areas where the Military was facing challenges as well as those areas where the Active and Reserve forces were achieving tremendous success. "My main purpose is to understand Reserve Forces better. I want to see the human element," he said. Congressman Schrock was impressed with his inability to distinguish between the Active duty and the Reserve personnel. Captain Wayne Stuart, commanding officer of Naval and Marine Corps Reserve Center, Norfolk accompanied Congressman Schrock and stated that "the Congressman realizes that the members of the Naval Reserve are extremely talented and dedicated citizens."

Congressman Schrock's day at Little Creek started with a ride on a patrol boat through Little Creek Harbor with Reservists from Naval Reserve Naval Station Norfolk, Virginia Mobile Fleet Boat Pool. Boatswain Mate Second Class Christopher Lawrence, 30, showed the congress-

man the M-60 machine gun mounted on the bow of the patrol boat. "I was looking forward to getting a chance to meet him and I'm glad I did," Lawrence said. "I've never met a congressman before. It's something I'll remember for a very long time. It's not every day you meet a congressman."

As Steel Worker Second Class John Rose piloted the 27ft. aluminum hull craft he explained the role of the security boats. "We have two boats in the water 24/7," he said. "Depending on the threat condition one monitors the harbor entrance while the other patrols. Two boats in reserve can get in the water within 20 minutes." Rose is a Selected Reservist who was recalled a year ago to work with the NAB Little Creek Harbor Patrol Unit.

"The congressman's biggest concern was a diver coming in underwater and what type of security or detection do we have to deter them," Rose said. "He was also concerned about the impact of being recalled as a Reservist. I told him I own a trucking business and it's hard on the business, but it's for a good cause. It's for the better. That's what I signed up for, homeland security." Rose just leased his truck to another driver and volunteered to extend for a second year. Lt. Cmdr. Mike Rivenbark, commanding officer of the Mobile Fleet Boat Pool said his Sailors felt privileged to have the congressman visit them. "We felt fortunate to meet with someone who is personally acting within the government to improve our countries security," he said. "It was also impressive to see Congressman Schrock's commitment to the folks at the deck plate level who are trying to implement the Homeland Security plan."

Lt. Cmdr. Stuart Rivers, commanding officer of Naval Reserve ACU-4 Det 1, explained that his unit is a maintenance detachment. "We do repair work so active duty folks can do their operations and training," he said. The congressman then strapped into the jump seat in the cockpit of a Landing Craft Air Cushioned (LCAC) vehicle for a ride on the Chesapeake Bay.

Under the watchful eye of Craftmaster GSEC (SW)



U.S. Representative Ed Schrock shakes hands with AKN Sharron Smith with Naval Reserve Naval Amphibious Base Little Creek.

Continued on page 9

Congressman Ed Schrock Visits Little Creek cont.

Conrad Haynes, the congressman took over the controls and flew the 87-ton, 16,000 hp craft across the waters of the bay. The LCAC is a high-speed, amphibious landing craft capable of carrying a 60-75 ton payload. It can transport personnel, weapons, equipment and cargo at speeds over 40 knots.

The final stop of the day was at the USS Gunston Hall where members of Naval Reserve Mobile Diving and Salvage Unit (MDSU) Two Det 507 were performing a hull

inspection.

The congressman said he was amazed at the talent he saw among the Reservists he met during his visit. "If you don't have the committed talent to do the job, you have nothing," he said. Congressman Schrock was also thankful for the dedication of the Reservist's employers. "I appreciate their civilian employers for making it possible for the Reservists to do this. The business community has been very supportive...especially since 9-11."

The show goes on at Joint Service Open House

by JOSN Dorothy Horvath and JOSN
Nina Dordel-NIB Det 713

Heightened security measures allowed a 45-year tradition to continue May 17 & 18 as over 330,000 military and civilian visitors attended the Joint Service Open House (JSOH) held at Andrews Air Force Base. This year's event was particularly special, in light of the current war on terrorism.

Organization of the JSOH is a huge undertaking and this year's show almost didn't happen. The Department of Defense made the final decision to go ahead with the event just weeks before it was to take place. Officials felt it was especially important this year to give the public an opportunity to interact with the people and equipment currently being used in the war on terrorism. The annual Armed Forces Day celebration provided the general public with an opportunity to view the capabilities of today's military and show support for members of all service branches.

Gary Manion, from Vernon, Conn., an annual attendee, was pleased that the air show was held and noticed the change in security. "They cancelled the one near my home but kept this one going," Manion said. "I think this

is an excellent display for American citizens of our tax dollars at work for defense."

