



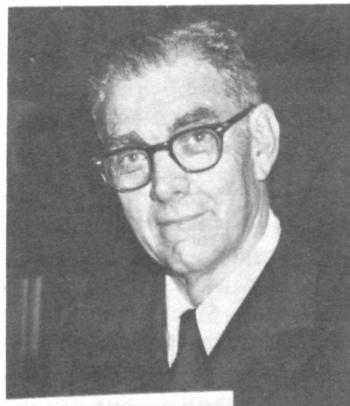
Jacques Cousteau explains the function of the two-man submersible "Soucoupe" on the stern of the Calypso to R. Adm. Robert C. Munson, Director of NOAA's Atlantic Marine Center. Lt. Cdr. Floyd Childress (right), director, Operation and Enforcement, Coastal Zone Management, issued the NOAA permit for the Cousteau Society to film the U.S.S. Monitor which sank in 1862. That segment will be used in the television series "Historic Shipwrecks."

Frank Hails IWC Meeting As Conservation Success

NOS Director Allen Powell To Retire

R. Adm. Allen L. Powell, Director of NOAA's National Ocean Survey since 1972, will retire on August 1, it has been announced.

A NOAA Corps officer, Powell was the 18th director of the agency which was founded as the Coast and Geodetic Survey in 1807 by Thomas Jefferson. It was renamed the National Ocean Survey in 1970 with the creation of NOAA, and prepares the Nation's nautical and aeronautical charts, conducts geodetic, oceanographic, and marine geophysical surveys, and predicts tides and currents.



R. Adm. Allen L. Powell

Powell received an engineering degree from the University of Texas in 1938, and in 1942 joined the Coast and Geodetic Survey. During World War II he served as a survey officer, returning to the Survey in 1946.

During his 37 year career, Powell has served aboard eight of the agency's ships, as well as the various photogrammetric

U.S. Whaling Commissioner Richard A. Frank hailed the 31st meeting of the International Whaling Commission which ended in London, July 13, as "the greatest success for whale conservation in the organization's history."

Frank applauded the IWC decision to adopt a proposal to ban whaling by factory vessels. "It is clear that the end of commercial whaling is now in sight," he said.

Frank noted that the IWC has created a whale sanctuary in the Indian Ocean and has reduced whaling quotas worldwide to achieve a reduction in take of some 75 percent.

He reported that the IWC also agreed to phase down whaling by Chile and Peru over three years. After that time these countries will have no quotas and they have indicated their intent to abandon whaling. The two South American countries had recently joined the IWC at the urging of the United States.

"The effect of other quotas," Frank said, "will curtail Soviet whaling activities, and it is likely the Soviet Union may soon announce its intention to phase out of whaling."

At the meeting, Japan also announced it no longer would import whale meat from non-IWC countries. "This could well end pirate whaling activities outside IWC regulations by ships like the 'Sierra,'" Frank said.

This was the first IWC meeting that included all the major whaling nations - Japan, USSR, Norway, Iceland, and Brazil - augmented by newly joined members - South Korea, Chile, Peru, and Spain. The only significant whaling operation outside the IWC is by Taiwan.

Congress Receives Preliminary National Climate Program Plan

Congress has received a preliminary, five-year plan proposing a National Climate Program.

The plan, required under the National Climate Program Act signed last September by Presi-

dent Carter, calls for a coordinated approach to climate by a variety of Federal agencies, state groups, private sector users, the academic community, and international organizations.

The plan was presented by Dr. George S. Benton, NOAA's Associate Administrator, when he testified before the Subcommittee on Natural Resources and Environment of the House Committee on Science and Technology. Accompanying Dr. Benton was Dr. Edward S. Epstein, Director of NOAA's newly-created National Climate Program Office.

The plan, Benton said, establishes three major areas of activities: climate impact assessment, climate system research,

(Continued on p. 2)

John W. Connolly To Direct NACOA

John W. Connolly, for 15 years a senior official with NOAA, has been named Executive Director of the National Advisory Committee on Oceans and Atmosphere (NACOA).

NACOA, which oversees the Nation's air and sea programs, consists of 18 non-Federal members appointed by the President from state and local governments, industry, science, and other areas. It was established by Public Law 95-63 on July 5, 1977 with the following duties:

- To undertake a continuing review, on a selective basis, of national ocean policy, coastal

(Continued on p. 2)

Georgia Withdraws From Coastal Zone Management Program

Story on Page 3

and climate data, information, and services.

Each of the areas involves scientific and technical efforts requiring the talents of experts from diverse fields. Through their activities it will be possible to learn more about climate, improve the ability to predict it, anticipate how human activity can affect it, and show how to exploit climate resources more effectively while developing strategies to respond better to climate events of all kinds.

The Federal spending for these activities in the Fiscal Year beginning October 1979 are estimated at \$114.2 million.

