

The Rocket

FEBRUARY 2, 1977
VOL. XXV; NO. 36



New flags of MIRCOM and MIRADCOM take their place in color guard.

One Ends, Two Begin

Praised and honored, the U.S. Army Missile Command faded away Monday as its successors stood front and center in a traditional ceremony as old as the Army.

Marking an end and a beginning, the passing of flags highlighted twin ceremonies in the post gym deactivating MICOM and activating its successors, the U. S. Army Missile Materiel Readiness Command (MIRCOM) and the U. S. Army Missile Research and Development Command (MIRADCOM).

Soldiers of the Old Guard, the regimental band of the 3d U. S. Infantry, wearing tri-corner hats, scarlet coats and white trousers, the uniform of musicians in George Washington's army, forged a visible link with the Army's past. So did their music, played with six hole fifes, rope tensioned drums and replica bugles.

Only a few of MICOM's thousands of soldiers and civilians attended the event. Most remained at work when bitter cold forced the ceremony indoors at the last minute. Seats in the gym were filled by officials of the MICOM and other local Army and federal agencies, community leaders, soldiers and invited guests. Among the latter: two former MICOM Commanders, LTG Charles W. Eifler and MG Edwin I. Donley.

MICOM's flag was slowly furled to the roll of a

(See Two Begin, Page 6, Section 2)

Remembering The Old

The "most respected organization in the U. S. Army" came to an end Monday on the 19th anniversary of the Army missile program's greatest moment.

Speaking at ceremonies in the post gym deactivating the U.S. Army Missile Command, LTG George Sammet noted they coincided with the anniversary of the launch of Explorer I, the free world's first scientific earth satellite.

That achievement by the U. S. Army Ballistic Missile Agency, one of MICOM's predecessors, Sammet said, began a new day for the U.S. Army, one in which MICOM played a "most significant role" for 14 and a half years.

Sammet called MICOM "the most respected organization in the U. S. Army," but he said it had to give way to better ways, just as the Jupiter C that launched Explorer, gave way to the Saturn V moon rocket.

Sammet, MG George E. Turnmeyer, MICOM's last Commander, and BG Grayson D. Tate Jr., all praised MICOM and its people. Some excerpts from what they said:

Sammet: "If I'm ever critical of the Army, it

(See Remembering, Page 7, Section 2)



Mrs. Lynell Jones holds up daughter Jennifer for a better look. Jennifer's dad is CPT Larry D. Jones of the 291st MPs.

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Defense Researcher to Speak at Meeting

John M. Collins, Senior Specialist in National Defense for the Congressional Research Service, Library of Congress, will be the guest speaker at the February 10th meeting of the Tennessee Valley Chapter Association of the U.S. Army.

The meeting will be held at the Officers' Open Mess.

Collins has more than 20 years experience in strategic and tactical planning that covers his military career and civilian experience since retiring from the Army in 1972.

An outstanding speaker and authority on National Defense and planning, he has appeared before many Congressional committees and government agencies.

As a member of the Congressional Research Service, Collins has written publications on a number of vital topics affecting the National Defense.

Collins entered the Army as a private in 1942 and retired in 1972 as a colonel. During his Army career Collins specialized in strategic-tactical planning in the Middle East, Southeast Asia, Cuba, Europe and Vietnam.

He was Chief of the Strategic Research Group at the National War College in 1971 and 1972 and Director, Military Strategic Studies at the National War College from 1969 to 1971.

A native of Kansas City, Missouri, Collins received his B.A. from the University of Kansas City in 1949 and his M.A. from Clark University, Worcester, Massachusetts, in 1951.

Tickets for the meeting are \$5.00 per person and can be obtained by calling Avery Roan at 837-9230, Stacy Davenport at 876-7135, or Martha Strong at 895-3410.

Dress for the occasion is business suits.

Day of Recollection

A Day of Recollection, sponsored by the Queen of All Saints Sodality will be held on First Friday on 4 February at the Bicentennial Chapel.

The internationally renowned scripture scholar and retreat master Father Frank J. Montalbano, O.M.I. will conduct the retreat. Father Montalbano is presently teaching at the

Oblate College in San Antonio, Texas.

Activities will begin with conferences and discussions at 9 a.m., Mass at noon, lunch at 12:30 and conclude following more conferences at 2:30.

All ladies are invited to take advantage of this opportunity to prepare for the season of Lent.

A three day parish mission, also conducted by Father Frank J. Montalbano, will take place on 5, 6, 7 February at the Bicentennial Chapel.

The mission will be conducted on Friday and Saturday from 7 to 10 p.m. and on Sunday at 3 p.m. ending with Mass at 5. All parishioners are encouraged to participate in this opportunity of spiritual development.

The Rocket

The Rocket is published weekly, on Wednesday. The publisher will receive editorial content for publication in the Rocket through the Information Office, Army Missile Command, Redstone Arsenal, Ala., 35809, Bldg. 5250, Room A-134. Extension 876-1400 or 876-1500.

All advertising copy and payments therefore are received by Mrs. Vergie Robinson P.O. Box 5351, Huntsville, Ala., 35805, telephone 533-2703, as representative of the publisher. The advertising office of The Rocket is located at 410 Jordan Lane. Advertising deadline—both display and wanted—is 10 a.m. Monday before publication.

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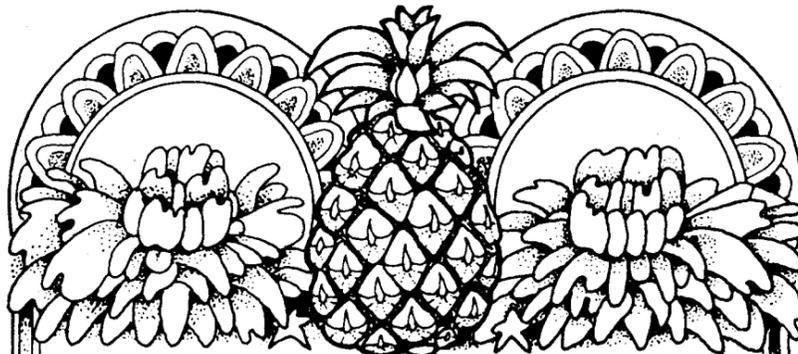
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Many of the Rocket's regular features were omitted today in order to clear space for special coverage of the deactivation of MICOM and activation of the two new commands at Redstone.



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Magnetic Tape Replaces Cards

A new, high-efficiency data input system has been installed and is now in use at the Procurement and Production Directorate. It replaces an older punchcard system.

The new CMC 1800 Key Processing System records data on magnetic computer tape instead of cardboard punchcards. These tapes can be fed directly

into the master computers, whereas the punchcard method required an intermediate step before input could be made.

