



Wing Tips



108th Wing
NJ Air National Guard

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Commander's Column Feedback: Why to give it, why to get it?

By Lt. Col. Andrew Keane, 108th Operations Group Commander

Have you ever heard a friend or family member say, "I had no idea that you felt that way?" I know I have and I'll bet so have you.

In this simple example, the expression given above is really just an indication that there is some subject matter that two people have not shared with each other. While this can have a profound effect in our personal lives, it can also have a significant impact on the quality and effectiveness of our professional relationships, and hence affect the way we accomplish the mission. The way we remedy these situations is thru effective feedback.

The Air Force has recognized this important point, and built within its governing AFI, a structure to ensure that we as professional Airman get and give feedback.

While feedback can be formal or informal, for my purposes, I am talking here about formal feedback. The goal of the feedback is to help us advance in our careers thru personal development. Thru effective feedback, we can get specific guidance on where we excel

and where we can improve, and also get strategies on how to navigate the challenges that we all experience in everyday life.

As a commander, there is another benefit of feedback that many do not realize. The interaction of giving feedback helps supervisors get a better sense of how the organization is functioning and what areas might need improvement.

So, how do we have effective feedback? First, schedule it! Second, take a moment to gather all the pertinent areas that should be discussed, and use the Air Force portal as a resource. Under "Featured links", you will find feedback templates for all grades of Airman that can guide your feedback session. Third, provide a setting that is free of distractions and encourages open communication. Avoid generalizations, and target those areas that will aid in professional development. Feedback should be confidential and strictly between the rater and ratee. Once the feedback is complete, document that the session has taken place as it is required on official evaluations. Lastly, follow-up



with mid-term and closeout feedback sessions to track your progress.

Effective feedback is a continual loop. While it may begin with supervisors, it hinges on good, clean communication between both rater and ratee to

ensure it is effective. The effort expended will greatly aid you and your organizations improve and adapt to the challenges we face, particularly in the Air National Guard, during this period of fiscal austerity and "doing more with less".



M50 gas mask: New look, same protection

108th Wing Airmen will get new and improved mask

By Staff Sgt. Brian Carson, 108th Wing Public Affairs Office

For those members who haven't already heard, the current MCU2P mask that is presently in use for all 108th Wing members is in the process of being replaced.

The new mask that will replace the MCU2P will be the M50 Joint Service General Purpose Mask and it is a major improvement and a welcome change.

"The JSGPM M50 was developed to allow a more realistic form, fit, and function while ensuring maximum real-world protection for the joint services," said Senior Master Sgt. Elliot Adkisson, the 108th Wing Emergency Management superintendent. "The M50 is much more comfortable than that of the current MCU2P based on a number of the product improvements present in this mask."

Some of the more notable improvements include the mask being lighter in weight due to its reduced on-the-face weight and bulk; an increased drinking capability of over 200ml per minute; improved weapons, helmet, and sighting system

compatibility; and the new carrier reduces dirt intrusion and is MOLLE compatible.

In addition to these improvements, there is also a state of the art communications system that is an upgrade from the current mask.

"There is an over fifty percent reduction in audio amplifier weight," said Adkisson. "There is also a sealed electronic pass through for enhanced integrations with current and future communications systems such as an audio amplifier."

There will be training classes held at 9 a.m. - 12 p.m. and 1 p.m. - 4 p.m. each Saturday of the Wing's Unit Training Assembly (UTA) in the LRS Classroom bldg 33-69.

During these classes personnel will be sized, fitted, fit tested, and receive initial training on the M50 JSGPM.

In addition, to accommodate the full-time workforce, two weekly classes will be scheduled during the month.

Who knows, maybe MOPP Level 4 will be more fun going forward.



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A Message From the Safety Office

