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JOINT BASE SAN ANTONIO

JANUARY 15, 2021



AIRMAN 1ST CLASS TYLER MCQUISTON

U. S. Air Force Maj. Bede Bolin, 415th Flight Test Flight T-38 command chief pilot, communicates with maintenance crew members before a test flight at Joint Base San Antonio-Randolph, Dec. 1.

575th AMXS brings damaged T-38 back into service

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MEDCoE takes diligent measures against virus

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59th MDW works to distribute vaccine

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Special Victims' Counsel is here to help survivors

By Tech. Sgt. Robert Barnett

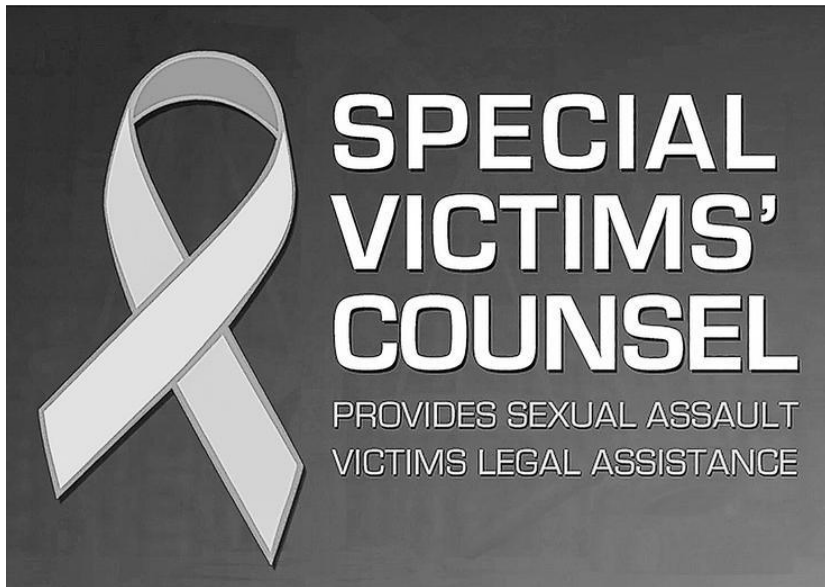
SECRETARY OF THE AIR FORCE
PUBLIC AFFAIRS

She was an officer with nearly nine years of service, who had been selected for promotion. She joined some colleagues on a weekend camping trip to take advantage of the summer weather. After enjoying a bonfire and games, they all settled in for the night, but one man, a fellow officer, didn't. He came into her tent after everyone else had fallen asleep, without invitation or welcome, and sexually assaulted her.

The next morning, she took the first steps toward justice and reported the assault. Her Sexual Assault Response Coordinator immediately informed her she had access to a variety of services including a Special Victims' Counsel, a personal lawyer who serves as a SARC victims' advocate. She was also made aware that these resources were available to her whether she chose to make a restricted or unrestricted report. The Special Victims' Counsel is a service every Airman should know of, but should never have to use.

An SVC is a military attorney who specializes in representing victims, including those who need help and don't feel safe, of sexual assault, sexual harassment, sexual misconduct, stalking, and similar crimes, whether the victim is using restricted reporting or unrestricted reporting. A base SVC office consists of an attorney and a paralegal, both of whom have experience in the military justice system and work independently of their local command.

The SVC has three roles: Advocate for the victim by protecting their rights, advise a victim by developing the



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victim's understanding of the complex military justice system, and empower the victim by removing barriers to their full participation in the military justice system.

The legal process took time, but the captain's SVC was with her every step of the way, even helping to change her work environment, ensuring she never had to be around those involved in that camping trip again.

"My SVCs were monumental in my ability to survive this last year and a half of my life," said the survivor, whose name is being withheld to respect her privacy. "I was first assigned a lawyer, Maj. Helen Guthrie, and she was by my side every moment since the day I was assaulted. So, I immediately began to tell my story to her and try to gain some understanding

of the situation."

After Guthrie transitioned out of active duty, the survivor requested an SVC who met her personal needs. Her new SVC was Capt. Susan Bet-Sayad, whom she said made her feel comfortable and was helpful because Bet-Sayad had experience in similar cases and understood much of the survivor's background.

"Throughout this process, I ensured consistent communication between my client and the prosecution team, as well as her command," said Bet-Sayad, who is currently stationed at Travis Air Force Base, California. "I safeguarded her privacy and ensured she was treated with dignity and respect and was a buffer between her and the defense counsel. I also made sure she received services from the

supporting agencies available to her. Additionally, I communicated on her behalf to her leadership to guarantee that protective measures were put in place for her safety and well-being."

The SVC also ensured her client was prepared for a court-martial, advising her on the process and making sure she understood her legal rights. The accused was convicted of sexual assault, breaking and entering, as well as physical assault, and given a five-year sentence in prison and a dismissal, the officer equivalent of a dishonorable discharge. That legal process took the combined resources of the SVC, SARC, and legal office's Victim/Witness Assistance Program program, which

SURVIVORS continues on 15

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Feedback Fridays

Brig. Gen. Caroline M. Miller
502D AIR BASE WING COMMANDER

Feedback Fridays is a weekly forum that aims to connect the 502d Air Base Wing with members of the Joint Base San Antonio community. Questions are collected during commander's calls, town hall meetings and throughout the week.

If you have a question or concern, please send an email to jbsapublicaffairs@gmail.com using the subject line "Feedback Fridays." Questions will be further researched and published as information becomes available.

Q. Is there a way to place a sign on the fence for the road leading to the golf course at JBSA-Randolph that says whether the South Gate is "open" or "closed" (similar to what JBSA-Lackland uses saying if bridges are closed)?

There have been times where I drove all the way to the South Gate only to find it closed. If a sign was posted, it would be helpful.

Also, I have seen several people try to turn left on the taxiway in an attempt to get to the golf course. Thank goodness they turned around!

Perhaps a sign that says "Golf Course ½ Mile Straight Ahead" would be helpful before the taxiway, as well.

A. Thank you for your suggestions. The 502d Civil Engineer Squadron, in coordination with JBSA-Randolph mission partners, placed traffic markings and signage at the South Gate crossover to direct traffic straight.

Additionally, the civil engineers have plans to install South Gate hours of operation signage, which will better inform drivers of South Gate hours of



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operation. For more information on gate hours please visit: <https://www.jbsa.mil/Gate-Hours/>.

Q. I am quite concerned about the pavement at the exit gate of Luke Street at JBSA-Lackland.

The pavement there has been in disrepair a very long time. I cannot understand why such a prominent base such as JBSA-Lackland can ignore the condition of pavement there for such a long time.

Has anyone looked into to it and does anyone

care? Are there any plans to have it repaired? It cannot be because of COVID-19, because it has been that way long before.

I should hope someone will check into it and have something done about it soon.

A. Thank you for bringing this issue to our attention. The 502d Civil Engineer Squadron will assess the exits to Luke East and West Gates to determine the repairs needed. They will also research the method of repair before scheduling it.

JBSA gates enforcing 100 percent DOD ID check

**By 502nd Air Base Wing
Public Affairs**

As of Jan. 9, all JBSA gates will be enforcing a 100 percent Department of Defense ID card check for every person in the vehicle ages 17 and older.

In order to enter JBSA locations, visitors are required to have authorized access credentials. This includes: all military (active, Guard and Reserve), family members, civilians, contractors, Veteran Health ID Card (VHIC) holders, retirees, and all others with

existing valid visitor passes.

Additionally, commercial vendors and delivery vehicles will continue to have access through the normal procedures.

Visitors requesting access to conduct official government business at a government facility must have a sponsor-completed and commander-signed "HPCON C Unescorted Access Request form" validating their on-installation business.

Visitors requesting access due to

extenuating family situations must also follow this process. Once signed, the sponsor is to email the completed form from their official government email address to their respective Visitor Control Center email address listed at the bottom of the form.

Due to decreased gate demand and to protect personnel in HPCON CHARLIE, some adjustments will be made to gate hours and operations. We ask that you allow extra time when entering JBSA installations. Gate info and the HPCON C visitor request form

can be found at <https://www.jbsa.mil/Gate-Hours/>.

JBSA personnel should continue to minimize the spread of COVID-19 and implement public health recommendations, which include social distancing, wearing face masks, practicing good hand washing and taking appropriate actions if feeling sick.