Various Navy and Marine Corps aircraft, from the CH-46 twin rotor helicopter to the AV-8B Harrier, provided visitors with an up close look at modern military assets. A Mark V Special Operations Craft flown in from Little Creek, Va. gave a steady stream of attendees a look at the boat used to insert SEAL teams by Special Boat Unit 20. The highlight was a demonstration of precision flying by the Blue Angels. Spectators could be heard talking about the dedication and cooperation necessary for the Blue Angels to have a successful show.

"We have a lot of teamwork and motivation," number three pilot Lt. Jerry C. Deren said. "It's necessary to have a special connection within the team. That's why the team picks its own."

The U.S. Army Golden Knights lit up the gray sky Saturday when their parachute team burst through the clouds with yellow foils and streams of red smoke. They rocketed to earth at 120 mph, landing one at a time on target in the middle of the airfield. L. J. Etton of Smithfield, Va. might be the Golden Knights' biggest eight-year old

fan. "My favorite part is the parachutes but we're staying to see the Blue Angels," Etton said as he held a plastic



Photo by ENS Brian Badura
Secretary of Defense Donald Rumsfeld thanks personnel who recently completed missions as part of Operation Enduring Freedom during ceremonies at the Joint Forces

Blue Angels model in his hand and waved at the jumpers. Another crowd pleaser was aerobatic flyer Sean Tucker and his red Team Oracle Challenger experimental biplane. He tumbled through the air and raced across the airfield at high speed performing seemingly impossible feats.

The Blue Angels, the Golden Knights and a flyover by an Air Force B-2 Stealth Bomber showed civilians the state-of-the-art capabilities of their military, and gave them an opportunity to thank members of the armed forces for their daily vigilance.

"I really appreciate all of the military people and the job they are doing," Manion said. "It is a big sacrifice, if not for them we wouldn't have the freedom's that we do here."

USS Frederick Completes Final Voyage

Story and Photo by
JO2 Mike Miller, USNR

Ten Reservists from Naval Reserve Center Avoca, Pa., performed voluntary IDTT aboard USS Frederick (LST 1184) from May 29 to June 6. Frederick, the last LST in the fleet, cruised from her homeport at Pearl Harbor, Hawaii, to Portland, Ore., to attend the annual Portland Rose Festival.

BMSN Frank Ball, ET2 Tom Coulter, IT3 Bryson Degrote, BM3 Thomas Harrison, EM2 Mark Hess, ET2 John Kolativa, author JO2 Mike Miller, BM3 Don Robinson, MR2 Michael Romanowski, and IT3 Paul Serock performed ship's work in their respective ratings alongside ship's company during the entire cruise. "For Reservists, it's not always easy to get out to sea", said EM2

Hess, co-APOIC of the detachment. IT3 DeGrote echoed those sentiments, "It was a great experience, and we were all grateful to Cmdr. Smith (Frederick's CO) for having us on board." Some members of the detachment were even "drilled out", and performed the IDTT for no pay or partial pay. The Reservists are attached to NR AOC York DET Earle EOT 7 at Naval Weapons Station Earle, Earle, NJ.

On her way to Portland, Frederick made a one-night port call in Longview, Wash., where personnel from the local American Legion threw a home-cooked party for enlisted personnel from Frederick and USS Paul F. Foster. Hundreds of civilian guests accompanied both ships from Longview to Portland for the transit up the Columbia River. Among the guests were many retired and future Sail-

ors, along with their families.

Once in Portland, Frederick personnel visited children at

Portland Shriners Hospital. Frederick CMDMC David R. Pennington organized a "Caps for Kids" program. Ship's company, Reservists, Marines and Midshipmen all chipped in for about 100 Frederick command ball caps.

The voyage was one of the last for Frederick. "Fast Freddy" was decommissioned October 5th after a distinguished thirty-two year career.



ET2 Thomas Coulter, of NRAOC DET Earle DAHT 7, fires a .50 caliber machine gun during weapons familiarization training aboard USS Frederick (LST-1184).

Legal Protections Help Sailors Stay Navy

by Lt. j.g. Sean M. Spicer, USNR
NIB Det 206

After the attacks of September 11th, more than 85,000 reservists were recalled to active duty, including more than 10,000 Naval personnel. Most had orders for up to a year but would leave not knowing if they would be away the full year or be back home in months.

Now, months later, many of these reservists are being demobilized and heading home as military requirements have changed. They are welcomed back by families and friends but many are left wondering how their employers will receive their return.

Although many employers look favorably on military service and even encourage it, there are plenty who find it a hassle to have an employee who spends time away from the job.

Recalls during times of war may not occur often, but almost every reservist has had to face their employer at one point to discuss fulfilling their military requirements. Aside for active duty call-ups, time off for monthly drills and annual training can be worrisome for employees and employers.

Capt. Sam Wright, JAGC, USNR, who often speaks at indoctrinations, is one of the leading experts in the area of service members' employment rights.

