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RED TAIL **REVIEW**

477th FIGHTER GROUP · JB ELMENDORF-RICHARDSON, AK · AIR FORCE RESERVE COMMAND



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COMMANDER'S COMMENTS

It was one year ago this month that I was given the privilege to command the 477th. I had a few simple goals:

1. Prepare for and pass the upcoming Compliance Inspection
2. Improve strategic communications
3. Create a more Reserve centric environment to ensure sustainability
4. Establish policies and procedures to guide our operations
5. Help TRs and spouses find employment in the local community

Of these, the only goal with an end state is the inspection, which I am confident we will pass. The remaining goals are enduring. To each, we are making progress. Some not as fast as I would like, but progress none the less.

Since it has been a while since the last newsletter, let's get caught up. We have had two members return from deployment; Master Sgt. Scott Waugaman and Tech Sgt, Michelle Colley.

Several maintainers played critical roles in helping the 3rd Wg pass their recent CUI; Tech. Sgt. Jeremiah Frye specifically.

Finally completed and have begun the process of coordinating the Memorandum of Agreement with the 3rd Wg to ensure understanding of roles and responsibilities; we hope to have it signed and sealed this month.

As we execute this drill period, I would like for you all to keep a few things in mind. I have identified several areas I would like you to pay particular attention.

1. Special interest items from the AFRC IG and me as we rapidly approach the inspection.
2. Word of the month is 'expertise'.
3. Resiliency and being a good wingman; these are constants and I appreciate you taking care of each other.
4. Uphold our core values



Col. Bryan Radliff
477th Fighter Group commander

5. ARTs, your primary job is to take care of your TRs and ensure their UTA is well prepared and successfully executed. Be it skill level training or practicing current qualifications, this is their time. 12 weekends a year...make it count.

The next 90 days is going to be busy.

May - ORE

May - TSP

June - CUI

July - FOC celebration

July - F-16s from Homestead ARB will fly with us

July - Airshow and open house

Thank you for continuing to serve this great Nation and our Air Force. Until next time when this record snowfall is finally gone!

1st Annual 477th FG ICE FISHING



The 477th FG held its 1st Annual Ice Fishing Tournament at Palmer Elks Lodge on Finger Lake March 24.

ABOVE LEFT: Capt. Brett Bakner, 477th FG, prepares his fishing rod before the competition begins. ABOVE RIGHT: A tournament participant gets comfortable in his ice shelter during the tournament.

RIGHT: Lt. Col. Chris Labrum, 477th FG deputy chief of maintenance, measures the winning fish. (Photos by Master Sgt. Bryan Nicolos)

SPECIAL INTEREST ITEM

A "special interest item" is a common acronym in the Air Force flying business. SIIs are command-level focus areas which are applied to each mission flown and must be briefed prior to every sortie. They typically change on a quarterly basis and address recent trend items which have developed due to complacency or lack of focus on a particular aspect of flying. SIIs are very effective for restoring focus on critical mission tasks which often appear mundane or common-place.

Air Force Reserve Command IG SII

- OPREP reporting; primarily for me to report up the chain when bad things happen to good people, but I need you to push me the info.
- EOD safety; if you handle explosives, know the rules and requirements both as an ECS and an associate.
- Motorcycle safety; yes, even in Alaska. Your supervisor will have the details.

477th Fighter Group SII

- Form 55. This is a safety form which everyone must have. If you aren't sure, ask your supervisor.
- Compliance. Both MICT and being the Subject Matter Expert. Know your AFIs or where to find the information; Continuity books are essential
- Mission readiness. All the many aspects that keep you ready to execute the mission (medical, skill training, ADLS, etc.)
- Personal readiness. Fitness (physical, mental and spiritual) performance reports, awards and decorations

INSPECTOR GENERAL

The 477th IG has traded office locations with the 477th Historian. The IG office is now located on the first floor of the 477th HQ bldg., room 103A, 551-7268.

This month's topic is what you can expect if you stop by the IG office to make a complaint.

First you will be briefed on privacy expectations. The IG will attempt to maintain your privacy. However, the conversation is not confidential like it would be if you were talking to the JAG or Chaplain.

Complainant/Witness identity is protected from disclosure to the maximum extent possible. The commander will likely be informed that a complaint has been made and the general nature of the complaint, however the names are withheld unless the complaint is referred back to the chain of command.

The IG will ask if the complainant attempted resolution through their supervisory channel (always the preferred first step). Next, the complainant will be asked to fill out an AF IMT 102. The complainant should be prepared to frame their allegation(s) and list relevant witnesses. A properly framed allegation includes: WHO did WHAT, WHERE, WHEN, HOW, and in violation of what AFI, policy, law, or commonly accepted practice. The IG will also ask for a chronology, any relevant supporting documents, and desired remedy.

Finally, the IG will explain the complaint resolution process and time line. Again, the 477th IG's door is always open. If no one is home, the JBER IG and AFRC IG are also available to you. Their contact info is on all the IG posters in the 477th workspaces.