The latest information on JBSA's COVID-19 response and prevention can be found at <https://www.jbsa.mil/coronavirus>.

Air Force now tracking more administrative discipline data, including demographics

By Secretary of the Air Force
Public Affairs

A memorandum was published Dec. 21, directing Department of the Air Force commanders to track data from lesser disciplinary actions to assist in determining whether all discipline is being carried out in a fair and impartial manner.

Lesser disciplinary actions are defined as an adverse administrative discipline, to include administrative counseling, admonishments and reprimands. Data demographics that will be tracked are rank, age, gender, race and ethnicity of Airmen and Guardians who issue and receive the discipline.

“Tracking administrative discipline data, to include demographics reinforces the Department’s commitment to ensuring all Airmen and Guardians are treated fairly and provides commanders insight to facilitate positive mentoring and professional



AIRMAN 1ST CLASS ASPEN REID

Lesser disciplinary actions are defined as an adverse administrative discipline, to include administrative counseling, admonishments and reprimands. Data demographics that will be tracked are rank, age, gender, race and ethnicity of Airmen and Guardians who issue and receive the discipline.

development,” said John A. Fedrigo, principal deputy assistant secretary of the Air Force for manpower and

Reserve affairs, in a signed memorandum.

The Department of the Air Force has collected data on

nonjudicial punishment and courts-martial since 1974. The General Administration’s message expands this initiative to include other disciplinary actions, as well.

Letters of counseling, letters of admonishment and letters of reprimand intended to be placed into an Airman’s or Guardian’s official record, to include a personal information file or unfavorable information file, will now be tracked to include demographic data.

“The intent of this data tracking is to aid commanders in their responsibility to build a lethal, disciplined force to execute our national security missions and more specifically to see disciplinary trends in their organizations,” said Lt. Gen. Jeffrey Rockwell, the judge advocate general for the Department of the Air Force.

“The key to our success historically in developing this disciplined force has been to operate under a progressive discipline construct, across the entire continuum of

discipline, addressing minor transgressions to major crimes appropriately. As an Air Force, we have consistently collected Article 15 and court-martial data, but not lesser mentoring and other actions that build this inclusive, disciplined force. This tool will help commanders facilitate positive practices such as increased mentoring and will ensure that every Airman and Guardian is given an equal opportunity to meet and exceed standards.”

Names and other personally identifiable information will not be collected. The data will be reported by commanders to installation staff judge advocates, who will make the data available to commanders during status of discipline briefings, or other times as commanders require.

For more information, service members can contact their local staff judge advocate’s office or review the interim change to AFI 36-2907.

Department of the Air Force increases commander accountability

By Secretary of the Air Force
Public Affairs

The Department of the Air Force released a memorandum Dec. 21 highlighting improvements made to address concerns identified in Defense Equal Opportunity Climate Survey reports, a tool for leaders to assess command climate.

The Department of the Air Force guidance memorandum directed all commanders who score 49 percent or less in categories relating to diversity, inclusion, belonging or equal opportunity topics, to create a command action plan to address findings within 60 days of receiving the DEOCS reports.

“A diverse force and inclusive environment directly tie to mission success,” said John A. Fedrigo, principal deputy assistant secretary of the Air Force for manpower and reserve affairs, in a signed memorandum. “We all play a role in creating a healthy organizational climate and it is critical we ensure a safe, engaged and inclusive environment for our Airmen and Guardians to achieve their full potential.”

The climate factors that receive low scores requiring an action plan are fairness, inclusion, leadership support, racism, sexism, sexually harassing behaviors, workplace hostility, cohesion and connectedness.

Commanders must present their plan to their next-level commander with the following elements:

- ▶▶ A summary of the commander’s intent for conducting a climate assessment and analysis of the climate assessment report
 - ▶▶ A listing of issues identified as needing to be addressed, with an action plan to address each item identified, the status of the actions taken, and the party responsible for accomplishing the actions
 - ▶▶ A plan to publicly review the command action plan with all members of the organization
- Installation equal opportunity offices are required to conduct a follow-up meeting with the commander within



six months of report closeout to ensure the plan is progressing.

For more information, Airmen and Guardians can view Air Force Guidance Memorandum 2020-01 and check Air Force Instruction 36-2710 at https://static.e-publishing.af.mil/production/1/af_ai/publication/afi36-2710/afi36-2710.pdf.

This Is My Squad: Forging leadership skills through squad leader development course

By Piers Kowalski, Laura Kirschner, Ian Gutierrez, and Susannah Knust, Ph.D.

ARMY RESILIENCE DIRECTORATE

“This Is My Squad,” an initiative of Sgt. Maj. of the Army Michael A. Grinston, aims to build more cohesive units across the Army and empower noncommissioned officers with the leadership skills to anticipate issues and address them early on.

The Army Resilience Directorate’s contribution to TIMS is the Squad Leader Development Course, or SLDC, which aims to advance this initiative by giving squad leaders the opportunity to critically reflect on their leadership style and learn to employ evidence-based leadership skills. Leaders who understand their leadership philosophy, know their Soldiers and live the Army Values can forge cohesive Army units that are strong and resilient in the face of any challenge.

SLDC facilitators will guide squad leaders to craft their personal leadership philosophy focusing on the areas of



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commitment, trust, and developing others.

A personal leadership philosophy can increase leader consistency and effectiveness. It provides a plan for value-based action, which can be particularly helpful in challenging moments or at

tough decision points.

A personal leadership philosophy, particularly when shared with others, can improve relationships. It allows others to understand a leader’s values, priorities, approach to decision-making and expectations.

During this two-day course, squad leaders discuss doctrine from Army Doctrine Publication 6-22 and research from the field of human performance, organizational psychology, and positive psychology to highlight the impact and importance of squad-level leadership behaviors. During the course, Soldiers discuss effective leader behaviors in different components of leadership to include character, motivation, trust, and developing others.

The intent of the course is to motivate students to identify, adopt, and internalize leadership behaviors outlined in doctrine and supported by research. R2 Performance Experts delivered SLDC as a pilot Dec. 1-2 to 24 squad leaders that make up Grinston’s TIMS Leadership Panel. On Dec. 3, the TLP provided feedback to R2’s Curriculum Development Team on the course content and design so organizers can make improvements before making the course available to all squad leaders.

ARD requested that the Walter Reed Army Institute of

Research conduct a longitudinal evaluation of SLDC to determine the effectiveness of the training in improving squad leader knowledge, attitudes, and behaviors that foster unit trust and exemplify ethical leadership.

In partnership with R2 Performance Experts at Fort Riley, Kansas, it is anticipated that SLDC will be delivered to squad leaders with the 1st Infantry Division in March 2021. Half of the participating squad leaders will be randomized to receive SLDC training as part of the evaluation. The other half will be assigned to a wait-list control group to receive training following the completion of the evaluation.

Soldiers receiving SLDC will complete surveys before training, following training, and at follow-ups scheduled over two months after the training. Surveys are designed to assess a Soldier’s pre-training knowledge, attitudes, and behaviors and offer Soldiers the opportunity to provide feedback regarding the training.

JBSA Virtual Tech Expo scheduled for Jan. 21

By 502nd Air Base Wing Public Affairs

The 502nd Communications Squadron and Army Network Joint Enterprise Center host the Joint Base San Antonio Virtual Tech Expo starting at 9 a.m. Jan. 21.

The expo, which is open and free to all Joint Base San Antonio personnel, connects government and industry to collaborate on mission requirements and technology solutions. JBSA organizations and units and other tenant units will have the opportunity to see the latest in emerging technologies, network with

industry experts and share ideas and future goals.

The expo is historically held in-person, but in light of COVID-19 restrictions, this winter’s event has become a digital collaboration space that preserves the government’s ability to connect with industry and learn about emerging technologies.

Registration is currently open at www.militaryexpos.com/jbsa and is required to receive the Teams link. All attendees and exhibitors will receive the information to access the online event beforehand.



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FORT SAM HOUSTON

MEDCoE takes measures to minimize COVID-19 transmission following Holiday Block Leave

By Jose E. Rodriguez
U.S. ARMY MEDICAL CENTER OF
EXCELLENCE PUBLIC AFFAIRS

U.S. Army Medical Center of Excellence cadre, leaders and medical personnel screened approximately 3,000 Advanced Individual Training Soldiers returning to Joint Base San Antonio-Fort Sam Houston from their holiday block leave between Dec. 30 and Jan. 4.