In the area of climate impact assessment, the preliminary plan calls for measuring and determining the significance of climate fluctuations on human activities and the natural environment.

Under the National Climate Plan, the effort will provide integrated analyses of the social, economic, or political consequences of climate variations; such as lost income to farmers, increased prices of consumers, altered irrigation rights, or layoffs to workers at factories shut down by loss of heating fuel.

The plan integrates research efforts needed for a better understanding of the nature of climate processes and the mechanisms that produce variations in climate on a global and regional basis.

The third major area of activity in the plan — climate data, information, and services — will be concerned with obtaining accurate observations on climate behavior, storing such information appropriately, using it for analyses and projections, and making it readily available to those who have a need for it.

The plan also concerns itself with the continuing increase in the level of carbon dioxide in the atmosphere. "Because of the great significance of the issue," the plan says, "special care has been taken to assure that the National Climate Program addresses adequately all the relevant problems," including the ability to predict the environmental, economic, social, and

political costs and/or benefits of increased atmospheric carbon dioxide.

The plan stipulates measures for increasing international cooperation in climate research, monitoring, analysis, and data distribution; and calls for the establishment of several non-Federal Experimental Climate Forecast Groups at which innovative approaches to climate forecasting would be developed.

A specially appointed Climate Program Advisory Committee and the National Research Council's Climate Research Board will provide external advice to the National Climate Program. In addition, Congress through continued oversight hearings will provide input to the preparation of the final plan and the actual program.

Federal agencies that would be most extensively involved in the program include the Departments of Agriculture, Commerce, Defense, Energy, Interior, and State; the National Aeronautics and Space Administration; the Environmental Protection Agency; and, the National Science Foundation.

Bowlers Needed

The NOAA Duckpin League needs bowlers. Season begins at 6 p.m., Sept. 6, at Wheaton Triangle Lanes, Wheaton, Md. Openings for singles, couples and maybe even a team. Contact Dick Hagemeyer, 443-8606.

Adm. Powell (From p. 1)

and geodetic field parties. In 1963 he was assigned to the agency's Ship Construction Group, and as its chief played a key role in the design and construction of 10 Survey ships. For exceptional performance in this post, he was awarded the Department of Commerce Gold Medal.

In 1968, Powell was appointed Director of the Survey's Atlantic Marine Center in Norfolk, Va., and promoted to Rear Admiral. He also served as the Survey's East Coast field director, and in 1971 was named director of the Survey's Fleet Operations.

Founding of Woods Hole Observed

The National Marine Fisheries Service's Laboratory in Woods Hole, Massachusetts, is participating in an historical exhibit to commemorate the tercentennial of the founding of Woods Hole (1679-1979). The exhibit sponsored by the Woods Hole Historical Society, consists of historical displays from the three major scientific institutions in Woods Hole.

The NMFS laboratory was the first scientific institution in Woods Hole, being a direct descendent of the summer research station established in 1871 by the former U.S. Commission of Fish and Fisheries. The first Commissioner of Fisheries, Spencer Fullerton Baird, chose the site of Woods Hole for a permanent station in 1875 because of the uniform purity and salinity of its water and its proximity to the New England fishing grounds. The Fish Commission was established to find causes for the alleged decline in the fisheries and suggest solutions. Baird's broad scientific approach to the problem initiated the first research program in marine biology in the United States. In its early years the Fish Commission was involved in extensive surveys of the Northwest Atlantic region.

Materials for the exhibit, which is in the front room of the Historical Society's Bradley House, were assembled from the Laboratory's archives and library. The photographs, pictures, reprints, books, and instruments displayed cover over a century of the Fisheries Laboratory's existence.

NMFS staff responsible for setting up the exhibit are: Frank Bailey, visual information specialist; Judith Brownlow, librarian (biological sciences); James Crossen, electronic technician; Brenda Figuerido, graphic arts technician; and George Kelly (chair); Bob Livingstone, Fred Lux, and Charlie Wheeler, all fishery biologists.

The Laboratory's exhibit is dedicated to Dr. Paul S. Galtsoff, who was the Acting Director of the Laboratory for



Dr. Paul S. Galtsoff in his laboratory (circa 1949).

many years (circa 1920-1953). Galtsoff, the world's foremost expert on the American oyster, is 92 years old and has been retired since 1963.

The Woods Hole Oceanographic Institution and the Marine Biological Laboratory have displays in two other rooms in Bradley House. A photographic history of 300 years of Woods Hole is in the entrance hallway. Many of the pictures used are from the NMFS archives. Bradley House will be open five days a week (Tuesday through Saturday) from 11:00 a.m. to 3:00 p.m. until Labor Day. From Labor Day to October 13, it will be open on Wednesday and Saturdays from 11:00 a.m. to 4:00 p.m. Visitors are welcome. The Bradley House is at 579 Woods Hole Road.