Richard Wright of Management Information Systems says he expects an overall 20 percent production improvement as a result of the new system.

The magnetic system was installed at P and P on January 2

and went into operation three days later. Similar systems will be installed for use by RASA and the comptroller on March 1, and for other directorates on May 2.

Twelve persons are employed on the P and P system, and a total of 60, including 12 handicapped personnel, will be involved when all three units are functioning.



Elanor Brown (left), data transcriber supervisor in Quality Control section of Procurement and Production, threads a tape into the new CMC Data Processing system, while Dorothy Sanders (transcribes) input into the machine.

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Dark's Better, Say Students

Night versus day. Which is better for learning?

Students and instructors at the Missile and Munitions Center and School should know the answer. The school switches to a night training system called B-shift whenever so many students are attending school that overcrowding would occur during regular duty hours (A-shift).

B-shift students attend classes identical to those of their daytime counterparts, but from 3:30 p.m. to midnight. By learning after dark, soldiers continue to get extensive hands-on equipment training throughout periods of heavy enrollment.

As for learning, which school is really all about, students and staff seem to think B-shift students have a slight edge on the day soldiers.

"Because there aren't as many night students as day, more time can be spent on the equipment," said one instructor. "There isn't a time limit for one class to finish their instruction on the equipment. If they run over the time allowed, it's okay because there isn't another class right behind them."

"With fewer classes in the building, the lessons tend to be quieter and more relaxed," a night student said. "There's less interference and distraction simply because there are less people milling about."

A number of people involved with B-shift, both instructors and students, agree that those who work nights get more sleep. "I don't have to get up so early in the

morning, so the day doesn't seem quite as long," a student said.

"On A-shift, I had to get up early and towards the end of the school day I'd really be tired," added another student.

"Because of being able to sleep longer, the B-shift student seems to be more alert, although there isn't a significant grade difference among the day or night pupils," an instructor said.

The pluses for A-shift are also complaints about B-shift. On A-shift, a student has time to socialize at night. "I can catch a movie, go out for a drink or do just about anything that goes on at night, but on B-shift, all of that stops," said a day student.

The majority of married teachers and students prefer the morning duty because it gives them more time at home. "When I'm on B-shift I don't have much time with my kids. They're asleep when I get home and in school when I wake up," said an instructor. "But we are constantly rotated so I'm not on the night shift for a long time."

"The food tends to be better on A-shift," a student said. "When I was on B-shift, I had the impression I was eating warmed up left-overs."

Some students assigned to B-shift have found that switching their sleeping hours is harder than they thought. But for the most part, adjusting to different school hours takes less than a week.

In all, going to school and learning is basically the same, whether the sun or moon is shining.



LUCRATIVE IDEA — James Henley (MIRADCOM) was a recent recipient of an awards check for \$1,005 in recognition of a suggestion he had submitted. Henley's proposal resulted in high pressure vessels used for storage of non-corrosive gases being exempted from hydrostatic tests every two years, and extended the period to ten years. The estimated first year savings were computed to be \$60,812.

Who's Who

Research physicist Dr. Charles Bowden of Missile Research and Development Command has been listed in the publications "Who's Who in the South and Southwest" and "Community Leaders and Noteworthy Americans".

Bowden works in quantum optics in the Technology Laboratory's Physical Science Directorate.

Women's Golf Association

An organizational and get acquainted coffee has been planned by the Redstone Women's Golf Association and will be held on Wednesday, February 2, in the Activities Room of the Post Chapel.

All ladies eligible for use of the RSA course are invited to attend the 10 a.m. affair, and become a member of the Association. Redstone pro, Chip Enlow, will conduct a clinic for beginners in conjunction with the coffee.

Additional information may be obtained by calling Sue Jones at 852-7866.

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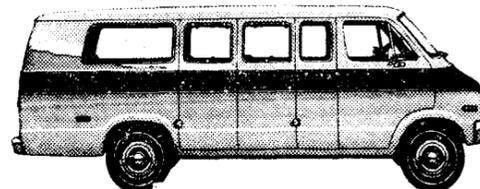
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E-6 Promotion Rules Changed

Several major changes concerning promotion requirements to E-6 were made recently. The Time in Service requirement has been extended from six to seven years. TIS with a waiver has been upped from four to five years, according to DA officials.

Now that the Army is advancing with the Skill Qualification Test program, the only record used for

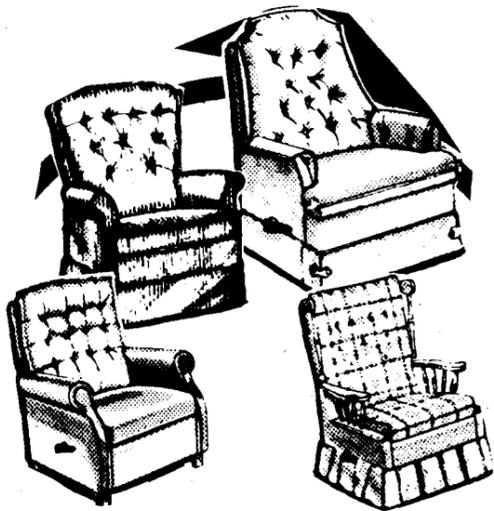
promotion consideration for many soldiers will be the Enlisted Evaluation Report Weighted Average reported on the DA Form 10. GIs in some Career Management Fields won't begin taking the SQT until 1979.

To reduce the difference in EERWA's, DA has announced a drop of 20 points in the MOS cutoff score with a waiver for promotion to E-6. The new cutoff score is 80. The non-waiverable score of

110 went down to 100.

DA officials stress that this doesn't necessarily mean a large number of E-5s will be promoted. MSgt. Jim Hughes, Enlisted Promotion Branch, ODCSPER, DA stated, "We are right where we want to be at the E-6 level. The drop in the cutoff score means only that more soldiers will be considered during a period of no MOS testing."

Good Luck to MIRCOCM and MIRADCOM



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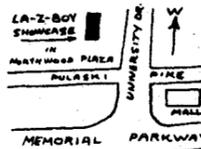
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Surgical Tech Follows Muse in Off-Duty Hours

A soldier with the double vocation of healing illness and creating beauty from the written and spoken word works in the Redstone Army Hospital.

Specialist 5 Stephenson Michael, a surgical technician, is also a published poet, preparing his first full volume of verse for release.

Michael's poetry first appeared nationally in the last edition of "New Voices in American Poetry", an annual Vantage Press publication providing an outlet for new poetic talent. He is now putting together a collection of his work to be ready for printing sometime next year. Interested publishers include Vantage.

His poetry is in a free, almost conversational style. When read aloud it sounds much like very formal prose, drawing the listener's attention toward the subject more than the verse. But when read silently the short, staccato lines emphasize a powerful but latent emotionalism and a depth that goes beyond the simplistic wording.