During their holiday block leave, or HBL, trainees had the opportunity to spend the holiday season with their families and loved ones in various locations across the continental United States. For many, this leave is with their first chance to return home after joining the military.

The medical screening is part of the ongoing efforts by MEDCoE and the U.S. Army to help stop the spread of COVID-19.

Returning Soldiers had their temperatures checked and were asked detailed medical questions to ascertain their health status. Soldiers needing additional screening were evaluated by on-site medical providers and sent to another location for COVID-19 testing.

The HBL Reintegration Testing Cell consisted of a joint effort by MEDCoE providers and staff in the Force Health Protection Cell and Support Staff from the Navy Medical Training Support Center, or NMTSC.

Despite initial screening, all returning AIT Soldiers



JOSE E. RODRIGUEZ

Staff Sgt. Eric Serrano (right), an instructor with the 32nd Medical Brigade, screens a returning Holiday Block Leave Soldier.

are under a mandatory two-week restriction of movement, or ROM, as an additional precaution to mitigate the possible spread of COVID-19. During this time, Soldiers will continue their training virtually before returning to the classroom once cleared from ROM.

Pfc. Amaya Cerutti, an AIT Soldier from Raleigh, North Carolina, completed Basic Combat Training at Fort Sill, Oklahoma, in

December before taking HBL. Her first stop upon arrival at JBSA was MEDCoE's mandatory HBL screening.

Cerutti said she appreciated the measures MEDCoE was taking to ensure everyone's safety and was excited to get screened so that she can begin her training to become a 68W Combat Medic.

"I think the medical screening is good since so many of us are coming from

different states with different regulations for COVID," Cerutti said. "I'm going to be quarantined for two weeks before we start any of the fun stuff, but I am looking forward to the phase where you actually learn the nitty-gritty on the MOS specific curriculum."

Cerutti, who was delayed entry to BCT for several months as part of the Army's COVID-19 mitigation said she has aspired to become a combat medic for a very long

"I think the medical screening is good since so many of us are coming from different states with different regulations for COVID!"

Pfc. Amaya Cerutti, AIT Soldier from Raleigh North Carolina

time and thinks it will be worth the wait.

"I know we get to learn EMT, clinical and labs, but the combat training is what I am looking forward to the most."

68W Combat Medics, the second-largest military occupational specialty in the Army, administer emergency medical care at the point of injury in both combat and humanitarian situations. New recruits attend 10 weeks of Basic Combat Training, designed to turn civilians into Soldiers, at various locations. Trainees then attend 16 weeks of Advanced Individual Training at the MEDCoE.

BAMC takes on additional trauma patients

By Elaine Sanchez

BROOKE ARMY MEDICAL CENTER
PUBLIC AFFAIRS

Brooke Army Medical Center is expanding its ability to care for critically injured community members to help ease the COVID-19 burden on the local healthcare system.

With the demand for COVID-19 care increasing, BAMC recently began accepting a higher percentage of trauma patients through transfers from other hospitals throughout the region, as it did during the summer COVID-19 surge, said Air Force Col. (Dr.) Patrick Osborn, San Antonio Military Health System Surgeon-in-Chief and BAMC's Deputy Commander for Surgical Services.

The trauma patients are transferred from community hospitals based on their need for higher-level care, he explained.

By sending additional critically ill patients to BAMC, the Southwest Texas Regional Advisory Council, which manages the trauma region, is able to reduce stress on the University Hospital Trauma Service as the COVID-19 census



JASON W. EDWARDS

Members of the 555th Forward Surgical Team rush a simulated trauma patient to surgery during training with the Strategic Trauma Readiness Center of San Antonio at Brooke Army Medical Center at Joint Base San Antonio-Fort Sam Houston May 28, 2020.

increases. BAMC and University Hospital are the only Level I trauma centers within Trauma Service Area-P, a 26,000-square-mile, 22-county expanse.

"Unfortunately, traumatic injuries and other emergent medical conditions do not stop during a pandemic so the baseline requirements of a

health care system remain," Osborn said. "Our increased role helps ensure the regional trauma system remains intact despite the increasing healthcare system stress caused by the current surge."

To ensure BAMC's healthcare professionals are poised to support an increased need for acute inpatient care

and to preserve capacity for beneficiaries and trauma patients, SAMHS began delaying many non-urgent, elective surgical cases last week, particularly those requiring an overnight stay. Most other surgeries, including trauma-related care, remain unaffected.

"We understand the concern and inconvenience this decision causes," Osborn said, "but such a drastic move is necessary to preserve healthcare resources in what looks to be an alarming increase in COVID cases. SAMHS had to adopt this posture twice since the pandemic started, and we have shown the ability to quickly reopen elective surgical access once conditions warrant."

"We will continue to assess conditions daily and adjust as needed," he added. "We greatly appreciate everyone's patience and support as we work to ensure everyone's safety."

As in the summer, STRAC's redistribution of high-level trauma care is being accomplished seamlessly due to the history of collaboration between the two Level I facilities, noted Air Force Lt. Col. Valerie Sams, BAMC

trauma medical director.

"We have an active and long-standing partnership with STRAC and University Hospital, which enables us to act as a cohesive, efficient system in times of crisis," Sams said.

Alongside University, BAMC provides lifesaving care to more than 4,000 trauma patients each year, including 750 burn patients, from an area that stretches across 22 counties in Southwest Texas. About 85 percent of BAMC's trauma admissions are community members without military affiliation. BAMC is able to accept civilian trauma patients for care through the DoD's Secretarial Designee Program and related special authorities.

"We are grateful to work alongside our civilian counterparts in this city's world-class healthcare and trauma system," said BAMC Commanding General Brig. Gen. Shan Bagby. "These partnerships have proved invaluable, particularly throughout the pandemic, and we will continue to look for opportunities to collaborate and innovate."

SAMHS delays elective surgeries

By Brooke Army Medical Center Public Affairs

In response to the recent increase in COVID-19 cases, Texas Gov. Greg Abbott has issued an executive order for area hospitals to postpone elective surgeries and procedures to reserve capacity for COVID-19 patients from the community.

In line with this order and to ensure healthcare

professionals are poised to support an increased need for acute inpatient care, the San Antonio Military Health System has begun temporarily delaying some elective surgical cases, particularly those requiring an overnight stay.

Patients will be called if their surgery requires rescheduling. For questions or information about an upcoming elective procedure,

patients are encouraged to reach out to their surgical team.

As the situation is continually evolving, BAMC will provide updates when available. Continue to do your part to slow the spread of this virus: wear a face covering, wash your hands or hand sanitize regularly, and physically distance yourself from others.

The San Antonio Military Health System will continue to closely monitor the situation and take proactive steps, working alongside its military and community partners, to both contain the spread and mitigate the impact of the virus.



COURTESY PHOTO

Surgeons perform a procedure at Brooke Army Medical Center, Joint Base San Antonio-Fort Sam Houston.

IMCOM professional receives award from Army Chief of Chaplains

By Brittany Nelson
U.S. ARMY INSTALLATION
MANAGEMENT COMMAND
PUBLIC AFFAIRS

Melanie Reagin, U.S. Army Installation Management Command G9, received the Order of Aaron and Hur from Lt. Gen. Douglas Gabram, IMCOM's commanding general Headquarters IMCOM at Joint Base San Antonio-Fort Sam Houston Dec. 10 for her assistance in the creation of the online Digital Giving system for the U.S. Army Chaplain Corps.

"To say that we are proud of Melanie is an understatement," said Paul Burk, IMCOM G9, Family and Morale, Welfare and Recreation director. "The IMCOM Chaplain came to G9 when the COVID-19 pandemic started and told us they had congregants who wanted to donate but could not due to the cancellation of in-person services. I knew Melanie was the perfect person to field this online giving program."

IMCOM G9 already had an online donation application set up for their operations, Burk said. Reagin worked with Master Sgt. Andrew Hagemann, IMCOM master religious affairs noncommissioned officer, on



COL. DEAN HARRISON

(From left) Lt. Gen. Douglas Gabram, commanding general of U.S. Army Installation Management Command; awarded Melanie Reagin, chief of garrison support branch, business and recreation division of IMCOM G9 the Order of Aaron and Hur Dec. 10 for her accomplishment of assisting in the creation of the online Digital Giving system for the U.S. Army Chaplain Corps, along with Paul Burk, director of IMCOM G9, Family and Morale, Welfare and Recreation.

the development of the giving platform for congregants to use globally.