NACOA (From p. 1)

zone management, and the status of the marine and atmospheric science and service programs of the United States;

- To advise the Secretary of Commerce with respect to the carrying out of the programs administered by NOAA; and,

- To submit an annual report to the President and the Congress setting forth an assessment on a selective basis, of the state of the Nation's marine and atmospheric activities, and submit such other reports as may from time to time be requested by the President or Congress.

NOAA Assistance

When Skylab Came To Earth

As Skylab neared its expected landfall, NOAA solar forecasters began providing daily reports and forecasts of solar and magnetic activity to NASA. The National Weather Service alerted its Nationwide network of observing stations to watch for debris from the falling satellite in the event the space station broke up over the U.S.

Weather Service employees and members of their civilian spotter networks were part of a joint Federal effort to locate pieces of the NASA satellite if they fell to earth in this country. They were asked by the Federal Preparedness Agency to be extra observant for "falling stars" and fire streaks during the period Skylab was scheduled to reenter the atmosphere. Sightings were to have been reported by weather teletypewriter communications and forwarded to the FPA, the agency responsible for coordinating Federal non-military Skylab emergency operations.

NOAA's Space Environment Services Center in Boulder, Colorado, routinely keeps tabs on solar activity, and issues regular reports and predictions of sunspots, solar flares, and magnetic storms on earth.

An increase in solar activity can heat up the earth's upper atmosphere, causing it to expand. This expansion increased the density of the atmosphere at Skylab's altitude, increasing the drag on the space craft and hastening its descent. To a lesser degree, disturbances in earth's magnetic field also helped drag down Skylab.

For several months, the NOAA solar forecasters supplied NASA's Marshall Space Flight Center in Huntsville, Alabama, and the Johnson Space Center in Houston with monthly predictions of solar and magnetic activity.

NASA received daily updates of these predictions and was kept advised of the general levels of activity. During Skylab's last

few days aloft, the two agencies were in almost constant communication.

Pollution Control Device May Cause Other Pollution

Devices installed at coal-fired power plants to control one type of pollution may in fact generate another kind, according to NOAA scientists.

Electrostatic precipitators for reducing fly ash, the scientists report, create plumes of highly charged particles that elude pollution control equipment and could affect the global atmospheric electric "climate."

The researchers, William Cobb, Billy Caldwell, and Dennis Wellman with the agency's Atmospheric Physics and Chemistry Laboratory, estimate that 10,000 electrostatic precipitators had been installed worldwide by 1970. These, they say, could produce a total electric charge equivalent to that generated by 40 thunderstorms.

Positive current, which flows from the upper atmosphere to the ground in fair-weather regions, is returned to the electrically charged ionosphere in thunderstorm regions. The power plants' contribution to electrical charge in the atmosphere may at some point affect this global circuit current, the scientists warn. Such changes could influence animal and plant life and processes involved in the production of rain.

The researchers made electric field measurements during June, 1978, in plumes from three coal-fired power plants. Though wet scrubbers and electrostatic precipitators remove 99.8 percent of the particulates from the plants' effluents, a single-stack, 800-megawatt unit burning 7,000 tons of pulverized coal a day, the researchers found, will still inject 20 to 40 tons of electrically charged flyash particles into the atmosphere each day.

Georgia Becomes First State To Withdraw from CZM Program

Georgia has become the first state to withdraw from the Federally supported coastal zone management program, in spite of what was termed the state's "impressive earlier history of natural resource management," according to Robert W. Knecht, head of NOAA's Coastal Zone Management Office.

"Although Georgia had a good set of State laws upon which to build an approvable coastal program," Knecht said, "it could not overcome strong resistance within its own State agencies to meet the requirements for improved and more predictable coastal management decisions, even after five years of development."

During that time, Georgia

Device Measures High-Altitude Water Vapor

A balloon-borne instrument has been developed by NOAA scientists to measure stratospheric water vapor, one of the key chemical wild cards of the upper atmosphere.

Although water vapor occurs in concentrations of only a few parts per million parts of air in the stratosphere, even these minuscule quantities greatly complicate the chemistry at high altitudes, according to Dr. Dieter Kley, who helped develop the new sensor. Among the chemical reactions rendered more complex by the presence of water, he notes, are those in which nitrogen compounds destroy the stratospheric ozone which shields the earth against biologically harmful solar radiation.

Stratospheric water vapor is also an important tracer, according to Kley, and can be used to follow the global circulation of the stratosphere. An improved knowledge of how stratospheric water vapor is distributed globally, he said, would be invaluable to scientists attempting to model atmospheric processes mathematically.

received more than \$2 million in grants and \$1.2 million in loans for coastal and energy-related work from NOAA.

Georgia had made what Knecht characterized as "a good effort" in the last several months to remedy some of the deficiencies identified by the Federal office. As recently as last month the State had been under notice of suspension for unsatisfactory progress. But the General Assembly had enacted new shorelands protection measures, and established a Coastal Management Board to develop coastal policy.