Learn to handle an ATV: Take a training Course

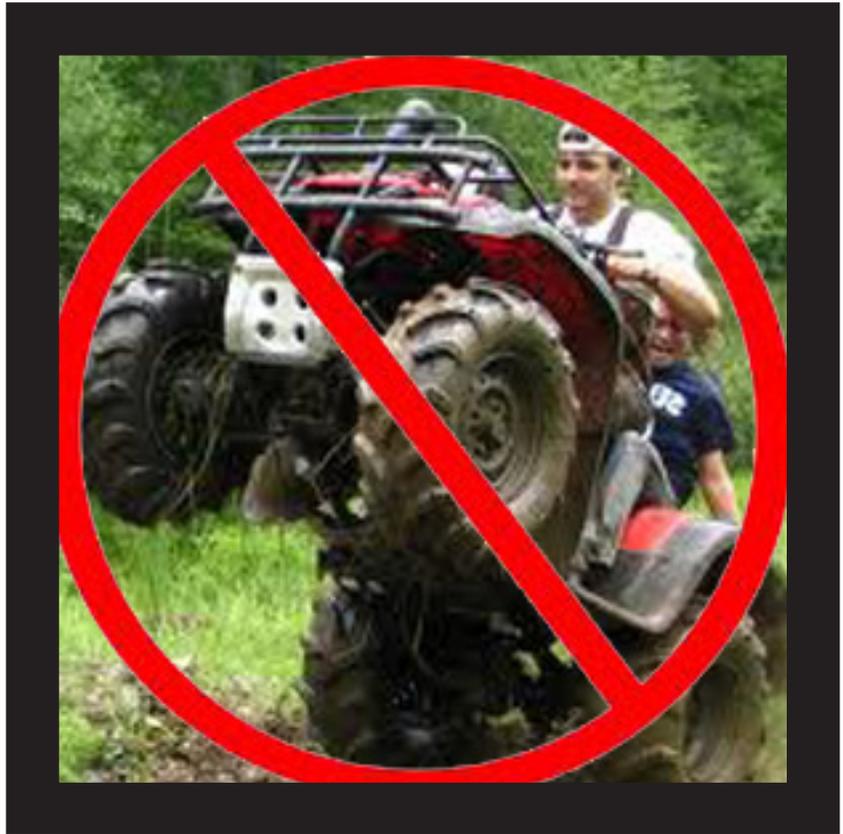
Originally created for off road transportation, the all terrain vehicle, or ATV, has morphed into a multi-purpose dynamo, requiring very specific skills to control its inner beast. The vehicle is synonymous with thrills and spills, their ease of operation, and instant pleasure factor; although, the four-wheel design can cause riders to ignore the inherent risk of riding an ATV. Consequently, the Consumer Product Safety Commission reports hundreds of ATV related fatalities and hundreds of thousands of emergency room injuries, every year.

It must be stressed that an ATV is neither an open-air car, nor is it a four-wheeled motorcycle. The skills you may have learned for operating these vehicles, while valuable, do not necessarily translate to riding an ATV. It is a class of vehicle all its own, and it requires its own skill set to handle safely.

Of course, the best way to learn how to handle an ATV is to take a training course. Some manufacturers provide free training or provide reimbursement for training costs; so see if your vehicle's manufacturer offers such incentives. The website for the ATV Safety Institute, or ASI, is a good place to read about ATV operation and safety and to enroll in an ATV rider course. Other good sources include the Specialty Vehicle Institute of America (SVIA), www.ATVsafety.gov, and, of course, your base's safety office.

Risk can be managed on an ATV by following some basic rules. Always wear a helmet and protective gear. ATV tires are made specifically for off-road use, and won't work as well on pavement, so stay off public roads. When on a hill or slope, keep your weight on the "uphill side" of the slope. While some ATVs have passenger seats and handles, not all do.

Even if your ATV is designed to carry a passenger, you are responsible for their safety, and you should drive accordingly. Pay attention to age restrictions posted on the ATV, and keep in mind that it is not a toy, and should only be operated by mature, trained



riders. Finally, never ride under the influence of drugs or alcohol.

The ATV is rider active, meaning that stability on an ATV is dependent on the rider's ability to shift body weight from side to side, or front to back, when maneuvering. Rider training helps develop the skills necessary for controlling this dynamic instability. Training also provides a knowledge base for making better decisions, which can reduce risk.

In short, training, responsibility, and maturity are all fundamental to fun, safe ATV operation.



National Nutrition Month: 'Get Your Plate in Shape'

By Dana Snook, Joint Base McGuire-Dix-Lakehurst Health and Wellness Center

Not many people are aware, but March 1 is the beginning of "National Nutrition Month". This campaign is endorsed by the Academy of Nutrition and Dietetics and focuses attention on the importance of making informed food choices and developing sound eating and physical activity habits.

Here locally, the Joint Base McGuire-Dix-Lakehurst Health and Wellness Center staff kicked off National Nutrition Month March 1 with the 2012 theme "Get Your Plate in Shape."

The healthy plate, better known as "My Plate," is divided into four sections - red for fruits, green for vegetables, orange for grains and purple for protein - with a separate blue section for dairy on the side. The plate signifies the essential food groups to serve at each meal to ensure individuals receive the vital nutrients needed each day. Families can rest assured they are getting the nutrients needed to maintain a healthy lifestyle and preventing chronic diseases when they serve or consume all food groups at every meal.