He began to write poetry during a 1972 tour in Germany as an outlet for anxiety and frustration, to avoid being drawn into the drug situation there. Upon his return to the United States he began to write more seriously, developing his style and improving his talents. A drama instructor at St. Philips College in San Antonio directed

him to "New Voices" and allowed him to use his poetry for dramatic readings, giving him direct audience exposure.

Poetry alone does not contain his artistic drive. Creative dance has attracted his attention as a medium by which to express drama and poetry. Prose stories and articles by him have appeared in the "Atlanta Voice" and in several Texas papers. He is researching ideas for a historical novel to be written in a prose-poem style.

A member of the Counseling and Growth Center here in Huntsville, Michael is also a member of the Huntsville Literary Association.

Along with his literary leanings, Michael, a native of St. Vincent, West Indies, is continuing studies in the health field. He is preparing to become a Cardiac-Pulmonary Technician.

His plans for a future in the military are uncertain. The Army, he says, has given him a comfortable working base from which to launch his literary career, and he is grateful. His medical experience has given him a trade to fall back on in time of need. But more and more in the future he feels his attention will be drawn away from medicine toward his writing.

The poems of Stephenson Michael are printed here by permission of the author and Vantage Press.



Stephenson Michael

FOR YOU MAMA

BEAUTIFUL
is
you
reflecting
an arc of colors

the color of LOVE
the color of KINDNESS
the color of BLACKNESS

BEAUTIFUL
is
you
in showing me
your reflections

A FAREWELL

farewell my son,
i have to leave.
i saw you grow
in your mother's womb;
i saw you born;
i saw your first tooth
& saw you make
your first step
& heard you say
your first word.
dada

son,
i experienced it all,
but
i have to leave.

you're young,
very young,
and wouldn't understand
but i pray that
someday
you will.

forgive me, son
i have to leave.

Top Instructor

Spec. 5 William D. Porter, an instructor in the missile maintenance officer course and in basic electronics, was recently selected MMCS Instructor of the Quarter.

Selection by a panel of officers and NCO's is based on knowledge and presentation of his academic subject, and on appearance.

Porter, 20, of Greenville, S.C. joined the Army in June 1974 and completed basic training at Ft. Jackson.

"I try to teach to the individual students rather than the class as a whole," Porter said. "I try to keep a relaxed atmosphere."

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The Black Experience—America 3rd Century

"The Black Experience—America: The Third Century" is the theme of this year's Black History Month which will be celebrated throughout the military Services and the Nation during February 1977. In addition to the month's central theme, each of the four weeks carries a sub-theme, including:

- First Week: Recounting history before America was discovered;
- Second Week: Recalling early America, 1492-1776;
- Third Week: Examining the development of the United States, 1776-1976;
- Fourth Week: Looking at America in its third century.

Background

A time for observing the influence and contributions of blacks to American and world history was launched by Dr. Carter Godwin Woodson, Director of the Association for the Study of Negro Life and History (subsequently, the Associa-

tion for the Study of Afro-American Life and History) in February 1926. The observance continued as a week-long event for the next 49 years, coming each year about the second week in February in order to include both Feb. 12 and 14, the birth dates of Abraham Lincoln and Frederick Douglass, respectively.

Then in 1976, during the 50th black history observance and the Bicentennial of the United States, the celebration of black history was extended for the entire month of February. The observance was so successful in increasing an awareness and appreciation of blacks' contributions to the Nation that this year's celebration has been set for a month-long observance as well.

Current Challenges

Black History Month also calls increased attention to insuring equal opportunities for blacks in all facets

of American life, as is guaranteed them and all citizens by law. Thus, Black History Month not only lauds the progress of the past but aggressively addresses the challenges of the present.

In commenting on this two-fold scope of celebration and challenge, Representative Shirley Chisholm, Member of Congress, New York, has stated, "As we celebrate our history as Americans, as black Americans, we should remember that the tradition of democracy requires that we continue to seek a high quality of life for all our citizens, and that we continue to confront the challenges as they present themselves. The great challenge before us is our own pursuit of justice for our brothers and our sisters to overcome the scarred heritage of oppression which has prevented too many of our black citizens from ever experiencing the principles upon which this country was built . . . let alone celebrating them."

BLACK HISTORY MONTH

Rec Center Busy During BHM

The Redstone Recreation Center has scheduled a very full calendar of events for February, which has been designated Black History Month. Times indicated for these activities are tentative. All will be held at the Rec Center:

- | | |
|-------------|---|
| February 2 | Guest speaker
(Alabama A&M University) |
| February 6 | Gospel singing
(1800-2100) |
| February 8 | Spades tournament
(1900) |
| February 11 | Disco night |
| February 13 | the John Rogers Band |
| February 14 | Black Culture Festival |
| February 15 | Bid Wiz tournament |
| February 16 | Fashion show (1800) |
| February 18 | Disco night (1900) |
| February 20 | Stage show (2000) |
| February 22 | Talent show |
| February 24 | Black business |
| February 27 | Stage show
(band) (2000) |

Requests for additional information should be made to Finney at the Recreation Center, 876-4531.

In addition to the Rec Center activities, the Equal Employment Opportunity, Race Relations office is in the process of planning a Black History Night to be held at the NCO Club sometime in the latter part of the month.

Art exhibits by both individuals and groups, as well as live entertainment, are being considered for the event. Since the EEO, RR activity is still tentative, further information will be made available at a later date.

Africans Here Before Columbus? Many Anthropologists Think So

Recent archaeological evidence indicates that Black Africans founded colonies in the New World as much as 1000 years before Columbus and several hundred years before the voyages of Viking explorer Lief Erikson.

Early Spanish explorers reported a black presence in America, but were thought by historians to have been referring to dark Indians. Now, settlements in Rhode Island, Florida, Mexico, Panama, Venezuela, and Brazil are believed to have been peopled by a Negroid race. Remains found at these sites have been described as "astoundingly Proto-Negroid."

Columbus was told by Indians of a black group which came from the southeast (the general direction a craft from Africa would travel). These people were said to have had spears tipped with a metal alloy commonly used by West Africans.

Indian legends make numerous references to a black race, holding them in high esteem. Several Indian gods were thought

to be black. Artifacts virtually identical to those found in Africa and representing persons with Negroid features have been located in the United States and Mexico.

Plants native to West Africa (yams, tobacco, cotton, peanuts, etc.) were found growing in America by the Spaniards. Similarly, American plants (corn, manihot, etc.) were found by European explorers in West Africa. A species of non-barking dog native to Africa was reported in America by Columbus.