"This office has no insurmountable quarrel with the substance of Georgia's program," Knecht said. "The path to an approvable coastal program had been clearly laid out by the Georgia legislature, which authorized the Coastal Management Board to set coastal policy for the State. That policy has been set by the Board effectively, and we agree with it."

The problem, according to Knecht, is within the State government, where there are agencies unwilling to agree to enforce these policies under Georgia law. Without such assurances, Knecht added, the State's program is not enforceable and cannot be Federally approved.

Although Georgia notified the Secretary of Commerce that its withdrawal would be effective July 31, the Coastal Zone Management Office determined that the State's termination should be effective immediately, and that Georgia would not be eligible for any further support other than a small amount of money to close out its program.

The Federal program has provided all 35 coastal states and territories with money to develop and implement management plans for their coastal areas. Twelve states and two territories already have approved programs and it is expected that more than 75 percent of the Nation's coastline will fall under some form of approved state plans by the end of 1979.

NOAA Says Farewell To Retiring EDIS Head, Thomas S. Austin

Dr. Thomas S. Austin, director of the Environmental Data and Information Service since 1970, retired July 1. Friends, co-workers, and associates came to his office to wish him well.

His career has included posi-

tions in: Woods Hole Oceanographic Institution during World War II; the Bikini Atoll atomic tests in 1946-47; the Naval Oceanographic Office, 1946-52; the Bureau of Commercial Fisheries — now NOAA's National Marine Fisheries Service — 1953-

67; the National Oceanographic Data Center (NODC), 1967-1970.

He has contributed to efforts to erase attitudinal barriers towards the handicapped, especially in the scientific fields. His projects for the future include

working more with handicapped high school students who attend the Marine Science Consortium's Student Science Training for the Handicapped in Wallops Island, Virginia, where he currently lectures for one week of the five-week program.



Henry Hacia of the Environmental Science Information Center was among those at Dr. Austin's retirement party.



Sidney Stillwaugh, Dr. James Ridlon, and Richard De Angelis look on as Mary Boylen bids Dr. Austin goodbye.



Dr. Austin displays a memento from his friends at NOAA. Well-wishers include Richard Abram, Dr. Norton Strommen, and Delores Reese.



A number of friends and fellow workers gather about Dr. Austin as he examines a card bearing good wishes.

NOAA Corps Capt. Ronald L. Newsom has been appointed commanding officer of the NOAA ship *Researcher*.

The *Researcher*, equipped with the most modern oceanographic equipment, is presently on a scientific mission in the Indian Ocean where Newsom joined the ship during its inport in the Seychelles Islands.

Most recently chief of the Marine Engineering Division of the National Ocean Survey's Office of Fleet Operations in Rockville, Md., Newsom has served aboard five NOAA vessels, as junior officer, executive officer, and commanding officer. He was Special Assistant to the Chief of the Executive and Technical Services Staff, chief of the Marine Engineering Division at NOAA's Atlantic Marine Center in Norfolk, Va., has served as chief-of-party of various geodetic field parties, and has had numerous other shore duties.

Capt. Lavon L. Posey has been assigned to NOS's Marine Surveys and Maps as chief of the Marine Chart Division, Rock-



Capt. Lavon L. Posey

ville, Md. He was previously Chief, Mapping, Charting, and Geodetic Services Division in OAS.

After receiving a degree in civil engineering from Mississippi State University in 1955, Posey joined the Coast and Geodetic Survey's commissioned corps, now the NOAA Corps. He has served aboard six NOAA vessels, in three magnetic observatories, and as chief of the Commissioned Personnel Division of the NOAA Corps from 1968 to 1972.

Frank Ramella has been selected as Meteorologist in Charge of the Providence, R.I., Weather Service Office. A graduate of



Frank Ramella

Providence College, he began his Weather Service career 24 years ago in Caribou, Maine, later serving in Hartford, Conn., and Boston, Mass.

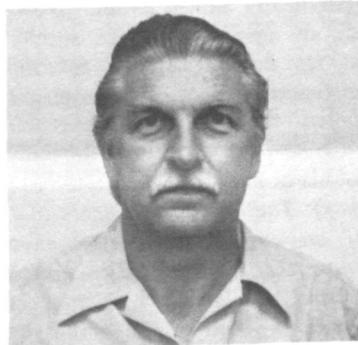
R. Adm. Robert C. Munson, Director of the Atlantic Marine Center (AMC) of the National Ocean Survey (NOS) was recently inaugurated as president of The Hydrographic Society at its annual meeting in Greenwich, England. Munson succeeded R. Adm. D. W. Haslam, Order of the British Empire (OBE), Hydrographer of the Navy.