Among the attendees of the awards ceremony was the Army Chief of Chaplains, Maj. Gen. Thomas Solhjem, who approved the order for Reagin to receive.

"On behalf of the entire Army Chaplain Corps, thank you for going above and beyond

and being committed to those we serve and their families," Solhjem said. "We are honored to be able to bestow this award to you. This award has been given out guardedly."

The Order of Aaron and Hur, created in 1974, is the oldest Chief of Chaplains award and Reagin is the first IMCOM professional to receive it.

"The Chief of Chaplains said

it and it resonates; this award is really special," Gabram said. "It is about a lifelong time of giving. Thank you and your family for your service and dedication of more than 20 years at IMCOM."

Reagin said she was shocked at the level of the award and she is honored. She also said she wouldn't have been able to get the job done without

Hagemann's driving force.

"Taking care of Soldiers and their Families is a passion of mine," Reagin said. "It is a pleasure to serve the Army community."

The Order of Aaron and Hur is named for the biblical account recorded in the book of Exodus where warriors of Amalek came to fight against the people of Israel and Rephidim.

Moses instructed Joshua to issue a call to arms to the Israelites to fight the army of Amalek. Moses, Aaron and Hur went to the top of the hill. As long as Moses held up the rod in his hands, Israel prevailed, but whenever he rested his arms at his sides the soldiers of Amalek prevailed. Moses' arms finally became too tired to hold up the rod any longer; so Aaron and Hur rolled a stone for him to sit on, and they stood on each side holding up his hands until sunset. As a result, Joshua and his troops overcame the army of Amalek.

The Order recognizes individuals who have made outstanding contributions to the spiritual welfare of the men and women of the U.S. Army and have supported the work of the chaplains through their own service.

Weingarten Rights: The right of bargaining unit employees to request union representation

By 502nd Air Base Wing
Public Affairs

The Federal Service Labor-Management Relations Statute gives employees in bargaining units represented by an exclusive labor organization (i.e., a union) the right to request union representation at an examination by a representative of the agency in connection with an investigation if the employee believes the examination may result in disciplinary action.

Specifically, Section 714 (a) (2) (B) of

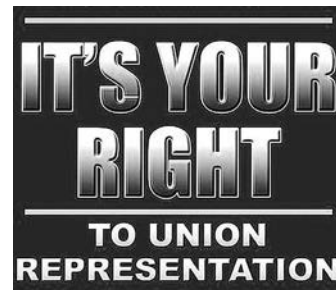
Title 5, U.S. Code states that an exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at any examination of an employee in the unit by a representative of the agency in connection with an investigation if the employee reasonably believes that the examination may result in disciplinary action against the employee; and the employee requests representation

Additionally, employees have the right under 714 (a) (2) (A) to be represented by the union at any formal

discussion between one or more employees in the unit or their representatives concerning any grievance or any personnel policy or practices or other general condition of employment.

Questions regarding Weingarten Rights should be directed to the Joint Base San Antonio Labor Relations Officer at 210-808-7579

(This bulletin fulfills a requirement to annually notify employees of their statutory rights. A copy of this bulletin should be posted on official bulletin boards.)



JBSA-Fort Sam Houston tax assistance center opens Feb. 1

By David DeKunder

502ND AIR BASE WING
PUBLIC AFFAIRS

Starting Feb. 1, the Joint Base San Antonio-Fort Sam Houston Military Tax Assistance Center, or MTAC, opens its doors to offer free income tax preparation services for military members and retirees.

The MTAC, located in building 133 at 2450 Dragon Valley Road, will be open 8 a.m. to 4 p.m. Monday through Friday, excluding federal holidays and U.S. Army North training days, until April 16, the day after the April 15 tax deadline.

The tax assistance center provides tax preparation services — free of charge — for active duty service members, active duty Reservists, dependents and military retirees and their dependents.

Tax preparation services are provided by Army Soldiers trained through the IRS Volunteer Income Tax Assistance program, or VITA. Volunteers who complete the VITA program are certified by the IRS to prepare taxes.

Jesse Bolanos, MTAC director, said tax preparers provide basic income tax return services for clients.

“We will prepare it and we’ll electronically file it for free,” Bolanos said. “Everything is free of charge.”

Bolanos said tax preparation services will be provided with COVID-19 protocols and procedures being put into place to ensure the safety of customers and tax preparers.

First, customers can come to the office by appointment only, as no walk-ins will be accepted. Starting Jan. 25, customers can make an appointment by contacting MTAC at 210-221-1040 or online at fortsamtax.setmore.com.

Customers must wear masks when arriving for their appointment, will be asked questions regarding COVID-19 symptoms and will have to

“With our COVID-19 precautions, we’re trying to limit face-to-face time. We anticipate it won’t take longer than 15 minutes to drop-off the taxes and it will not take longer than 15 minutes to review their taxes and get their signatures.”

Jesse Bolanos, Military Tax Assistance Center director



COURTESY GRAPHIC

submit to a temperature check.

On the day of their appointment, Bolanos said tax filers need to bring a military ID to verify eligibility, a photo copy of their Social Security card and copies of their W-2 forms or copies of their 1099 or 1098 forms, if necessary.

VITA regulations prohibit tax returns from being prepared unless the tax filer brings a photocopy of the Social Security card for themselves and everyone else who will appear on their tax return, including dependent children and spouse.

Customers will fill out a sheet and drop-off copies of the necessary tax documents at

MTAC. Tax preparers will work on the taxes and when the taxes are done and prepared, the tax filer will be contacted to set up an appointment to come back and go over their taxes, pick up their documents and sign their prepared tax forms.

For married filing joint customers, both spouses will need to be present on the final appointment for the signature of their return.

“With our COVID-19 precautions, we’re trying to limit face-to-face time,” Bolanos said. “We anticipate it won’t take longer than 15 minutes to drop off the taxes and it will not take longer than 15 minutes to

review their taxes and get their signatures.”

All tax paperwork provided by tax filers should include, if necessary, copies of closing documents for homes purchased in 2020, real estate tax receipts, sale documents for any new or used car, motorcycle or motor home purchased in 2020 and any receipts for out-of-pocket medical expenses, charitable receipts, child care expense receipts, any out-of-pocket education expense receipts, IRA contribution documentation, a voided check or other account and routing number documentation for customers who want a direct

deposit of their tax refund.

Bolanos said scope of services provided by tax preparers include basic tax preparation for customers who own no more than two rental properties.

MTAC, however, doesn’t provide preparation services for corporate taxes, stock trades or for customers who cash out on their Roth IRAs early, own more than two rental properties or have any other less common issues that are out of scope for VITA.

Bolanos said each tax return that is prepared is reviewed by another tax preparer to ensure it is done right.

“We do a quality review of every tax return we prepare,” he said.

Bolanos also addressed the question of the payroll tax cut holiday that took effect Sept. 1, 2020, which suspended taxpayers having to pay their 6.2 percent share of the Social Security tax for the remainder of 2020.

That temporary tax cut ended Jan. 1, which means taxpayers will have to pay double the Social Security tax for the amount that was not paid for the last four months of 2020.

While Bolanos said this will have an effect on people’s paychecks, it will have no effect on their 2020 tax returns.

Because of the COVID-19 protocols, Bolanos said MTAC appointments will be in high demand. When the center’s phone line and the website are activated Jan. 25, there will be a two-week window for appointments.

The first appointments available will be for the week of Feb. 1-5.

“We will be very busy and we ask folks for patience as they try to book their appointments,” Bolanos said.

For questions on the scope of services, call the appointment line at 210-221-1040 or visit fortsamtax.setmore.com, where customers can leave their contact information, starting Jan. 25.

LACKLAND

59th MDW logistics, immunizations working together for vaccine distribution

By Airman 1st Class Melody Bordeaux

59TH MEDICAL WING PUBLIC AFFAIRS

The San Antonio Military Health System's first Pfizer COVID-19 vaccine arrived at about 8:45 a.m. Dec. 14, 2020, at Wilford Hall Ambulatory Surgical Center at Joint Base San Antonio-Lackland, Texas.