Finally, anthropologist Thor Heyerdahl several years ago demonstrated the feasibility of a trans-Atlantic crossing from Africa by sailing an ancient African-type reed boat from Egypt to the Caribbean.

This, with many other small bits of information, has led many archaeologists to conclude that Black Africans established and maintained a trade network with the New World while Europe was still in the throes of the Dark Ages.

IMPORTANT NOTICE TO ALL MIRCOCM / MIRADCOM / RASA EMPLOYEES

(Note: It is the Union Counsel's opinion that you are lawfully entitled to use government time and facilities to study this material, to prepare your appeal, and to deliver it to the Union's offices in Bldg. 7132)

It is AFGE Local 1858's privilege and duty to represent employees in units for which the Union has exclusive recognition. Under the requirements of Executive Order 11491 as amended, this responsibility extends to all covered employees without regard to Union membership. Thus, any covered employee who wishes to file a grievance or an appeal at any time and for any allowable reason may properly rely on the Union for assistance. Normally, such assistance begins with a personal interview, followed by a letter individually prepared and tailored to the facts at hand.

However, the recent split of MICOM into MIRADCOM and MIRCOCM, and the move of RASA under MIRCOCM, have created so many grounds of appeal for so many employees that the Union cannot possibly carry out its responsibilities to you by using normal methods. Because the Union cannot provide individual counselling and appeal-preparation assistance in order that you might file your appeal within the 15-calendar-day time limit imposed by the regulations, and because most employees are not familiar with the requirements of an initial "Letter of Appeal," the Union has decided upon this "Media" method to help carry out its duties to you. Whether you decide to appeal is strictly an individual decision based on how you perceive your Civil Service career. The Union itself cannot appeal for you - it can only assist you in uncovering facts, putting together the paperwork, and representing you at meetings and hearings.

There is a 15-calendar-day time limit, measured from the effective date of your personnel action, after which you may not file your appeal except in very limited circumstances. For employees of RASA, the effective date was January 24, 1977, so their deadline is February 8, 1977. For employees of MIRCOCM & MIRADCOM, the effective date was January 31, 1977, so their deadline is February 15, 1977. Since the Union needs at least 1 day to collect, copy, and mail the Letters of Appeal, you are requested to hand deliver your Letter to the Union's offices in Bldg. 7132, across the street from the Fire Station on Redstone Road near Gate 3, at least 2 days before your deadline. The FEAA will probably reject late submissions, so please don't forget.

If, after reading this material and thinking about it, you decide to file an appeal, then carefully follow the instructions given below for filling out the other half of this centerfold. Admittedly, the instructions are not comprehensive, but there's no way to squeeze the wide range of relevant regulations into a single page. Do the best you can; the FEAA will probably want additional information anyway.

INSTRUCTIONS

Please read everything carefully. Print all information in pencil, then overprint with pen. Please note that each block requiring information is numbered, and that these instructions are numbered correspondingly. If you don't know the requested information, print "Unk" in pencil. Complete all relevant items called for in blocks 1 through 17. Check relevant grounds of appeal in lines 18 through 42, and insert any additional grounds you may wish to present in lines 43, 44, and 45. Attach extra sheets if you feel compelled to do so. If, after reading the instructions, you need assistance in filling out the Letter or in figuring out whether you have a particular ground, please contact your Shop Steward.

1. Print your name as it is on your paycheck; First Name, Middle Initial, Last name. Give home (not office) phone number.
2. Circle appropriate action as noted on the notice you received. Everyone will circle at least one. "IR" means "Involuntary Reassignment." Add any actions you feel apply. TOF = Transfer of Function; RIF = Reduction in Force; CAO = Change of Appointing Officer; CLG = Change to Lower Grade.
3. RASA employees circle 18; MIRCOCM/MIRADCOM employees circle 22.
4. RASA employees circle 24; MIRCOCM/MIRADCOM employees circle 31.
5. Please circle the appropriate response. This information is voluntary, and failure to provide it will not affect your appeal.
6. Again, this information is voluntary, and its omission will have not effect on your appeal.
7. Circle appropriate status; employees in probationary period circle "Career-Conditional."
8. Circle either "No" or circle "Yes" with another around appropriate points.
9. Answer 9 only if you received more than one offer. It's presumed that if you received only one offer, you accepted it and that it will show up as your "Present Position." If you received more than 3 extra offers, list them and call the Union.
10. Do not include periods when you were not in federal service; i.e., exclude broken service periods. Include military service.
11. Exclude periods of broken service.
12. Enter the date you first entered your present series; make a note if you have broken service, specifying dates.
13. Enter the date you first entered your present grade; specify broken service periods and previous downgrades.
14. List all series/grades which your files show you are at least minimally qualified. If you don't know, call the Personnel Office for an interview immediately. If you don't know and can't get an immediate interview, print that info in the block.
15. There should be no problem here; leave whatever term(s) that don't apply blank.
16. Again, there should be no problem here; leave inapplicable terms blank.
17. Sign your name as you do other official documents. Don't forget the date. If you wish to represent yourself in your appeal, print "myself" in the appropriate slot, or other term such as "AFGE" or "Jane Doe" or any other person or organization you desire as a representative and who or which consents to act in that capacity. Do not name a supervisor or any other person whose duties normally involve managerial decision-making; such a selection would create a conflict.

Note: Blocks 18 through 42 are primarily self-explanatory. All the blocks may apply to all employees except that 29, 33, 37, 39, and 40 may not apply to RASA. The instructions below apply to the grounds considered most technical.

23. Rank and status are not the same as "Grade."
30. The referenced law gives veterans special rights in both Reductions in Force (RASA and MICOM) and Transfers of Functions (MICOM). There are an unlimited number of ways in which an employee can be detrimentally affected by the violation of this law. A veteran, for example, can be directly affected by management's denial of the law's preferences; a non-veteran can also be so affected; for example, a non-veteran may be denied a good lateral reassignment because the desirable slot was filled by a veteran who was downgraded because his preferences were not recognized. It's important to note that the word "veteran" is used here to mean any person who meets the requirements to qualify for the preferential treatment.
36. As a general rule, the agency is supposed to look at "all" the registers to see what human resources they need, and to compare those resources against what they already have (including the information available in everyone's personnel files) and then start figuring the proper sequence of releasing individual employees from the various competitive levels. If the RIF is conducted without merging the registers, the entire concept of fair competition goes out the window.
37. The veterans preference law gives veterans special rights. However, when the Civil Service Commission got around to writing its regulations on "Transfer of Function," it went astray by giving all employees the rights (preferences) which Congress had reserved for veterans only. The CSC regulation is invalid on its face, according to the Union's attorney, and is one of the grounds which the Union has alleged as contributing to the irreparable injuries which are now occurring.
- 39-42. There is a world of difference between a "Reorganization" and a "Transfer of Function." It is the Union's position that a TOF requires two separate agencies (ex: State & Agriculture) between which the alleged "Transfer" is effected; here, we have only one agency (Defense), so no "Transfer of Function" is possible. The Union insists that MICOM's split is a reorganization, and that regular RIF procedures apply, including 1st round bumping rights. The Army (a military department within the agency "Defense") has, however, been pretending a TOF was occurring, and wiped out everyone's 1st round rights by simply abolishing MICOM and creating a bunch of vacancies in 2 brand new units, MIRCOCM & MIRADCOM.
- 43-45. Fill in any grounds you think appropriate. As a general rule, do not add grounds which are solely rights or privileges accruing to you because of your collective bargaining agreement.