The first American to become president of The Hydrographic Society, Munson's election coincides with the increasing international activities of the Society whose 725 members are drawn from more than 40 countries. Formed in March 1972, The Hydrographic Society furthers the interests of those concerned with surveying at sea—hydrographers, oceanographers,

geophysicists, and civil engineers. The Society's administrative headquarters are in London.

Robert H. Reece, Meteorologist in Charge of the Los Angeles WSFO, has been named Meteorologist in Charge of the San Francisco WSFO. He was principal assistant at the San Francisco WSFO prior to his Los Angeles assignment in 1978. He entered the NWS in 1946 following World War II service as an Air Force weather officer. His other NWS assignments have included Salt Lake City, Utah; Pomona, Calif.; Boise, Idaho; Phoenix and Ft. Huachuca, Ariz.; Albuquerque, N.M. and Weather Service Headquarters.

Allen J. Jacoby has been appointed Supervisory Meteorological Technician of the WSMO at Hondo, Texas. After serving in



Allen J. Jacoby

the USAF, where he received his initial meteorological training, he entered the Weather Service at Knoxville, Tenn. in 1950. He served at Anchorage, Alaska and Huntsville, Alabama before going to Galveston, Texas

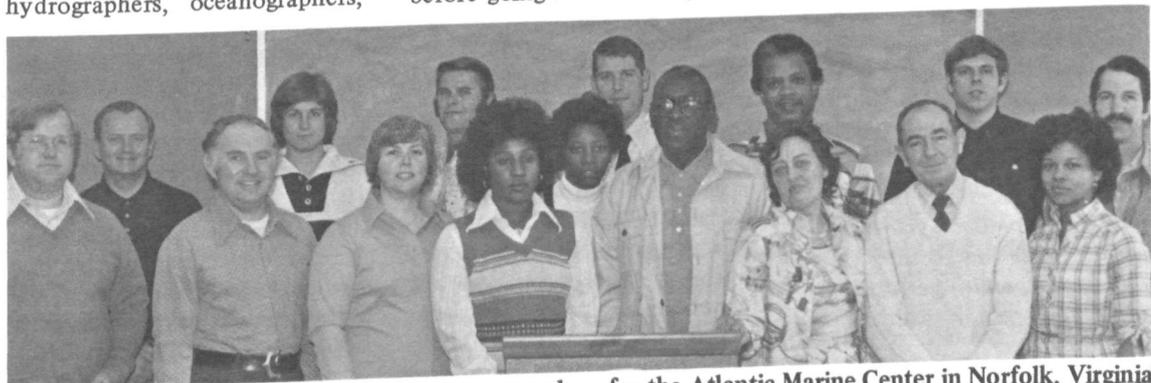
in 1966, where he became principal assistant in 1970. He served at the Houston Area WSO from 1976 until going to his present assignment.

EDIS Publishes Great Lakes Data Catalog

EDIS' National Climatic Center recently published "International Field Year for the Great Lakes (IFYGL) Data Catalog: United States Data Archive" (NOAA Technical Memorandum EDIS NCC-3). This 203-page publication is the final IFYGL Data Catalog. It describes the data archived from investigations by scientists in Canada as well as the United States. Several disciplines are represented, including meteorology, limnology, biology, and chemistry. Indexes and cross-indexes are given to aid in ordering data from the U.S. IFYGL Data Archive.

IFYGL was a joint Canadian and U.S. coordinated program of research into the physical, chemical, and biological aspects of Lake Ontario. Its purpose was to better understand those mechanisms essential to better management of Great Lakes resources. The two-nation project was a contribution to the International Hydrological Decade, a worldwide program of water studies.

Copies of the catalog are available from the National Climatic Center, Federal Building, Asheville, NC 28801.



Equal Employment Opportunity Committee members for the Atlantic Marine Center in Norfolk, Virginia are (l. to r.): (front row) Rudy Sanocki; Gerald Bloom, parliamentarian; Sandra Edwards, special events; subcommittee chairperson and alternate secretary; Evon Wilson, committee chairperson; Janet Handy; Oren Davidson, vice-chairperson; Rosemary Stepnowski, secretary; Charles Peirce; Betty Bradley, affirmative action plan subcommittee chairperson; (back row) Skip Margiotta; David Butler; Roy Cram, by-laws subcommittee chairperson; Lt. Cdr. Thomas Richards; Primus Cherry; Lt.(jg) Warren Dewhurst; and Kent Trueblood.

'Unacceptable Performance' Procedures Explained

The Civil Service Reform Act provides for new and simpler procedures for taking actions which are based on unacceptable performance. The following questions and answers provide a broad overview of the provisions of the law and subsequent regulations issued by OPM pertaining to the subject. They discuss procedures found in 5 USC 4303.