Wright says he often encounters seasoned Sailors who are unaware of their legal rights, just as many employers do not understand their legal obligation.

During Wright's presentation he focuses on the law that protects service members, the Uniformed Services Employment and Reemployment Act

(USERRA), which was enacted into law in 1994.

Petty Officer Second Class Keith Fykes, who until recently helped coordinate NAF Washington's indoctrination classes, said Wright's speech is something that all should hear. "This is an excellent lecture especially for new reservists. More than eighty percent of the people probably were surprised at the rights they have." Fykes added that with the recent mobilizations of reservists, it is important for Sailors and their families to know their rights.

Wright said that many employers and even some reservists are under the false impression that USERRA only covers reservists who are called to active duty during time of war. However, the law extends to all service, voluntary or involuntary, monthly drills,

annual training and active duty for special work (ADSW).

USERRA ensures that service members are promptly reinstated in their civilian jobs and are treated for seniority and pension purposes as if they had never left. Additionally, it prohibits discrimination against those who are serving and those who have served. Just as a potential employer is barred from asking a young woman if she intends on having children, USERRA provides that employers cannot discriminate because of an employee's intent to either join or stay in military service.

While USERRA guarantees an employee's job will be waiting for them when they return from service, it does not mean their civilian employer will pay them during their absence. The federal government, many states and a growing list of businesses provide for fifteen days of paid leave to those that serve but many companies, large and small, require employees to go on unpaid leave while serving.

USERRA offers a great deal of protection for those who choose to serve in the reserves but there are some basic eligibility requirements that must be met.

First, the person must hold a position of employment and must leave that position for military service. Second, they must give either written or oral notice to the employer. Although it is not required to "ask permission" or give advance notice, Capt. Wright suggested that working with your employer to provide for a smooth transition is a good way to promote healthy employer-employee relations. Last, they must be released from service under honorable conditions and not serve more than five years before returning to work. When the employee

returns it must be done in a "timely" fashion after being released from service.

If the length of service was less than 31 days (annual training, monthly drill, etc) you must report back for the next full day of work. The law does provide that you have eight hours of rest after you have safely returned back to home. For example, a reservist on a drill weekend who ends their Sunday drill at 1600 hours but has to drive home seven hours arriving back home at 2300 hours, has eight hours from that time to report back to work. In this instance though, if the reservist worked an early morning shift, they would not be required to report, but it is equally important to note that while the employer must abide by the law, they do not have to pay employees for shifts or days not worked.

If the service was between 31 and 180 days, you must return to work within 14 days. And for those who serve more than 180 days, they must report back within 90 days. In any case where the service is more than 31 days, the employer has a right to see documentation.

There are of course some exceptions when employers are not required to re-employ a person. For example, a company that has downsized from 1000 to 100 employees while the service member was gone, can deny re-employment if they can prove that the position was cut or discontinued on a basis other than seniority. In these rare cases, the burden of proof is on the employer. Employers cannot fill the position and then claim it is no longer available.

Another major aspect of the law is that employers must treat employees who are serving as if they never left in terms of seniority, pension and status. If the company operates at all on a

seniority system, then employees are entitled to pay raises, benefits and promotions that would have been received had they never left.

If military service was less than ninety-one days employees are entitled to the exact same job upon returning, but if it was more than ninety one days employers can put the employee in a job that is equal in status but different from the exact one previously held.

USERRA also protects returning service members from being fired upon their return from active duty. If the active duty service is less than thirty-one days there is no specific protection but if the service was more than thirty-one days but less than one hundred and eighty days, you are protected for one hundred and eighty days against arbitrary dismissal except for just cause. If the service extends beyond one hundred and eighty days (up to the five year limit), the law protects you for one year against unreasonable dismissal.

The Veterans' Employment and Training Service in the U.S. Department of Labor, which oversees and investigates complaints and violations, handles enforcement of USERRA. A list of agents who can initiate an investigation can be found on the agency's website at www.dol.gov/dol.vets. Additionally, an organization within the Department of Defense called the National Committee for Employer Support of the Guard and Reserve (www.esgr.org or 800-336-4590) works with employers and reservists to both resolve disputes and promote a stronger relationship between employers and the military. Captain Wright has published numerous articles on the subject of employment rights which can be found on the website of the Reserve Officers Association, www.roa.org.