★ Advertisement ★

TO: CHIEF APPEAL OFFICER
FEDERAL EMPLOYEE APPEALS AUTHORITY
1340 SPRING STREET, N.W.
ATLANTA, GA 30309

1 From: _____
Street: _____
City: _____ State: _____ Zip: _____
Phone: (205) _____

SUBJ: INITIAL LETTER OF APPEAL

2 Action: CAO RIF TOF CLG IR
3 Notice Date: Nov. 18 22 1976
4 Effective Date: Jan. 24 31 1977
Action taken by (Agency): DOD
Action taken by (Unit): DARCOM
7 Status: Career Career-Conditional
8 Veteran: Yes No 5 pt. 10 pt.
9 Offers: Date Title Series Grade

10 Total federal service: _____ Years _____ Months
11 Total civilian service: _____ Years _____ Months
12 Date first entered in present series: _____
13 Date first entered in present grade: _____

5 Union member: Yes No
6 Soc. Sec. #: _____

#1: _____
#2: _____
#3: _____

14 Series and Grades for which I feel myself at least minimally qualified, in addition to my present Series and Grade:

Series: _____ Grade: _____ Series: _____ Grade: _____
Series: _____ Grade: _____ Series: _____ Grade: _____

FORMER POSITION

15 Title: _____ Division: _____
Series: _____ Branch: _____
Grade: _____ Office Symbol: _____
Organization: _____ Building: X X X X X X
Directorate: _____ Office Phone: X X X X X

PRESENT POSITION (All are at Redstone Arsenal, AL 35809)

16 Title: _____ Division: _____
Series: _____ Branch: _____
Grade: _____ Office Symbol: _____
Organization: _____ Building: _____
Directorate: _____ Office Phone: (205) 876-_____

17. I hereby appeal the personnel action taken on the above date. I accepted the position under duress as an alternative to possible separation. I initially base my appeal on the grounds checked below, while reserving the right to add or alter grounds as more information becomes available. I request a full & formal hearing, and insist that this appeal be handled individually. I request that you advise the Civilian Personnel Office at Redstone Arsenal, Alabama, to provide whatever additional information or data you desire, or at least to assist me in obtaining same. I will be represented by _____ initially, but reserve the right to change that representation at any time. Signature: _____ Date: _____

INITIAL GROUNDS OF APPEAL

- 18 I appeal the agency's retention of an employee, in a lower subgroup, in a job for which I consider myself qualified.
- 19 I appeal the agency's failure to correct the erroneous job description covering my former position before the RIF began.
- 20 I appeal the agency's failure to generate an accurate job description covering my present position.
- 21 I appeal the agency's effective denial of my right to examine and have explained to me the regulations relating to "Transfer of Function," "Reorganization," "Reduction in Force," and related matters. I still don't understand what's happening.
- 22 I appeal the agency's hiring in of new employees during the RIF & TOF, thus closing out potential lateral transfers, forcing reductions in grade, and diminishing or destroying my right to be offered a position which would have been available had the spirit and intent of Civil Service Commission regulations and guidelines been observed in preparation for MICOM's split.
- 23 I appeal the agency's offering me a position which represents a reduction in rank or status.
- 24 I appeal the agency's continued reappointment of temporary employees to fill positions which should have been made permanent and which should have been filled by competitive appointment before the current personnel disruptions were begun.
- 25 I appeal my assignment because it is not an "Available Position" under the criteria of FPM Chap. 351 because it is in a different competitive area than my former position.
- 26 I appeal the agency's failure to explain to me, in its notice, why any lower standing employee was being retained in his competitive level more than 30 days.
- 27 I appeal the agency's failure to make maximum use of permissible waivers of qualifications in offering me a position for which I could qualify and which would be most advantageous to my own Civil Service career and to the needs of the government.
- 28 I appeal the agency's disregard of the underlying guidelines set out by the Civil Service Commission for any RIF; i.e., that each employee's rights and equities be carefully protected, and that only absolutely minimal damage be allowed to occur.
- 29 I appeal the agency's splitting of MICOM into two separate, smaller competitive areas (MIRCOM & MIRADCOM), thus excessively and unlawfully reducing the scope of competition in which I can share in various employment-related activities.
- 30 I appeal the excessive restriction of my competitive level.
- 31 I appeal the agency's violation of the veterans preference laws, especially 5 U.S.C. § 3501 et seq.
- 32 I appeal the agency's failure to completely inspect my personnel files and to determine all the positions in MIRCOM and MIRADCOM for which I am at least minimally qualified, and to determine what position would constitute a bona fide "Best Offer" under requirements of Civil Service rules and regulations.
- 33 I appeal the agency's destruction, under the guise of a "Transfer of Function," of my first round bumping rights.
- 34 I appeal the agency's failure to give me a personal interview concerning the impending RIF, failure to treat me as an individual, failure to solve my problems relating thereto, and failure to boost my morale in accord with FPM Chap. 351, §1-5a.
- 35 I appeal the agency's changing me to a lower grade without a substantial and material change in my duties.
- 36 I appeal the agency's failure to adequately merge the retention registers of similar series employees prior to the RIF and alleged Transfer of Function, thus unlawfully reducing the range of positional opportunities available to me.
- 37 I appeal that portion of FPM Chap. 351 which deals with "Transfer of Function" in that it violates the veterans preference laws, specifically 5 U.S.C. § 3503 by giving to all employees that which the Congress has reserved for veterans only.
- 38 I appeal the agency's failure to comply with Civil Service Commission regulations and its own regulations. For examples: the agency failed to get CSC approval prior to splitting the competitive areas and fragmenting the competitive levels; the agency failed to carry out an audit of positions as ordered by CSC over two years ago; the agency totally destroyed all employees first-round bumping rights by abolishing all MICOM positions rather than hold a RIF prior to the alleged "Transfer of Function;" the agency almost totally failed to advise employees what it was going to do in individual situations; the agency, in many instances, refused or failed to explain employees' rights and to counsel them; and, the agency failed to compare employees' talents with the needs of the federal service.
- 39 I appeal the entire matter of "Transfer of Function." It is my contention that a "Transfer" requires two different agencies; that the Department of Defense is a single agency, and that therefor no "Transfer" can occur within it, and so there can be no such thing as a "Transfer of Function."
- 40 I appeal the agency's failure to treat the split of MICOM as a Reorganization, which I contend it was, rather than an alleged Transfer of Function, which the agency pretends it was.
- 41 I appeal the agency's unwarranted and erroneous mixing of two separate concepts - Reorganization & Transfer of Function - to achieve DARCOM Commander Deane's expressed desire to prevent personnel interaction between the two new units and to achieve the AMARC Study's expressed recommendation to "Get around Civil Service constraints."
- 42 I appeal my position offer as amounting to an involuntary reassignment without the Civil Service protections which the agency is required to provide in relation thereto.
- 43 _____
- 44 _____
- 45 _____