1. Q: *Is there any difference in coverage for actions based on unacceptable performance from that for all other performance appraisal purposes?*

A: Yes, there is. Not covered by 5 U.S.C. 4303 are actions against certain categories of employees who are otherwise covered by subchapter I of chapter 43. These actions are as follows:

- Reduction to the grade previously held by a supervisor or manager who is serving the probationary period required by 5 U.S.C. 3321(a)(2); and

- Reduction in grade or removal of an employee

- in the competitive service who is serving a probationary or trial period under an initial appointment or who has not completed one year of current continuous employment, under other than a temporary appointment limited to a year or less, in a job with no probationary or trial period or
- in the excepted service who has not completed one year of current continuous employment in the same or similar positions.

2. Q: *At what point in the employee's appraisal cycle can an agency take an action based on unacceptable performance? Must the agency wait to the end of a cycle?*

A: OPM's interim regulation says that an action for unacceptable performance may be taken at any time that performance in one or more critical elements of the position becomes unacceptable. It is not necessary to wait

until the end of an appraisal cycle.

3. Q: *We have heard a lot about the new procedures for taking actions based on unacceptable performance. Why do you say that they are now simpler to take and easier to understand?*

A: First, an agency action for unacceptable performance no longer has to meet the criterion, "for such cause as will promote the efficiency of the service." Now, unacceptable performance itself - "failure to perform acceptably one or more critical elements of the job" - is the basis for removal or reduction in grade.

Second, before the Reform Act, the agency had to support its proposal to take action with a catalog of "any and all reasons, specifically and in detail." Now, all an agency needs to supply in its notice are the specific instances where an employee failed to acceptably perform one or more critical elements of his or her job.

4. Q: *The law does indicate that if an employee's performance improves during the notice period, the action to reduce in grade or remove the employee might not necessarily have to be taken. What does this really mean?*

A: When the agency uses the notice period to give the employee the opportunity to demonstrate acceptable performance, the agency must determine whether the improvement meets the standard for acceptable performance. If it does, the agency no longer has a reason for the action. When the employee has had the opportunity to demonstrate acceptable performance before the notice period and fails to do so, the agency will take into account any improvements made during the notice period and consider them along with all other factors in making its final decision.

5. Q: *What is a "critical element" of an employee's position?*

A: In its interim regulations, OPM defines a critical element as any requirement of the job

which is sufficiently important that inadequate performance of it outweighs acceptable or better performance in other aspects of the job.

6. Q: *What are "performance standards?"*

A: Again, in its interim regulations, OPM defines performance standards as the expressed measure of level of achievement, including quantity, quality, and timeliness, established by management for the duties and responsibilities of a position or group of positions.

7. Q: *Are there any restrictions on the right of any employee to select a representative?*

A: While the statute places no restrictions on the selection of a representative, the intention of the drafters, supported by the Senate report to S.2640, was that selection of a representative would involve no conflict of interest or position. OPM's interim regulations provide that an agency may disallow an employee's representative on certain grounds, including conflict of interest or position. The interim regulations point out that the requirements of 5 U.S.C. 7114(a)(5) and the terms of any applicable collective bargaining agreement govern representation for employees in an exclusive bargaining unit.

8. Q: *Section 4303 provides that an agency may extend the notice period for up to 30 days beyond the required initial 30 day notice period, with any additional extension to be made only in accordance with OPM regulations. What requirements does OPM plan to put in its regulations concerning this type of extension?*

A: OPM has provided in its interim regulations that an agency may further extend the notice period only with prior approval of the OPM.

9. Q: *What should an agency do when an employee's unacceptable performance seems to be partly or wholly tied to misconduct or wrongdoing?*

A: Interim Part 432 makes it clear that only those actions based solely on unacceptable

performance are covered by that part. When an agency includes in its notice of proposed action reasons based on *misconduct* the procedural rights in interim Part 752 govern the action.

10. Q: *What effect will collective bargaining agreements have on actions being taken for unacceptable performance?*

A: Supervisors and managers must of course be aware of any provisions of a labor-management agreement which would apply to an employee against whom action is being considered under chapter 43. For all employees in bargaining units, the supervisor or manager must comply not only with statutory and regulatory requirements but with any further requirements which have been negotiated in accordance with chapter 71 of 5 U.S.C.

11. Q: *What appeal and/or grievance rights does an employee have concerning an action based on unacceptable performance?*

A: 5 U.S.C. 4303(e) gives employees who are preference eligibles in the excepted service or who are in the competitive service the right to appeal to the Merit Systems Protection Board. In addition, as OPM points out in its interim regulations, 5 U.S.C. 7121(e)(1) permits an aggrieved employee to elect to appeal to MSPB under Part 432 or where applicable to file a grievance under the negotiated grievance procedure, but not both.

12. Q: *Nonpreference eligible employees in the excepted service who have more than one year current continuous employment in the same or similar position seem to be covered by the procedures of 5 U.S.C. 4303. Yet they have no appeal right. What if they feel that they have been unfairly reduced in grade or removed, or that the procedures have not been carried out correctly?*

A: They may grieve under negotiated grievance procedures or the agency's administrative grievance procedures, whichever are applicable, but not both.