As the vaccine arrived, the immunizations team was awaiting final guidance from the Defense Health Agency. Once the guidance, training, and screening process were fully cleared and standardized, immunizations notified logistics and names were assigned to each dose of the vaccine with an electronic form through the logistics control center before removing it from the freezer.

Within hours it was administered to the first patient, Maj. Andrew Gausepohl, 59th Medical Wing Family Emergency Center medical director, in the WHASC conference room. Healthcare workers and first responders are part of the Defense Department's initial top priority group to receive the vaccine.

The logistics and immunizations teams in charge of getting the vaccine from the delivery truck to as many patients as possible, trained for three months before receiving the first shipment and continue to train regularly to improve operations.

"Ultra-cold is not something we normally deal with," said Senior Master Sgt. Wyman Herring, 59th Medical Logistics and Readiness Squadron medical materiel superintendent. "We did a lot of exercises to prepare for the vaccine to come in."

As soon as the vaccine shipment is identified, all personnel focus on ensuring it's secure.

Once the vaccine arrives, it is offloaded from the truck and immediately transported to the freezers. Before putting it in the freezer, the team has 90 seconds to verify information for the vaccine, ensure the freezers are within the -75 to -80 degrees Celsius, and check the lot numbers, expiration dates and condition of each COVID-19 vaccine.

Due to the nature of the shipment and sub-zero freezer, the team wears goggles and cryogenic gloves to protect their eyes and hands. Once the vaccine is secure in the freezer, the logistics team calls the United States Army Medical Materiel Agency Distribution Operations Center to notify them the vaccine has been received.

"USAMMA DOC is the Department of Defense and our Defense Health Agency entity who is responsible for the movement of the vaccine," Herring said. "We have to let them know we received it and all the



AIRMAN 1ST CLASS MELODY BORDEAUX

Airman Madison Fawley, 59th Medical Wing dental assistant, helps a patient with the COVID-19 Vaccine Screening and Immunization Documentation form Dec. 18 in Wilford Hall Ambulatory Surgical Center, Joint Base San Antonio-Lackland.

pertinent information off of the vaccine itself."

The sub-zero freezers, installed by biomedical equipment technicians, are equipped with alarms that, when activated due to change in temperature, alerts logistics on-call personnel.

Freezing the vaccine stabilizes the fat component that is protecting the only active ingredient in the vaccine, mRNA or messenger ribonucleic acid. A modified messenger of genetic code that when injected, tells your cells to build a coronavirus spike protein. This produces an immune response in your body.

"In the beginning, we had to transport the vaccine directly to immunizations on the third floor," Herring said. "Immunizations has to take the vaccine and count each item to make sure the number we said matches the number they see. Once they do, they sign for the vaccine and it's in their hands."

To improve previous operations, an immunizations refrigerator was installed in the conference room to reduce transportation time and distance to rapidly distribute vaccinations. This process ensures no doses are wasted. Each vaccine must be used within five days if refrigerated or within six hours from when it is thawed to room temperature. Now, the thawing, dilution process, and administering of the vaccine all takes place in a streamlined process in the conference room.

"Everything is centrally located, very easy to move back and forth, and allows us to respond rapidly," Herring said.

After confirming patients to receive the vaccine, it is transported from the freezer to the refrigerator for use throughout the day or thawed for 30 minutes to administer as soon as possible. The constant communication between logistics and immunizations makes it possible to plan throughout the day how many vaccines they will take out of the freezers.

"Having direct lines of communication, what we've setup here is essentially almost like a deployment processing type of operation," said Lt. Col. Kevin White, 59th MDW COVID-19 vaccine coordinator. "It's that type of priority. It's that type of communication. So instead of just everybody sitting at their desks and doing things the traditional way, we're mobile, carrying radios, we're streamlining it."

All recipients are screened for any COVID-19 symptoms and given a COVID-19 Vaccine Screening and Immunization Documentation form as they enter the conference room. A brief explanation of how to fill it out is given and any further questions the patient has are answered.

Once the documentation is complete, they are directed to one of six patient check-in and scheduling stations where they verify two patient identifiers and administrators input the patient information into the immunization tracking system. Then, they are scheduled for a follow up appointment in 21 days to receive their second shot of the two-shot series. Finally, they are directed where they will receive the first dose of the COVID-19 vaccine.

The goal of the distribution plan and Operation Warp Speed is to have as many people as possible vaccinated. The logistics and immunizations team have created a process to accomplish vaccinating patients as efficiently as possible.

"The whole point of Operation Warp Speed is people are doing things simultaneously," White said. "While DHA was coming up with their guidance, simultaneously the vaccine was shipping. We were able to give the vaccine on day one, within hours of when it was received."

Along with the efforts of getting as many patients as possible vaccinated, is a deliberate plan to vaccinate people in the most effective way possible. By vaccinating healthcare workers and first responders they are able to ensure they will not expose their patients to COVID-19. This is just the beginning of Operation Warp Speed's efforts.

Joint Base San Antonio selects 2021 Fiesta Air Force ambassadors

By Rachel Kersey
502ND AIR BASE WING
PUBLIC AFFAIRS

Joint Base San Antonio has selected two Airmen to represent the Air Force in the city's annual Fiesta celebration. Tech. Sgts. Arturo Gomez Jr. and Lateshia Burgess will serve as Air Force ambassadors for Fiesta 2021, scheduled to take place April 15-25.

"The 2021 Fiesta Air Force ambassador selection process was extremely competitive," said Chief Master Sgt. Wendell J. Snider, 502d Air Base Wing and JBSA command chief. "The ambassadors selected epitomize airmanship and professionalism."

"All the nominees were exceptional," Gomez said. "I did my best, and it's a privilege to have been selected. I was ecstatic."

Gomez, a 318th Training Squadron aircraft technical instructor, has been stationed at JBSA-Lackland for four years and teaches at the Inter-American Air Forces Academy.

"My job is to instruct basic and advanced principles of aircraft maintenance to 21 partner nation military and police forces throughout Latin America," he explained. "All of our courses are taught in Spanish."

Gomez joined the Air Force in August 2009. He did not know much about the military before joining, but recalled encountering an Air Force T-38 aircraft at Laughlin Air Force Base in his hometown, Del Rio, and said the excitement and thrill of the experience were unforgettable.

"I knew I wanted to be the first in my family to serve and start setting a path towards something much bigger than myself and make a positive



COURTESY PHOTO ILLUSTRATION / PHOTOS BY THOMAS CONEY

Joint Base San Antonio has selected two Airmen to represent the Air Force in San Antonio's annual Fiesta celebration. Tech. Sgts. Arturo Gomez Jr. (left) and Lateshia Burgess (right) will serve as Air Force ambassadors for Fiesta 2021, scheduled to take place April 15-25. Burgess was promoted to technical sergeant just after selection.

impact for future generations," he said. "Like many, my parents took risks and left their native homes many years ago for my sisters and me to have a better life than they had. I'm not sure I would've had the opportunity to serve if it were not for their sacrifices."

Gomez has attended San Antonio's Fiesta before and always enthusiastically looks forward to the food. Memorable moments for him include eating on the Riverwalk during the parades, winning a giant banana at the carnival, and

sampling cuisine during Taste of New Orleans. He also enjoys the diversity of the event and how it brings people together.

"I look forward to celebrating with our community," he said. "I would like to see everyone come together again — safely, of course — honoring our fallen heroes, celebrating Texas' rich history, our military and the spirit of San Antonio. It is a reminder of the sacrifices made and the forever-fighting spirit of our military and community."

"Sgt. Gomez is an extremely

sharp Airman," Snider added. "His character, confidence and communication skills wowed the panel. All of his unique attributes made him the ideal Air Force ambassador."

Burgess is a clinic patient advocate for the 59th Medical Operations Wing and NCO in charge of the Women's Health Clinic at Wilford Hall Ambulatory Surgical Center at JBSA-Lackland, where she has been stationed for three years.

"I direct clinic operations for a 27-member team of military, contract and civilian personnel

in the Defense Department's largest women's health clinic, which performs \$1.3 million in gynecological health care services for 42,000 beneficiaries annually," she said. "As a patient advocate, I resolve patient concerns while upholding safety standards."

"Sgt. Burgess is a first-rate military professional," Snider said. "Her leadership presence and commitment to community involvement make her an excellent Air Force ambassador."