Soldier, Wife, Mother, Minister

She sits amidst the commotion of the office without showing awareness of it. A smooth, comforting voice issues from her, much like a cleric giving benediction. She is quick to smile and quick to talk about her role outside the office—that of a Baptist preacher.

Pvt. Doris Braden, a clerk at Second Battalion Headquarters at the Missile and Munitions Center and School, will be ordained as a minister Feb. 27. But why would this 24-year-old wife, mother and soldier want to take on an additional responsibility?

"I've been working within my church in Decatur, Ala., for the past nine years," she replied. "I was the vice-president of the usher's board, a Sunday School teacher, and a church reporter for various church conferences. I was also the messenger for the Baptist Association, and I guess that is how I began to know where my place was.

"I first felt the calling for ministry when I was stationed at Ft. Jackson in September while going through Advanced Individual Training. I gave my first sermon then in October."

"I look at soldiers and listen to people in general, to what is hip with them," Braden explained. "Dope, alcohol, all of them doing their thing. It's terrible. The idea of religion turns people off. They seem to think that because I am young, I should be out being hip too. They think that religion is just good for the old folks."

Many people are concerned about the large number of young people veering away from formal, traditional religion. Braden thinks the reason for this is a

credibility gap between ministers and parishioners.

"I think that the reason behind the exodus from formalized religion by many young people is not that they were made to go to church when they were young," she said. "It is because there have been so many drastic changes within the church structure. The same minister they see standing at the pulpit Sunday morning they might see sitting in a club the next Saturday night. I think that this causes confusion in personal moral judgments.

"It's getting worse instead of better. I feel religion in general is not just a Sunday thing, but an everyday thing. If we as ministers would set the correct example, I think that there would be less problems like violence and dope."

Braden says that being a minister doesn't affect her as a woman or a wife. She says that everywhere she has gone, she has been accepted without hesitation by everybody. Her husband, who sings in the choir of her church, is proud of what she is doing.

She will be officially ordained a full-fledged minister Feb. 27. Last month she passed the examination that proclaims her proficient in church doctrine.

Since she's in the Army, what about becoming a chaplain?

"I hadn't really thought of becoming a chaplain," she explained. "I don't think I would be as free as a chaplain to go where I think I'm needed."

At this point in her young life as a woman of the cloth, Braden says she has one goal in mind: "I want to let people know that there is a God and that the wages of sin is death and the gift is eternal life."

Certificates Not Needed

Service school course completion certificates are no longer required in the Official Management Personnel Files for E-1s through E-5s.

However, certificates will

continue to be held in the soldier's field file which is maintained by the unit.

Also, DA no longer requires that efficiency reports be written for E-1s through E-3s. (ARNEWS)

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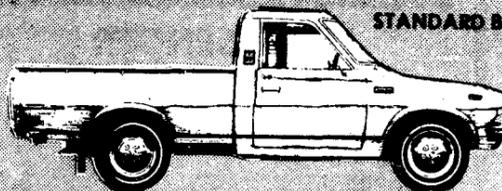
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More Pets For Adoption



She's looking for a home.

The Redstone Veterinary Service's pet adoption program is still operating, but is looking for homes for its assorted animals. Captain James Byrum, post veterinary officer, asks everyone who is able to adopt a pet today.

Among those now available is a white female dog, looking something like a scaled-down retriever. She is about a year old, in good health, very active, and has been friendly with children visiting the clinic. She seems

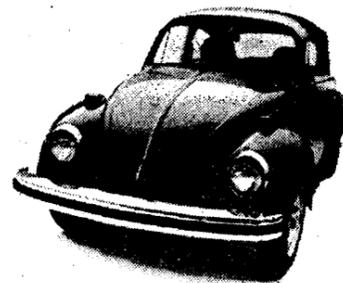
trainable and would make an excellent playmate.

As of Monday, other animals at the clinic include two mixed female dogs, each about two years old, a four-year-old female black and white Manchester Terrier-type, and a grey and white female cat, about six months old.

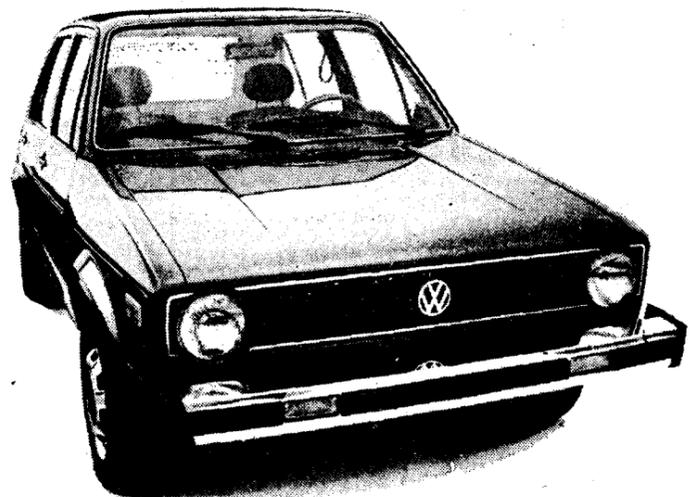
Interested persons should come by the Veterinary Services office in Bldg. 3543 or call Capt. Byrum at 876-2441.

We Welcome Our New Commands: MIRCOM & MIRADCOM

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You To . . .
The



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Redstone Fields Boxing Team

EDITOR'S NOTE: Recreation Services is sponsoring Redstone's first boxing team. Sgt. 1st Class Bennie Hall, Rec. Services NCOIC, is the coach. A former All-Army wrestler, Hall was nicknamed Quicksand by a European Stars and Stripes sports writer for his "ability to put a man away." Hall answers questions about the team as they prepare for Army-wide boxing competition at Ft. Bragg this month. The team practices at 7 p.m. weekdays at the post gym.

Why A Boxing Team?