Here are some suggestions to get one's plate "in shape":

Serve fruits and/or vegetables each meal;

- variety is key, each fruit and/or vegetable can bring a different nutrient to the table;

- to save money, try buying canned veg-

etables - choose no salt added vegetables or frozen vegetables;

- variety is not optimal during the cold season so try dried, frozen and/or canned fruit. Check the ingredients label and



choose brands with no sugar added when grocery shopping;

Serve grains at each meal:

- grains are a main source of energy and are vital for nutrients, especially fiber and B vitamins;

- try new varieties of grains such as wild rice, couscous, quinoa, barley and oats;

- don't forget about fiber; try 100 percent

whole-grain breads, cereals and crackers. Aim for less than or equal to 3 grams of fiber per serving;

Serve milk at each meal:

- milk provides a lot of nutrients not available in some foods, such as Vitamin D. All cow's milk is fortified with Vitamin D, which is important for bone growth;

- lactose intolerant individuals can try lactose-free milk;

Serve protein each meal:

- protein is important for keeping blood sugar stable and staying full for a longer period of time;

- eat a variety of proteins from the protein food group like seafood, nuts and beans, as well as lean meat, poultry and eggs;

Cut back on empty calories from added sugars:

- drink water instead of sugary drinks like regular sodas, fruit-flavored drinks and sweetened teas. Choose 100-percent fruit juice;

- when choosing foods with a lot of added sugar and fat, do so in moderation. Cookies, brownies, ice cream and potato chips are okay in moderation. Watch portion sizes. A one-half cup of ice cream or a 2-inch brownie is the correct portion size for these two treats.

Families will be set up for nutrition success by serving foods from all the food groups at each meal.



A reenlistment ceremony for 108th Wing members was held at the Wing's headquarters on Feb. 11. From left to right, Tech. Sgt. Dusty Connelly, Staff Sgt. Christopher Palm, Col. Robert Meyer and Master Sgt. Richard Sheehan pose for a group photo. Meyer performed the oath of enlistment and congratulated each member and thanked them for their continued service with the 108th. (U.S. Air Force photo by Airman Kellyann Novak)

Women History Month

Come Join Us on Sunday, March 11

For a Lunch and Learn

@

11:45 am - 1:30 pm

Wings Conference Room

(Amelia Earhart Biography)

bring your lunch; Popcorn will be served

Be careful with medications you take

By Staff Sgt. Armando Vasquez, 108th Wing Public Affairs Office

If you have a backache and you remember that last year your doctor prescribed you some pain killers for another ailment, you probably won't think twice about taking those pills to alleviate your ailing back.

Furthermore, many people will take over-the-counter medication with no thought of coming up hot on a urinalysis. According to doctors, some antibiotics, painkillers, cold medicines and antihistamines can give a false-positive result for amphetamines and cocaine.

But if you are in the military, these results can have a negative impact on your career.

Tech. Sgt. Rasha Burton, a medical technician with the 108th Medical Squadron, said that the Air Force currently tests Airmen for usage of amphetamine, cocaine, opiates, opioids (Oxycodone, Oxymorphone), phencyclidine and THC, which is more commonly known as marijuana.

Burton also said, "drug testing is conducted monthly at five percent or quarterly at 13 percent for National Guard and can be done any time for the AGR."

In addition, last year the Air Force made a change to the drug testing program by targeting Airmen most likely to use drugs. The "Smart Testing" program began last year on Oct. 1, and tests more frequently individuals within the ranks of airman basic through senior airman, as well as first and second lieutenants.

So how does this affect you?

Well, simple put, if you are within these ranks you are at a higher probability of coming up on the urinalysis report. And if you unknowingly took an over-the-counter medication or an old prescribed medication that is not recorded on your military medical records, you run the risk of stand-



ing before your commander to explain the positive urinalysis results.

"When a traditional Guard member tests positive for a drug to which they don't have a valid prescription the commander must initiate administrative discharge pursuant to AFI 36-3209," said Maj. Hector Ruiz, 108th Wing JAG officer. "If the member is an NCO or an officer, or if the recommender characterization for the discharge is under "Other than Honorable" conditions then he/she is entitled to an administrative discharge board."

Ruiz further clarified the regulation that if a Guard member is on Title 10 status, the member is subject to UCMJ and Court Martial process.

So how can you protect yourself?