Burgess joined the Air Force in 2009 as well.

"I desired stability and more opportunities for myself to grow as a woman and leader," she said, noting that in over a decade of military service, she has had many experiences doing just that.

Though Burgess has never attended Fiesta, she is eagerly anticipating the upcoming scheduled events.

"I am excited to learn about the multicultural aspects that make San Antonio a great place to live, love and have fun," she said. "I am honored to represent the Air Force in Military City, USA."

Fiesta San Antonio has a long history of bringing the community together to celebrate military achievements. It began in 1891 as a parade to memorialize those who fought in the Alamo and the Battle of San Jacinto. It has expanded over the course of the last century to be one of the United States' premier festivals, celebrating the rich cultural diversity of San Antonio.

"Fiesta San Antonio honors the memory of the heroes of the Alamo and the Battle of San Jacinto. Joint Base San Antonio members enjoy participating in the events and learning the city's culture," Snider concluded.

DLIELC delivers innovative English language training to Army trainees

By Maj. Gloria Sanchez
DEFENSE LANGUAGE INSTITUTE
ENGLISH LANGUAGE CENTER

More than 80 U.S. Army trainees at Fort Sill, Oklahoma, are completing English Language Training, or ELT, without interruption thanks to a partnership between the Defense Language English Language Center at Joint Base San Antonio-Lackland and the Army post.

The trainees completed their ELT through a Virtual Training Team, or VTT, effort that began Nov. 9, 2020, and continues through January. They are members of the U.S. Army English as a Second Language, or ESL, program

that helps initial entry trainees from various parts of the world learn the language that will take them to the next level. They normally accomplish this training at JBSA-Lackland, but were not able to travel due to procedure changes related to COVID-19.

VTTs have become an innovative solution to COVID-19 restrictions in a school environment. In this case, it helps reduce the backlog of approximately 350 trainees awaiting slots for ELT at DLIELC. Additionally, the initiative highlights Air Education and Training Command's commitment to supporting U.S. Army Training and Doctrine Command and ensuring the

“The VTT was a mission-essential endeavor with our Fort Sill partners. My appreciation and thanks go to all involved at DLIELC and Fort Sill for making this a positive course for our troops.”

Army Lt. Col. Luis Martinez, Deputy Commandant, DLIELC

continuation of the Army training pipeline.

Carla Benson, supervisor of advanced English at DLIELC, was instrumental in setting up the VTT site at Fort Sill in Lawton, Oklahoma. She provided logistical support, testing and student placement, overall program management

support, orienting students and drill sergeant staff with Zoom, and best practices.

“As the current DLIELC U.S. Army Echo Company liaison, completing a TDY to Fort Sill was a great opportunity to gain a better understanding of the various stakeholders involved as well as further

unite our partnership,” Benson said. “This VTT is important because it allows us to continue the ELT mission with U.S. Army recruits.”

The instructors are all based at DLIELC. Through the current distance learning platform, Zoom, classes are conducted either from the instructors' home location or on campus. The majority of instructors are currently teleworking from home.

“The VTT was a mission-essential endeavor with our Fort Sill partners,” said Army Lt. Col. Luis Martinez, Deputy Commandant, DLIELC. “My appreciation and thanks go to all involved at DLIELC and Fort Sill for making this a positive course for our troops.”

688th CW Chaplain Corps organizes virtual resiliency course

By 1st Lt. Michael Hardy
16TH AIR FORCE (AIR FORCES CYBER)
PUBLIC AFFAIRS

Members of Joint Base San Antonio-Lackland recently participated in virtual training to achieve financial stability. Organized by the 688th Cyberspace Wing Chaplain Corps, U.S. Air Force Capt. Amy O'Connell and U.S. Air Force Staff Sgt. Jasmine Jones made the class available during fall 2020.

The nine-week course offered a full-spectrum approach towards financial management and resiliency and encouraged building and maintaining a strong family structure, mature decision-making and ethical living.

With more than 40 Total Force active duty, civilian and reserve Airmen, attendees were either close to retirement or just starting their career. Members of the 16th Air Force (Air Forces Cyber) and 67th Cyberspace Wing also attended the course remotely from Mississippi, Alabama and Oklahoma.

Despite working remotely,



PHOTO ILLUSTRATION BY CAPT. CARMELLE LAPENA

Members of the financial management class, organized by the 688th Cyberspace Wing, gather virtually for their commemorative class photo during course graduation at Joint Base San Antonio-Lackland Nov. 18.

the class produced better results than previously offered in-person. The attendance rate was higher and proved more flexible to reach personnel in geographically-separated units.

Two classes were facilitated

by U.S. Air Force Capt. Carmelle Lapena and U.S. Air Force Master Sgt. Douglas Kost every week to accommodate student availability.

During the course a total of \$69,436 worth of debt was paid

off, 14 credit cards were closed, and attendees avoided \$4,728,761 worth of debt from more than 320 credit card offers, mortgage refinance offers and debt consolidation loan offers.

“This class has reinforced what I gathered from personal study,” said U.S. Air Force Staff Sgt. Jacob Adams, a member of the 26th Network Operations Squadron, Maxwell Air Force Base Gunter Annex, Alabama. “One of the biggest things I learned was how to actually create a budget and follow through. Prior I would check my money usage at the end of the month and check where I have been spending my money.”

By the end of the course, everyone shared that they had met their goals for taking the course. More than three-fourths of the class stated they are using a working monthly budget and currently don't live paycheck to paycheck. Overall, the class showed they are in good standing when it comes to their finances.

During graduation, members received their certificate of completion along with memorandums of the class' achievements, both documents were sent to each student's command leadership for recognition.

SURVIVORS

From page 2

ensures that all victims and witnesses of crime who suffer physical, financial or emotional trauma receive assistance and protection.

“Everyone involved, from the legal team to the prosecution team, was extremely professional, knowledgeable and helpful,” Bet-Sayad said.

SVC staff are specifically trained to work for victims, attend investigative and military criminal or administrative proceedings, and advocate on their behalf to commanders and prosecutors.

All Airmen and dependents who are victims of sexual assault, stalking, domestic violence, and other offenses, are eligible for representation from an SVC. Victims of other types of crimes can also request an SVC under certain circumstances.

SVCs represent victims at every step of the military justice process to enforce their rights, Bet-Sayad explained. This includes representation of clients at law enforcement interviews, trial and defense counsel interviews, every pre-trial hearing, and at courts-martial. They

enforce victims’ rights to safety, privacy, and the right to be treated fairly and respectfully. SVCs engage with base leaders and other decision-makers to ensure that a victim’s voice and choices are heard. SVCs also assist clients in obtaining support and recovery resources.

“We focus on what’s best for our clients,” Bet-Sayad said. “The SVC is independent of the base’s chain of command. We don’t work for the wing commander, the Staff Judge Advocate, SARC or OSI. We will always work for the client, and will always protect the client’s confidences with attorney-client privilege.”

In her various cases, Bet-Sayad has advocated on behalf of her clients to secure military protective orders, informed them on how to get civilian protective orders and helped them with the paperwork necessary to obtain civilian protective orders. She has also engaged with the leadership of the accused and advocated that the accused’s weapons be secured in the armory until the resolution of the allegation.

Airmen and dependents who have experienced sexual assault, stalking and certain other sexual misconduct have

been eligible for SVC services in the Air Force since 2013. As of Dec. 1, 2020, domestic violence victims also can request legal services from an SVC for assistance within the military justice system. Under certain circumstances, victims of other types of crime may also be able to request an SVC.

Although many Airmen are familiar with the services of SVCs, some of the other legal entities involved in the process may not be as well-known, but also provide valuable resources. The Air Force Legal Assistance Program helps service members, their dependents and retirees resolve civil legal issues such as divorce, child custody, identity theft or violations of the Servicemembers Civil Relief Act, said Lt. Col. Lanourra Phillips, Legal Assistance Policy Office chief at Joint Base Andrews, Maryland.

“Service members who become victims of crime can seek the help of base legal assistance attorneys at any time,” Phillips said. “If the legal assistance attorney cannot help the service member, the attorney will help the service member find another agency or attorney who can help. In some cases, such as incidents of sexual assault or certain domestic violence cases, the legal

assistance attorney will refer the service member directly to a local SVC.”