Fur Rondy 2012



Members of the 477th FG participated in Anchorage's 2012 Fur Rondy events to include the Running with the Reindeer (pictured here), the Outhouse Race and Grand Parade. (Photos by Master Sgt. Bryan Nicolos)

Religious Accommodations In The Workplace

Religion-based charges have increased approximately 50% since 1997, and payouts have increased approximately 160%.

Title VII of the Civil Rights Act of 1964 prohibits employers from discriminating against individuals because of their religion in hiring, firing, and other terms and conditions of employment. Title VII also requires employers to reasonably accommodate the religious practices of an employee or prospective employee, unless to do so would create an undue hardship upon the employer. This means that:

§ Employers may not treat employees more or less favorably because of their religion.

§ Employees cannot be required to participate—or refrain from participating—in a religious activity

as a condition of employment.

§ Employers must reasonably accommodate employees' sincerely held religious practices unless doing so would impose an undue hardship on the employer.

§ Employers must take steps to prevent religious harassment of their employees.

§ Employers may not retaliate against employees for asserting rights under Title VII.

If you have any questions or would like additional information contact Lt. Jessica Hennig, EO Director at 551-7266.

(Editors Note: Information compiled by the 477th Military Equal Opportunity Office)



Re-enlistments

| | |
|---------------------------|------------|
| Tech. Sgt. Daniel Fried | 477th AMXS |
| Tech. Sgt. Kyle Higley | 477th FSS |
| Staff Sgt. Justin Klein | 477th AMXS |
| Master Sgt. Rhodora Maher | 477th FSS |
| Tech. Sgt. Dana Rosso | 477th AMXS |
| Staff Sgt. Cody Watson | 477th AMXS |

MONEY MATTER\$

AIRLINE AND RENTAL CAR RESERVATIONS:

For TDYs you must use SATO, the commercial travel office, to arrange for air and rental car transportation. By using SATO the government rate provides rental car insurance coverage. Therefore, you should not acquire additional insurance. If you do get additional insurance coverage, the extra cost will not be reimbursed.

CONTROLLED SPEND ACCOUNT IS ENDING:

The Air Force has opted to cease implementation of CSA travel cards. For now CSA cardholders will continue using existing CSA procedures for travel. All CSA accounts will be changed to Government Travel Card accounts by Sept. 30 2012; the card will automatically convert to a GTC.

DEFENSE TRAVEL SYSTEM IS COMING: A team from AFRC will come to 477th FG this August to help implement DTS. TDY travelers will use DTS to make online travel reservations and file travel vouchers. Initially we'll use DTS for short tour TDYs meeting certain criteria.



Promotions

From Master Sgt. to Senior Master Sgt. Paul Hennig, 477th AMXS

From Staff Sgt. to Tech. Sgt. James Kukuk, 477th MXS

From Tech. Sgt. to Master Sgt. Carlos Lagman 477th FSS

From Staff Sgt. to Tech. Sgt. Jessica Mattice, 477th MXS

From Staff Sgt. to Tech. Sgt. Derrick Ocasio, 477th AMXS

From Tech. Sgt. to Master Sgt. Eric Hudson, 477th MXS

477th Fighter Group

Mission - Recruit, Train, Develop, and Retain Unrivaled Citizen Airmen

Vision - Building the World's Premier Total Force Team

Priorities

- Declare FOC
- Pass the compliance inspection
- Support the Reserve Triad
- Seek TFI process normalization
- Explore innovative strategies & opportunities
- Improve community relations to better inform business and civic leaders

NEWS BRIEFS

FAMILY CARE PLANS

Contingency operations and other duties requiring members to be separated from their family require unique family arrangements. The Air Force requires a Family Care plan for the following situations.

- Single Parents
- Dual military couples
- Unique family situations

Care of elderly or disabled family member

If you do not have a family care plan see your First Sergeant.

Motorcycle Training

Riders can now start the registration process for the 2012 Contracted Motorcycle Training. A change from previous years is training is only offered to uniformed service members and Department of Defense civilians who have motorcycle operation listed in their position descriptions. For information on how to register, call 552-5092.

Using .mil E-mail for Personal Use

Recently, the NCAA teamed up with CBS Sports and Turner Broadcasting to allow military members to watch all 67 NCAA March Madness 2012 games. All they had to do was register their .mil e-mail. However, USAF members are restricted from using their .mil address for personal use, and are not allowed to place personally identifying information, including e-mail addresses, on public web sites.

CEI UPDATE

Civilian Employment Information database is an important tool for Reservists and it is required that members update their information annually. Visit <https://www.dmdc.osd.mil/esgr> to complete the review.

Do you have a supportive civilian boss? Nominate them for the **Patriot Award!**

To submit an application visit: <http://www.esgr.org/forms.asp?p=patriot>

Chapel Schedule

9 a.m. - Liturgical Service
10:15 a.m. - Catholic Service
11:30 a.m. - Contemporary Christian Service

Questions call Maj. Pat Travers @ 551-7265

Redtail Review Feedback

The Redtail Review is the newsletter of the 477th FG. As a member of the unit you have a say in what goes in it! If there are things you would like to see more (or less of) email your suggestions to:
477fg.pa@elmendorf.af.mil.