"The purpose is to prepare boxers for a CONUS-wide boxing tournament where fighters will be selected for participation in All-Army tournaments. The CONUS-wide tournament will consist of boxers from three major areas: TRADOC, FORSCOM, and DARCOM."

What Do You Expect From The Team This Year?

"First year, I would expect that troops really interested in becoming boxers will show a desire to learn, not necessarily with the goal of making the All-Army team."

How Do You Think The Team Will Fare In Competition At Ft. Bragg?

"I think we have two fighters who will possibly make a good showing as first-year boxers. They are Ron Bell of Company C and Steve Edmiston of HHC Mircom."

Did You Have Any Difficulty In Sparking Interest In Boxing This Year In The Command And Among Soldiers?

"I had quite a bit of difficulty getting individuals to come out and participate because most people realize how strenuous the training for boxing is, and with no command emphasis, like time off for training, they don't have the interest to come out."

What About Injuries?

"We have been lucky. So far we have had no injuries in training."

What Are Your Strongest Areas?

"For the two people I've got confidence in as winners, it's their conditioning. They are in good enough condition to box a full bout. Condition is a major factor in boxing."

What Are Your Weaknesses?

"Our weakest area is experience. The fighters haven't got the ring experience they need."

Will There Be Any Matches In This Area Before The Team Goes To Army Competition?

"If possible, I'm in the process now of trying to get a card with the Hazel Green-Huntsville club the first part of February."

As A Coach, What Causes You The Most Difficulty?

"Getting people out for training on a regular basis. I've even changed the hours for training to get the guys to come out every night. We might have seven guys tonight and three tomorrow, and it's been running like that for three weeks."

Do You Feel Semi-Pro Boxing Is Or Has The Potential To Be A Large Spectator Sport?

"I think semi-pro boxing in the proper location with a good fighter would be the largest spectator sport."

Is It Too Late For Other Interested Individuals To Get On The Team?

"It's never too late. Individuals can join at any time if they show a desire and talent for boxing."

Are You Apprehensive About Taking The Team To Ft. Bragg?

"I would like to see the individuals box at least two fights before making a decision."

How Far Along Are Your Practice Sessions?

"Right now we have the conditioning, but it's just a matter of experience. We haven't got room to put up a boxing ring for ring experience. Ring experience is drastically needed before we go to Bragg."

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For Redstone News**

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Students Top Marines, West Remains Tied In Basketball

The 4th SC held onto their Eastern conference lead last week as they strolled past the Marines 66-31 Tuesday night. In the West, the 8th SC and 291st MP's remained tied at five wins

and one loss apiece.

MONDAY

The 7th Student Company chalked up an easy win over Company C 63-30. The 7th's Robison led with 13 points off six

field goals and a free shot. Carter followed closely with 12 points from five field goals and two free throws.

The 291st MP's steamrolled over Company B-84-31. From tip-off till the final buzzer, the MP's dominated the game. Charles Davis led the cops by scoring 32 points in the game, followed by Willie Rice who added 22.

Letterman Hobson led his team with 12.

The conference-leading 8th Student Company blasted the 95th Service Co. off the court 88-44. Steve Slocum led the losers with 12. Washington and Bryant led with 18 points apiece.

TUESDAY

HHC Mircom managed a 57-45 victory over Meddac. Richard Gates handed seven field goals and two free throws to the Mircom total. Marc Hulse led the medics with 18 points coming off eight field goals and two free throws.

Another letter company fell to defeat at the hands of a student company as the 8th tromped Company A 52-37.

Bolt and Chandler were both good for 10 apiece for the lettermen, while Crosby managed eight for the winners.

The 4th SC maintained their perfect record, whipping the Marine Detachment 66-31. Terry

Adams chalked up 20 points on nine field goals and two free throws for the students. Myron Manual helped him along with 18 on eight field goals and two free throws.

L. D. Kozloski lit the scoreboard for seven points on three field goals and a free throw.

WEDNESDAY

In the closest game of the week, Company B squeaked a 36-31 win off the 95th Service Co.

Hobson tallied 13 points for the lettermen and Bill Beckwith tailed him by one point.

Denny Babcock was scoring leader for the calibrators, scoring three field goals and six free throws.

The MP's kept up their winning streak as they handed Company C their second loss of the week 67-41.

Willie Rice added 19 points on eight rebounds and three free shots while Charles Davis was good for 17.

Frazier and Richard James led the lettermen with identical 10-point totals.

The 8th SC took care of the 7th SC 62-50. Louis Lockett and Bryant made half the 8th's total as they racked up 16 points apiece. Carter led the 7th with 15 followed by Robison who was good for 14.

Takes Two to Tango —

But Five for Basketball

The game of basketball was meant to be contested with five players on the court for each team, from the opening tipoff to the final buzzer. Anything less usually means certain defeat for the short handed crew.

That was the fate that befell the RD&E quintet in their valiant effort to derail the front running Corps of Engineers in CWF league play last week.

Coach Steve Smith only had six Researchers available for the big game and two of them went out on fouls forcing RD&E to play the last four minutes of the regulation game plus an overtime period with four players gamely trying to keep up with five Engineers.

The handicap was just too much and the Corps chalked up a 70-64 win to run their record to nine wins in ten starts.

Nike blasted Product Assurance, 75-45, and the Commissary fought off the Missile School, 71-60, to stay within a half game of the lead.

The Researchers got off to a fast start and led throughout the first half. It was 20-12 after one period and 38-30 at the half.

Calude Steele got the Engineers rolling after the intermission hitting on eight of ten field goal tries as the Corps grabbed the lead, and was out front by four, 60-56, when the second RD&E player was ushered to the sidelines after drawing his fifth personal.

Lloyd Brooks hit a jumper to cut the deficit in half but Jerry Dooley broke loose for a driving layup that put the tally at 62-58 with less than two minutes to go. RD&E broke through a Corps stall when Jim Vann intercepted a stray pass and Don Ford turned the miscue into a three-pointer on a layup off a fast break. Ford was fouled on the play and his conversion made it 62-61.

Mel Waters intercepted another Corps pass with 12 seconds on the clock and was fouled before he had a chance to shoot. Waters' first free throw as good to knot the count but the second rolled off.

The overtime belonged to the Corps as Jerry Mullinax hit on a pair of jumpers with Steele and Dooley splitting the nets once apiece.

a single point, 27-26, at the half and the lead changed hands 8 times in the early

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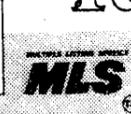
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8th SC	5	1
7th SC	4	2
C Co.	2	4
95th Svc	1	5
B Co.	1	5

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UNIT	GA.	AVG.
Slocum, 95th Svc	5	18.8
Rice, 291st MP	6	18.3
Adams, 4th SC	5	17.8
Lockett, 8th SC	4	17.0
Manual, 4th SC	6	17.0
Davis, 291st MP	6	16.3
Robison, 7th SC	6	14.2
Bryant, 8th SC	4	14.0
Carter, 7th SC	6	12.3
Hobson, B Co.	6	12.2
Crosby, 6th SC	6	12.0



CFC Final Tally

The books were closed on another highly successful Combined Federal Campaign last week with the Huntsville Area response to the needs of the less fortunate passing the half million dollar mark for the ninth consecutive year.