"A member should never take anyone else's prescriptions under any circumstance!" said Burton. "If the member is in that much pain they need to consult their health care provider."

And once you consult with your doctor and are prescribed medication "the first thing they should do is make a copy and give it to the medical squadron," said Burton. "They should also document that when filling out their WebHA."

Burton also said, "while there are no illegal OTC drugs, it is the members responsibility to read what they are ingesting. The urinalysis tests for the metabolized substance and isn't looking for cocaine in the powder form, it actually looks for the chemical make-up which is Benzoylcegonine."

Furthermore, Burton suggests that service members stay away from anything that contains hemp, the low strains of the plant *Cannabis sativa*. This plant, which is very similar looking to marijuana, has been used to produce paper, textiles, biodegradable plastics, construction, health food and fuel. This plant contains low strains of THC.

"You may not get a positive but I would not risk my military career over a possibility," said Burton.



Odds & Ends

Front & Center at the 108th Wing



Tech Sgt. Anthony Rodig, 108th Communication Squadron, was recently asked some question about his time here with the 108th and his civilian job. (Photo by Airman Kellyann Novak, 108th WG/PA)

Name: Anthony Rodig

Rank: TSgt

Time in service/history/108th job: 20 years; 7 years active duty as a kc-10 crew chief; 13 years ANG in the 108th Communication Squadron

Civilian job: Senior Systems Engineer with Reed Elsevier

Family: married with 2 children

Favorite Food: cereal (eats for lunch every day)

Favorite movie: Indian Jones and the Raiders of the Lost Ark

Favorite TV show: Big Bang Theory

Favorite book/last book read: Windows Server 2008 Admin Guide; VMware vsphere 4 Admin Guide

Favorite music artist: Nickelback

Favorite sport: running

What I do in my spare time: exercise

Person/people I most look up to/admire: my grandfathers; The Lord

Heroes: Jesus Christ

Dream vacation: to take the family on an adventure

Dream car: Lamborghini

Goals for the future: keep increasing lean muscle and finish my abs

What I like most about the 108th: the people

If I were commander for a day what would I do? Listen to my senior enlisted staff and learn the squadron's processes from the view of a junior member.

Solar energy program for Airmen

Believing that solar energy is a powerful way to protect America's energy security, environment, and to grow the American economy while helping service members, Suntuity is offering to provide NO-UPFRONT-COSTS solar power systems to active military personnel and reservists who own their home and reside in New Jersey.

Through their special program coined, "Suntuity America Gives Back Program", Suntuity will install the solar system on the service member's home with minimal or even no out-of-pocket costs, said Granger.

In order to receive this beneficial program, a service member must meet the following requirements: Must have proof of their military status within an active or reserve component; must show proof of homeownership and the home must be located in New Jersey; the home must receive direct, unobstructed sunlight from the hours of 10 a.m. – 3 p.m. (required for generating the electricity); must be able to provide the last 12 months of electric bills and/or electricity usage from the utility company (required for system connection to the utility) and must be able to qualify for the lease program through a credit check.

Interested customers may contact Suntuity by e-mail or phone to discuss the program. Suntuity will have a design program representative available to discuss the program in detail and schedule a site survey to determine if customer meets the requirements for the program. Prior to the site survey, Suntuity will need a copy of customer's electric bill. After the customer understands all of the benefits and agrees to move forward with the installation, Suntuity will start the process of obtaining all state, utility, and local approvals to install the system. Upon receipt of all approvals, Suntuity will install and connect the system to your home.

Contact Sheila Holman at 609-414-6292 or via email at sheila.holman@suntuity.com for more information.

Marriage enrichment retreat

Come enjoy a free Air National Guard couples' enrichment retreat at the Heldrich Hotel in New Brunswick, N.J., the weekend of March 23-25.

Airmen can attend this retreat in a rescheduled unit training assembly (RUTA) status at the discretion of the commander.

Couples will receive Strong Bonds (PREP) training from ANG chaplains. Strong Bonds/Marriage Enrichment is a practical application opportunity to learn what works in a marriage and what makes a marriage work.

In addition, hotel accommodations and meals are paid for by the Family Program during the retreat.

For more information or to sign up for this retreat, please contact the 108th Wing chaplain, Capt. David Leung-Kahler, at 609-7543301 or via e-mail at david.leungkahler@ang.af.mil or contact the 108th Family Readiness Center at 609-754-4479 or via email at douglas.ridgway@ang.af.mil.

The retreat is limited to the first 25 couples.

The Heldrich Hotel is located at 10 Livingston Avenue, New Brunswick, N.J.