Both SVCs and legal assistance attorneys provide confidential legal advice to Airmen and dependents. In addition to these, the VWAP is also able to assist all victims involved in a military investigation or adjudication. The VWAP exists within Air Force legal offices to work with commanders, investigators, prosecutors, and other helping agencies to ensure that victims and witnesses are kept safe, informed of their rights, assisted in navigating the military justice process, and provided updates on ongoing military cases. The VWAP can assist victims in obtaining military or civilian protective orders and can assist stalking victims with requesting expedited transfers.

For more information about the SVC, Airmen and Space Professionals can reach out to their local SVC office. For those bases without an SVC, members can contact their base legal office, SARC, or Family Advocacy office to locate their servicing SVC. For legal assistance and VWAP support, contact your service military legal office. The Air Force Legal Assistance Locator is available at <https://legalassistance.law.af.mil/>.

Women in the Air Force: A walk in their boots

By C Arce
and 2nd Lt. Robert Dabbs
502ND AIR BASE WING
PUBLIC AFFAIRS

In 1948, former President Harry Truman signed the Women's Armed Services Integrated Act allowing women to serve directly in the military, which led to the formation of the Women in the Air Force program.

All members of the WAF completed basic military training at the location formerly known Lackland Air Force Base.

Two retired chief master sergeants shared their experiences and proudest moments while serving as women in the Air Force. These are their stories.

Retired Chief Master Sgt. Dale Armwood

Retired Chief Master Sgt. Dale Armwood served in the Air Force for more than 26 years. She experienced what it was like to be part of the WAF and transitioned into an Airman after the Air Force stopped using the term WAF in the mid-1970s.

Serving from April 1963 to October 1989, she worked as a pharmacy technician, an educator for leadership and management and as a military training instructor at Lackland.

Though her plan was to only serve four years, Armwood became passionate about her job as an educator and decided to stay in service as long as she could. She became the first woman to teach at the then Strategic Air Command Academy at Barksdale Air Force Base, Louisiana.

"That was the best thing that happened to me because I love teaching," Armwood said. "I can't imagine that they even paid me to do it ... I learned probably more than the students I was teaching."

She said with regard to the issued uniforms, it felt like women were joining a man's Air



SARAYUTH PINTHONG

The WAF gallery consists of mannequins dressed in various WAF uniforms from the 40s through the 80s, along with other photos and artifacts.

Force. just told them, 'no, you used it on your patient, you clean it up,' and the supervisors agreed. If you didn't speak up peer-to-peer, they'd try to take advantage."

Although she saw discrimination from her male peers, she found that in terms of leadership, she was respected despite her gender.

"I was given my duty assignment and the men were given theirs," Cooper said. "The men took on the cleaning duties as much as we did, and we took on the patient care duties as much as they did. As far as the duty squadron is concerned, I had no problems."

She remembered an instance where she was able to take advantage of an opportunity due to her male counterpart not wanting to go on a temporary duty, or TDY, in order to stay home with his family. This gave Cooper a shot at being one of the first females to complete the schooling few females had done before her. She put her career first and explained that it's part of the job.

"A lot of people would say, 'no, I don't want to go TDY for five months,'" Cooper said. "Don't expect it to be a 9-to-5 job. You're on duty 24 hours a day, seven days a week, and you have to be willing to put your job ahead of all else."

Cooper believes military service does not recognize gender.

"You just got to take advantage of the learning opportunities you're given and don't be afraid to ask for help when you need it, but don't use gender as an excuse," Cooper said.

A Women in the Air Force display is can be seen at the USAF Airman Heritage Museum & Enlisted Character Development Center at JBSA-Lackland. For more information, visit www.airmenheritage.com. To schedule a tour or make an appointment, call 210-671-3055 or aetc.ho.ol-ho@us.af.mil.

Force.

"It was like they didn't make women's uniforms," Armwood said. "They just took a man's uniform and cut it down or did something to it to make it fit women. It was obvious that we were an afterthought when it came to dressing us in the Air Force."

She said she didn't think the Air Force was ready for the WAF; however, she believed women's resiliency and capability to improvise helped them become successful Airmen as they represented the country in uniform.

"They just sort of threw us in there and made do," she said. "It was kind of obvious that they weren't ready."

Serving in the 1960s, Armwood was subject to sex and racial discrimination.

"Not only was I a woman, I was a Black woman," she said. "So when you didn't get promoted or you didn't get the job you wanted, you couldn't decide — is it because I'm female or is it because I'm Black?"

Admitting she had to work twice as hard, Armwood said her proudest moment as a woman in the Air Force was ending her career as a chief master sergeant. She knew she became part of the 1 percent of

the force.

"I used to say I'm the highest-paid streetwalker here at Lackland," Armwood said.

Retired Chief Master Sgt. Bonnie Cooper

Retired Chief Master Sgt. Bonnie Cooper completed 15 different assignments from October 1962 to October 1992 in the medical field. She tackled her military career with a "pull yourself up by your bootstraps" approach. The path she chose allowed her to break through many barriers in the Air Force that were restricted due to gender.

Cooper recalled the beginning of her journey at the San Antonio International Airport.

"They had a huge room filled with men sitting in their chairs, sitting at attention," Cooper said. "I was the only female, so the sergeant that was in charge told me I didn't have to sit in those chairs with all the guys."

She said that was the only special treatment she received during her time in basic military training at Lackland.

Cooper took on a leadership role during her time in basic military training. Having had real-world experiences before her military career, it enabled her to act as a mentor to her

wingmen.

"I had been living on my own for three years before I joined the Air Force and I learned pretty much how to deal with other people no matter what their gender was," she said.

Some of Cooper's peers seemed to be less enthusiastic about putting forth the effort to learn and excel.

"We had some girls that didn't really want to learn how to iron," Cooper said. "You'd start showing them something and they'd just walk away, and those girls ended up being washed back."

However, those who were willing to succeed, could.

"We had ladies who didn't know how to wash clothes, didn't know how to iron and so those of us that knew those things taught them how," she said.

After completing basic military training, Cooper continued to take the initiative and set the example in her career field.

"I worked in intensive care and it was a 36-bed unit," Cooper said. "Because it was such a stressful unit, the male technicians did not want female technicians working on the floor. If you let them, they would leave all the cleaning to you. I

RANDOLPH

575th AMXS brings damaged T-38 back into service

By Airman 1st Class Tyler McQuiston
502ND AIR BASE WING PUBLIC AFFAIRS

On Dec. 28, 2018, a U.S. Air Force T-38A Talon assigned to Langley Air Force Base, Virginia, was involved in a landing mishap at nearby Newport News International Airport. Being a valuable Air Force asset, the T-38 System Program Office engineers evaluated the damage, and determined the aircraft was worth saving.

On July 24, 2019, aircraft 63-8229 was transported to Joint Base San Antonio-Randolph's 575th Aircraft Maintenance Squadron, or AMXS, for the T-38's Aircraft Structural Integrity Program inspections in conjunction with the mishap repairs.

An aircraft depot squadron from Hill Air Force Base's Ogden—Air Logistics Center and members of the 575th AMXS analyzed the aircraft and began taking the proper measures to make it operational again.

Now, nearly early two years since the aircraft mishap, aircraft 63-8229 has been fully restored, passing its post-overhaul Functional Check Flight and returned to fully mission capable status Dec. 4, 2020.

The aircraft is back to performing its role as a simulated aggressor aircraft, training Langley's fifth-generation aircraft pilots the tactics and procedures needed when facing realistic adversaries.

"This type of undertaking is no small task," said Dan Miller, 575th AMXS support supervisor. "What's so astonishing about this task is that it happened through manning shortages that came about during the COVID-19 pandemic and our incredible team continued to come to work and perform through the crisis. It didn't stop the 575th Aircraft Maintenance Squadron."

The event leading to the Langley T-38 aircraft's depot overhaul was a less than ideal weather condition landing at Newport International Airport, near Langley Air Force Base, during the winter of 2018.

The aircraft touched down and ensued landing procedures on a wet runway. One of the aircraft's tires blew out during slowdown and nearby video footage



AIRMAN 1ST CLASS TYLER MCQUISTON

U. S. Air Force Lt. Col. Andrew Williams, 415th Flight Test Flight commander, inspects a T-38 before its test flight at Joint Base San Antonio-Randolph Dec. 1.

captured the aircraft immediately veering to the left, according to the official incident report.