BRAVO ZULU

Awards & Recognitions



Meritorious Service Medal

CAPT Hugo Blackwood
AADCLANT
CAPT Michael Payne
COMSUBLANT
CAPT Brett Ayotte
COMSUBLANT DET 106
CDR Charles Collins
NAVSEASYS COM DET 1506
CDR Craig Curtis
NAVINGEN UNIT 106
CDR James Gwyn
CNS NO91 T&E/TECH RQMTS 206
CDR David Harrison
OPNAV N75 106



Navy & Marine Corps Commendation Medal

BMC Henry Green
BMU 2 DET 206
YN1 Josette Bexinaiz
NRC BALTIMORE
YN1 Janette Chandler
NRC ADELPHI
PN1 David Romano
NRC ADELPHI
LCDR Francis Sullivan
MSC HQ
CDR Chris Thayer
NCAPS HQ 106
LCDR Cheryl Hancy
FL HOSP FORT DIX DET 13
CDR Joann Werkeiser
FL HOSP FORT DIX DET 13
CDR Joshua Cohen
MM OP UNIT 102
CDR Alton Kunkle
MM OP UNIT 102
CDR Paul Lysko
CBRD DET 106
CDR Paul Vicinanza
MMROCH DET 102
EN1 Guy Wade
ACU 2 DET 2806
CDR Anthony Asaro
NAVSUP HQ
CDR David Blunt
NAVSUP HQ
CDR Robert Frey
NAVSUP MECH HQ
CWO3 John Gregorowicz
OPNAV DET 104
LCDR Michael Krieger
NAVSUP HQ
CDR Lawrence McCarthy
NAVICP MECH TM ONE
CDR Sharon Murray

Navy & Marine Corps Commendation Medal

contd...

NAVSUP HQ
CDR Michael Ottlinger
CNO DET SITE R DET 104
CDR Nestor Reyes
NAVSUP HQ
CDR Lorena Smith
NAVSUP MECH HQ
LT Henry Swenor
NAVSUP HQ
ITCS James Adkins
SSSU DET 206
LCDR Michael Hernandez
CDS-2 DET C
CDR Bradley Siekler
COMLOGGRUZ DET 204
LCDR Earl Knight
NAVACTSUK 305
CDR James Barnes
TACTRAGRU 106
CDR Carl Carlson
CINCLANT FLT 406
CDR James Deviney
SSSU DET 106
IT1 William Murphy
CLANT FLT D 206
CDR Brian Quisenberry
TACTRAGRU 106
CDR Steven Sutherland
TACTRAGRU 106
LCDR Stephen Hoerst
ATLANTIC ORDINANCE COMMAND
EXPLOSIVE ON LOAD TEAM 1
DCC(SW) Winsel Loyd
NMCRC RICHMOND
LCDR Joel Weaver
SPEC BOAT U TWENTY
CAPT Dale Curtiss
NAVSEA DET 1006
LCDR Valerie Eichenlaub
NAVCMDCEN 106
LCDR Thomas Everett
PERSMOB TM 106
CDR George Sims
PERSMOB TM 906
CDR Stephen Thoresen
COMSUBLANT BGS 306
CDR Glenn Tracy
COMSUBLANT DET 106
CDR Marion Fedorshak
MSCO N EUROPE 104
CDR James Lane
VOLUNTARY TRAINING UNIT 0417G



Navy & Marine Corps Achievement Medal

BM3 William Bressette
BMU-2 DET 206
YN2 Crystal Brooks
MMOP UNIT 102

Navy & Marine Corps Achievement Medal

BU2 Steven Creighton
NMCB23 DET 0323
OS1 Albert Sweets
NCAPS NAVCENT DET A
LCDR John Haday
FISC NKF DET 106
BM2 Ricky Gordon
NRC BALTIMORE
NC1 Megan Krebs
COMNAVRESCRUITCOM NE
HM2 Michael Kazicki
NRL CBRD 106
HMC James Miller
NRL CBRD 106
YN1 Janette Chandler
NRC ADELPHI
YN3 Julia Meier
NRC ADELPHI
PN1 David Romano
NRC ADELPHI
SK2 Gregory Salomon
NRC ADELPHI
SK2 Aaron Wismer
NRC ADELPHI
BM2 Coleman Knox
NR SUBGROUP 10
EM2 Michael Dankwa
NRC ADELPHI
YN1 Lowell Thurgard
NAVY COMBAT DOC
HM1 Michael J. McGarr
4th LAV
LCDR Michael Zwick
CBRD 106
OS2 Alex Barros
COMNAVRESCRUITCOM NE
LCDR Edward Clarkson
CBRD 106
MMCS Timothy Cook
BMU 2 DET 206
SM2 Larry Frazier
BMU 2 DET 206
IT1 Peter Bullock
BMU 2 DET 206
LT Jennifer Price
NCAPS
LCDR John Goetz
NCAPS
LT David Kiick
NCAPS
SKC Patrick Harper
NCAPS
LCDR Ralph Richter
NCAPS
PN2 Corey Sheets
NRC HUNTINGTON
IC2 Karen Knox
NR DCS 2 DET C
SH2 Roy Davis
NR CDS 2 DET C
IT2 Dale Maxwell
NR SUBRON SUP UNIT DET 206