PERSONNEL PERSPECTIVE

NOAA Personnel Division Lists Current Vacancies

Announcement Number	Position Title	Grade	Organization	Location	Issue Date	Closing Date
NWS-79-68(FM)	Electronics Technician (Program Technical Manager)	GS-13	NWS	Niamey, Niger (West Africa)	7/16	7/30
WR-79-84(JB)	Electronics Technician (Senior Electronics Technician)	GS-11 (promotion potential to GS-12)	NWS	Los Angeles, Calif.	7/23	8/6
NWS-79-74(WL)	Meteorologist	GS-11 (promotion potential to GS-12)	NWS	Silver Spring, Md.	7/23	8/6
NWS-79-73(LS)	Electronics Technician	GS-5, 6, or 7	NWS	Silver Spring, Md.	7/23	8/6
NASO-79-C27 (AAB)	Resource Management Specialist or Industrial Specialist (Fisheries)	GS-11/12	NMFS	Terminal Island, Calif.	7/23	8/6
AR-79-47(IH)	Supervisory Meteorological Technician	GS-11 (may be filled at a lower grade.)	NWS	Barter Is., Alaska	7/23	8/6
CR-79-80(GL)	Electronics Technician	GS-10 (9, 8) (promotion potential to GS-11) (may be filled at GS-11 by lateral reassignment.)	NWS	Madison, Wis. Cheyenne, Wyo.	7/23	8/6
CR-79-79(GL)	Electronics Technician	GS-10 (9, 8)	NWS	Chicago, O'Hare, Ill.	7/23	8/6
HQS-79-89(AM)	Supervisory Budget Analyst	GS-14	ADMIN	Rockville, Md.	7/16	8/6
NOAA/SER 79-19	Operations Research Analyst	GS-12	NMFS	Miami, Fla.	7/23	8/6
NOAA/SER-79-20	Computer Systems Analyst	GS-12	NMFS	Miami, Fla.	7/24	8/7
ERL-79-256(RT)	Oceanographer	GS-12	ERL	Seattle, Wash.	7/24	8/7
CR-79-81(MK)	Meteorologist (Fire Weather Meteorologist)	GS-11	NWS	Houghton, Lake, Mich.	7/24	8/7
HQS-79-86(LS)	Director, Office of Ecology and Conservation	ES-301	HQS	Washington, D.C.	7/23	8/13
NMFS-79-61(MM)	Fishery Biologist (General)	GS-14	NMFS	Washington, D.C.	7/23	8/13
ITS-79-250(MR)	Electronics Engineer	GS-14	ITS	Boulder, Colo.	7/23	8/13
ITS-79-249(MR)	Electronics Engineer	GS-14 (may be filled at the GS-13 level.)	ITS	Boulder, Colo.	7/23	8/13
NWS-79-75(GZJ)	Communications Management Specialist	GS-11 or 12	NWS	Silver Spring, Md.	7/23	8/13
NASO-79-35(BJS)	Fishery Biologist (Research)	GS-13	NMFS	Seattle, Wash.	7/23	8/13
ERL-79-252	Meteorologist	GS-13 (may be filled at GS-12; promotion potential to GS-14)	ERL	Coral Gables, Fla.	7/24	8/14
EDIS-79-72(EAF)	Director, Environmental Data & Information Service	GS-18	EDIS	Washington, D.C.	7/3	8/15
EDIS-79-78(EAF)	Director, Environmental Science Information Center	ES-1 thru 4 depending on qualifications)	EDIS	Rockville, Md.	7/13	8/24
HQS-79-91(BJS)	Deputy Assistant Administrator for Management and Budget	ES-301	HQS	Rockville, Md.	7/9	8/24
HQS-79-92(BJS)	Deputy Assistant Administrator for Management and Budget	ES-301	HQS	Rockville, Md.	7/9	8/24
ERL-79-223(CS)	Physical Scientist Ecologist Oceanographer	GS-14 GS-14 GS-14 (positions may be filled at the GS-13 level.)	ERL	Seattle, Wash.	7/11	9/1
ERL-79-241(CS)	Physical Scientist or Ecologist (1 position)	GS-14 (may be filled at the GS-13 level.)	ERL	Stony Brook, N.Y.	7/24	9/14
WR-79-70(DD)	Meteorological Technician (Weather Service Specialist)	GS-5 thru 9	NWS	Ely, Nev.	6/28	12/28

New NOAA Map

Locates 700

Volcano Sites

A map showing the locations of volcanoes known or believed to have erupted in the last 12,000 years has been published by NOAA.

Compiled by Leslie D. Morris and Herbert Meyers, of NOAA's Environmental Data and Information Service, and Tom Simkin of the Smithsonian Institution, the map is a companion to the recently published book, "Volcanoes of the World: A Regional Directory, Gazetteer and Chronology of Volcanism During the Last 12,000 Years."