Skid marks on the runway showed the aircraft overcorrected to the right-hand side of the runway and into a tailspin, skidding laterally to a nearly perpendicular position to the runway, and eventually departed the right side of the runway.

Upon leaving the runway, the right-hand main landing gear collapsed, driving the right-hand wing and horizontal stabilizer into the soil adjacent to the runway, which forced the aircraft to a sudden stop.

A Safety Investigation Board followed, and System Program Office support was requested for a structural damage assessment, which occurred Jan. 10, 2019.

Maintenance personnel from Holloman Air Force Base, New Mexico, were dispatched to Virginia to ready the aircraft for transport, and a NASA Super Guppy aircraft coordinated to pick it up at Newport News International Airport for transport to JBSA-Randolph under the care of the 575th Aircraft Maintenance Squadron.

When the aircraft arrived at JBSA, there was plenty of work to do.

"Evaluating the aircraft and its major components to see the extent of the damage was the initial step," Miller said. "Following that, an inventory of all parts and their serviceability was necessary to evaluate the amount of work that was going to be required to get this aircraft back into service."

The initial repair evaluations were a joint effort between the T-38 Systems Program Office and the 575th AMXS, and this process took months to complete, and, in some cases, some items were not discovered until the final rebuild of the aircraft, Miller added.

When it was determined the aircraft could be restored to fully mission capable, the next step was to determine the overall fiscal requirements. The funding was made available and the people, processes, and resources of the 575th AMXS were all it took to make it happen, Miller said.

"The T-38 aircraft 63-8229 has been at the depot for over a year," said John Anderson, 575th AMXS production flight chief. "We have performed just

under 5,700 hours of work to return it to service at a cost of \$788,000 in labor, and roughly the same for parts. The estimated total cost was expected to be around \$1.6 million at completion."

The aircraft, which was produced from 1961–1972, would cost over \$6.5 million in today's dollars.

The 575th AMXS repairs and rebuilds T-38 A, B, and C-model aircraft for several Major Commands across the Air Force, extending the lifetime of their use.

Some of the repairs which needed to be made to aircraft 63-8229 included replacing a wing, all three landing gears, all parts associated with attaching the gear to the aircraft, the right-hand wing leading edge, aileron, flap and wingtip. Teams also replaced the right-hand vertical stabilizer, overhauled the aft fuselage section, or boat tail, welding cracked ribs, and manufacturing and replacing its structural formers and fittings.

The 575th AMXS also replaced the aircraft's engines, all egress and life-sustaining explosive components, flight controls, and ensured the structural integrity in accordance with the T-38 ASIP inspections.

"I am proud to be a part of this organization and what it does for our Air Force," Miller said. "The fact that we are helping train the future warfighters of our country is something I can brag about."

Once the aircraft was fully repaired by the 575th AMXS, it was test flown Dec. 1, 2020, by Maj. Bede Bofin, T-38 command chief pilot, and Lt. Col. Andrew Williams, 415th Flight Test Flight commander.

The pilots took off down the runway and became airborne, where they flew for over an hour performing the functional check flight. During this time, they tested every aspect of the aircraft to ensure it was fully functional and they pushed it to the limits of the flight envelope, ensuring the safety of future pilots.

Now, the same aircraft that was stagnant for two years is flying high, being used to train the world's premier aerial fighting force.

Force Development Gateway, service catalog now accessible through the Air Force Portal

By Air Education and Training Command Public Affairs

Navigating the Force Development waters just became smoother with the recent launch of two new SharePoint Online sites aimed at keeping Airmen and Guardians informed.

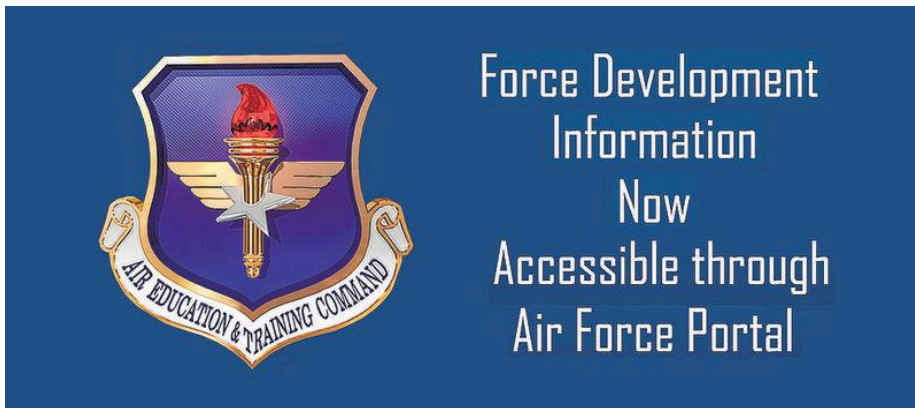
The Force Development Gateway and Force Development Service Catalog are now live. Both sites can also be accessed through the Air Force Portal front page under the Education / Training / Force Development section.

Force Development falls under the umbrella of Air Education and Training Command and is managed by the Operations and Communications Directorate, led by Maj. Gen. Jeannie Leavitt. It is the framework that links training, education and experiential learning to develop an Airman's competencies to out-think and out-perform any adversary in air, space and cyberspace.

As part of that framework, the Force Development Gateway was created. This customer-service office is the designated entry point for Force Development mission requests and can be reached directly by email at AETC.ForceDevelopment.Gateway@us.af.mil.

"A mission request is a clearly defined or identified request for Force Development support or funding," said Teddy Woodland, AETC Planning, Analysis and Liaison branch chief. "Examples of requests may involve administration, course updates, or technology."

The Force Development Gateway receives the



requests directly from customers through the use of a submission form and then tracks them through the life-cycle of the request. The submission form, a status dashboard, frequently asked questions and more can all be found on the site.

The Force Development Service Catalog site is an entry-point into Force Development programs and services and "is designed to be a one-stop-shop for finding pertinent information about Force

Development," Woodland added. Within the catalog site is information about policy, credentialing, innovation advancement and more.

"In AETC, we are evolving to a more competitive approach to Force Development that is Airmen-centric, mission-focused and competency-based," Woodland said. "These sites are just one more step in the right direction to ensure our Force Development customers stay informed."

Registration open for virtual AETC Leadership Mentoring Symposium

By Air Education and Training Command Public Affairs

As part of a service-wide focus on mentorship, Air Education and Training Command will virtually host a Leadership Mentoring Symposium Jan. 27-28.

The two-day mentoring event is being hosted by the AETC Mentoring Council, which is comprised of Airmen from around the command, and will allow senior leaders to mentor to a virtual audience on specific topics.

"Headquarters, Air Force AI has determined that January is the month of mentoring," said Quency L. Henson, AETC's Mentoring Council lead. "This symposium is for civilians, enlisted and officers in AETC, regardless of location, and we couldn't be more excited to share the wisdom and experience of this great lineup of speakers with the entire command."

Sessions on both days will run from 8 a.m. to noon central time using ZoomGov. There will be a question and answer period after each speaker presents.

The agenda for the AETC symposium is as follows and is subject to change:

Wednesday, Jan. 27

- ▶▶ 8 a.m. - Symposium Launch - AETC Mentoring Council
- ▶▶ 8:10 a.m. - The Importance of Mentorship - Col. Paul Swenson, AETC/AI
- ▶▶ 9 a.m. - Communication - SES Mr. George Gagnon, AETC International Affairs
- ▶▶ 10 a.m. - Responsibility - Col. Seth Graham, 14th Flying Training Wing commander
- ▶▶ 11 a.m. - Teamwork - Col. Heather Blackwell, 81st Training Wing commander

Thursday, Jan. 27

- ▶▶ 8 a.m. - Welcome - Maj. Gen. William Spangenthal, AETC deputy commander
- ▶▶ 8:10 a.m. - Critical Thinking - Col. John Lofton, 82nd Training Group commander
- ▶▶ 9 a.m. - Motivating Employees - Col. Matthew Leard, 97th Air Mobility Wing commander
- ▶▶ 10 a.m. - Profession Development - Col. Eries L.G. Mentzer, 42nd Air Base Wing commander
- ▶▶ 11 a.m. - Leadership - Col. Tim Danielson, 71st Flying Training Wing commander
- ▶▶ 11:50 a.m. - Wrap up - Lt. Gen. Brad Webb, AETC commander