In releasing the final official report, MG George Turnmeyer general chairman for the drive, said that over 91 per cent of the federally employed in the area took part in the annual fund raising effort. Their gifts totaling \$508,613 will be distributed to the designated social service agencies throughout the year.

The 15,634 contributors designated \$87,397 for the National Health agencies and \$15,134 for the worldwide work of the International Service Agencies with a little over \$400,000 to be channeled to united way organizations in 16 North Alabama and Tennessee communities.

The largest individual recipient

agency is the Huntsville-Madison County United Way. The local organization was allotted \$348,354.

Over 80 per cent of the contributions are made through payroll deduction allotments and will be forwarded to the recipient agencies throughout the year.

In addition to the local drive, contributors earmarked donations to the United Way agencies in fifteen North Alabama and Tennessee communities.

The final tally of contributions to these communities shows the following amounts designated for Alabama: Guntersville, \$5,096; Morgan County, \$19,704; Limestone County, \$11,708; Colbert County, \$244; Lauderdale County, \$1,371; Albertville, \$1,611; Lawrence County, \$910; Arab, \$8,877; Cullman County, \$876; Jackson County, \$985; Blount County, \$523; Boaz, \$545; and Ardmore, \$1,067.

Funds designated for Tennessee agencies are: Bedford County, \$82; and Lincoln County, \$4,120.

3rd in Series . . .

Sugar Causes Decay

(This is the third in a series of five articles on dental health published by the Redstone Rocket, in cooperation with the Redstone Arsenal Dental Activity, in observance of National Children's Dental Health Week, February 6-12).

There has been a lot of talk lately about "sugarless" chewing gum. Is it better to chew this than regular gum?

If you must chew gum, the American Dental Association says it is better to chew the sugarless products rather than those that contain sugar. A number of research studies, the ADA says, point out that

dental decay when they are used in gums and other confections as replacements for sugar.

On the other hand, foods and beverages that contain excessive amounts of sugar invite tooth decay.

How does the decay process work? It begins with bacterial plaque—the sticky, colorless substance that is present in everyone's mouth. Shortly after you consume sugary foods or beverages, the bacteria in the plaque begins to produce acids that attack tooth enamel.

With frequent and repeated exposure to sugary substances, these acids wear down the tooth enamel and eventually cause decay.

In order to control this decay process, you must control plaque with proper diet and oral hygiene. By cutting down on sugary foods, beverages and snacks—including chewing gum and other confections—you can break the decay chain.

Grotto Meets

The Huntsville Grotto of the National Speleological Society will meet at 7:30 this evening in Room 419, Humanities Building at UAH.

Trips for next month will be announced and Chuck Lundquist will show films of Cave Salamanders.



WED. OFFICERS

STANDINGS	
Q-8 Keglers	28
76'ers	24
Strike Outs	22
Bushwackers	22
P&P Registers	22
ExASPRators	18
Lucky Strikes	16
Meddac	16
Blackjacks	12
Swingers	6

HIGH ROLLERS	
Hollingsworth 591 (236); Bofenkamp 565 (221); Young 562 (211); Ogozaleck 550, Wells 532.	

ROLL OFFS	
76'ers 8 — Swingers 0	
Lucky Strikes 8 — Blackjacks 0	
P&P Registers 6 — Meddac 2	
Bushwackers 6 — School Brigade 2	
ExASPRators 4 — Q-8 Keglers 4	
Strike Outs 8 — (BYE)	

Dial 112

For Redstone News

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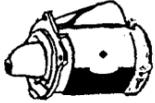
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Over 36 free meals plus 11 great travel bonuses
 (Some restaurants have more than one coupon)



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- | | |
|------------------------|---------------------------------|
| A & A BAR.B.Q. RANCH | TWICKENHAM ROOM—HILTON INN |
| ADAMS & ADAMS CAFE | INTERNATIONAL HOUSE OF PANCAKES |
| ATHENIAN | ISLANDER |
| BEAST & BIRD | MANDO'S |
| CALICO JACK'S | PIZZA INN |
| CARRIAGE INN | RODEWAY INN |
| CEXTON'S | THE CART |
| EL MEJICANO | TWICKENHAM STATION |
| EL PALACIO | WESTERN SIZZLIN' STEAK HOUSE |
| GIBSON'S BAR.B.Q. | THE ELEGANT |
| PEPPER TREE—HILTON INN | |

WINTER-SPRING 1977

Restaurants Welcome Colonial Dining Club Customers.

Huntsville's best restaurants belong to the colonial Dining Club to generate new customers and promote dining out in Huntsville. They know if you try their food, service & hospitality, you'll return again and again.

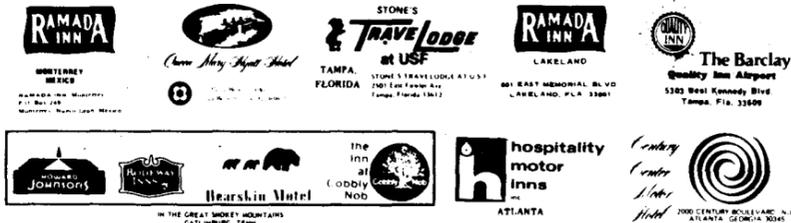
Free Meals Are Not Dated

Memberships for the 1st season are valid from January 1 through June 30, 1977. They can be used any time before expiration because there are no monthly restrictions.

\$15.00 PER SEASON

Two For One Travel Bonuses

These hotels offer all Colonial Dining Club members two nights for the price of one with absolutely no gimmicks. Some even offer 2 meals for the price of one.



You can pick up your membership book at

CENTRAL BANK & Pizitz
 OF ALABAMA N.A. or order by phone
 Colonial Dining Club 533-3451
 or mail in the order blank



TEAR COUPON OFF & MAIL TO ORDER

Suite 105
 806 Governors Dr.
 Huntsville, Alabama 35801

I hereby apply for membership in the Huntsville, Ala. Colonial Dining Club. (R-2-2)

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

Enclosed Find Check () Money Order ()
 For _____ Membership(s) at \$15.00 each.
 Please charge my Membership to
 BankAmericard () Acct. # _____
 Expiration Date _____

Master Charge () Acct. # _____
 Expiration Date _____

Signature _____

Date _____