The names of about 700 volcanoes with historic or dated eruptions are shown on the map, and colored symbols are used to indicate frequency of eruption and date of the last eruption. Epicenters for earthquakes occurring from 1963 through 1977 with a magnitude of 5.5 or greater are also shown on the map.

Measuring approximately 57 by 36 inches, the map is printed in six colors. It is available, rolled or folded, for \$2.50 a copy from NOAA/National Ocean Survey, Distribution Division, C44, Riverdale, MD 20840. Data from the map, in digital or listing form, is available from World Data Center-A for Solid Earth Geophysics, EDIS, D6, NOAA, Boulder, Colo. 80302.

Tennis Team Forming

The Commerce tennis team is looking for top quality tennis players in the Washington, D.C., area who wish to represent Commerce against some of the best competition in the area. Any employee of Commerce or any of its agencies, male or female, is urged to join the team.

Matches will be played on weeknights at 6 p.m. at either East Potomac Park (Hains Point) or 16th & Kennedy (next to Carter Barron). Each team match consists of five doubles matches. If interested, please contact Peter Van Allen, 377-3973, or Charlie Brown, 427-7324.

OFFICIAL BUSINESS

FROM THE GALLEY



TUNA RICE SALAD

- | | |
|--|--|
| 2 cans (6-1/2 or 7 ounces each) or 1 can (13-1/2 ounces) tuna* | 1 cup fresh or frozen cooked green peas, chilled |
| 1 can (20 ounces) pineapple chunks or 1 cup well-drained orange segments | 1/2 cup sliced green onion |
| 1 cup long grain rice, cooked, blanched in cold water, drained and chilled | 3/4 cup salad dressing |
| | 1/4 cup lemon juice |
| | 1/2 teaspoon salt |
| | 2 cups diagonally sliced celery |
| | Washed salad greens |
| | 1 to 2 medium tomatoes, peeled and cut into wedges |

Drain tuna; carefully break into bite-size chunks. Cover and refrigerate. Drain pineapple chunks; save 1/4 cup juice or syrup. If orange segments are used instead of pineapple, use 1/4 cup orange juice instead of pineapple juice or syrup. Combine pineapple chunks or orange segments, chilled rice, peas, and green onion in large bowl; mix. Combine salad dressing, lemon juice, salt and the reserved 1/4 cup pineapple juice or syrup or orange juice; add to fruit, rice, and vegetable mixture. Toss lightly. Cover and chill well. Add tuna and celery just before serving; toss lightly. Turn into salad bowl lined with salad greens. Garnish with tomato wedges. Makes 10 cups salad, 8 to 10 servings.

*If desired, 1 can (16 ounces) salmon may be substituted for tuna.

BEST FISH BUYS

According to the NMFS National Fishery Education Center in Chicago, the best fish buys for the next week or so are likely to be fresh cod fillets and fresh whole Spanish mackerel along the Northeast Seaboard; fresh whole croaker and fresh whole spot in the Middle Atlantic States, including

the D.C. area; fresh grouper fillets and fresh whole mullet in the Southeast and along the Gulf Coast; canned tuna and fresh cod fillets in the Midwest; canned tuna and fresh Pacific red snapper fillets in the Northwest; and frozen butterfish fillets and frozen whole squid in the Southwest.

EASY MADE SMOKED FISH DIP

- | | |
|--|--|
| 1 cup (approximately 6 ounces) boned flaked smoked sablefish, chubs, or Spanish mackerel | 2 teaspoons prepared horseradish |
| 1 package (8 ounces) cream cheese, room temperature | Crackers, Melba toast, or toasted bread rectangles |
| 2 tablespoons chopped green onion with tops | Stuffed olive slices, parsley sprigs, or pimiento diamonds (garnish) |

Beat cream cheese until smooth. Add green onion and horseradish. Stir in flaked fish. Chill for several hours or overnight. Serve as a dip with crackers or Melba toast. Excellent spread on toasted bread rectangles and garnished as desired with stuffed olive slices, parsley sprigs, or pimiento diamonds. Makes about 1-2/3 cups.

NOAA NEWS

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NOAA News reserves the right to make corrections, changes or deletions in submitted copy in conformity with the policies of the paper or the Administration.

Norma V. Reyes, Editor
Warren W. Buck, Jr., Art Director

Fishes Delicious - 1978 Consumption Up

Per capita consumption of edible fishery products reached a record of 13.4 pounds in 1978, according to NOAA. This was up six-tenths of a pound per person from a year earlier. Most of the increase was in canned fishery products which

reached five pounds per person. In addition to the commercially caught fish and shellfish, NOAA's National Marine Fisheries estimates that the recreational catch is between three and four pounds per capita.

National Oceanic and Atmospheric Administration

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