

The Redstone Rocket

VOL. XXVII; NO. 15 — AUGUST 30, 1978



Hatch Act: watch out!

By HELEN REED

You are a federal worker relaxing at home after dinner. The phone rings. The caller is a neighbor who wants you to help on your street by distributing pamphlets for a candidate for state office.

What do you say?

Aside from the fact that you may have good reasons of your own for not wanting to do that, you better say "No" anyway.

The Federal Personnel Manual says, in part, "Employees may not distribute campaign literature, badges, or buttons."

This is just one of the "don'ts" for federal employees on participation in political activities as outlined by the Hatch Act.

Violation of laws governing political activity can result in removal or suspension without pay for no less than 30 days. There is also a \$5,000 fine for soliciting or making a political contribution in a Federal building.

Here are some of the things a federal employee can't do:

- Serve as an officer of a political party, a member of a national, state or local committee of a political party, an officer or member of a committee of a partisan political club, or be a candidate for any of these positions.

- Organize or reorganize a political party organization or political club.

- Directly or indirectly solicit, receive, collect, or account for assessments, contributions or other funds for a partisan political purpose or in connection with a partisan election.

- Take an active part in managing the

(Continued on page 18)

New pact covers 5,500

Labor agreement reached

Labor and management have signed a new contract covering about 5,500 Army non professional workers at four Redstone commands and agencies.

One of the most significant changes commits both sides to binding third party arbitration in grievances that cannot be satisfactorily resolved locally.

The agreement covering non professionals in MIRCOM, MIRADCOM, the commissary and the communications agency took effect August 22 when signed by the activity chiefs and Raymond B. Swaim, president of Local 1858, American Federation of Government Employees. It is the fifth contract covering the group since Local 1858 first won representation rights for the bargaining unit in 1967.

A contract covering MIRCOM and MIRADCOM professional employees who are a separate bargaining unit is still being negotiated.

Copies of the new agreement will be in

circulation soon in all organizational elements of the four activities.

The signing ended several weeks of bargaining between management and labor. Commenting, Swaim said: "I've never seen a contract I agreed with totally, but that's what makes a negotiation. It's a matter of sitting down, discussing things and working out an agreement. Both sides never get everything they want."

Some of the major changes include:

- Scope of the grievance article has been expanded and bargaining unit members will now use the negotiated procedure to grieve most issues formerly directed to the U. S. Army Civilian Appellate Review Agency. The procedure provides for use of independent third party arbitration of unresolved grievances at the option of either labor or management.

- Union shop stewards no longer retain their appointments if moved from one

(Continued on page 13)

In brief

New Construction

A project to ease traffic congestion in the area of the new PX and commissary by widening portions of Goss Rd. and Vincent Dr. is expected to get underway in September.

The \$395,000 road project provides for widening Goss to four lanes between Gate 8 and the post hospital and adding two additional lanes to Vincent between Goss and Spartan Dr.

Turning lanes are to be constructed at the intersection of Goss and Vincent, on Goss at Skinner Dr. and on Vincent at PX entrances.

Work has already begun to extend Lacrosse Dr. from Vincent into the shopping area and a new access Road from Goss near Gate 8 is under construction.

Traffic volume on the segments of Goss and Vincent to be 4-laned has increased substantially since the new PX opened last year. More congestion will occur this fall as a new package store opens.

OPINION

Tips for a hassle-free move

As the Army experiences one of the busiest and most problem-laden shipping seasons in recent years, attention has again been focused on the Personal Property Moving and Storage Program. Military and civilian moves have increased dramatically and are competing for limited moving capability.

Unfortunate results have developed in many cases. Soldiers have been subjected to unreasonable delays; improper packing has caused unnecessary damage; and inadequate security has led to pilferage. Shipments have been misrouted, arriving months late or not at all, and in some cases soldiers have been deliberately misled.

Even though the peak season is almost over, there are actions commanders can take to ensure that soldiers receive care in moving. Senior commanders have been urged to:

- follow the Personal Property Program closely throughout the year. Sometimes, attention is paid only after something goes wrong with an individual shipment.
- ensure that installation transportation

offices are adequately staffed to handle not only the yearly average workload but also the summer surge. More than half the Army's moves are made from mid-May to mid-September.

- promote total staff involvement in the moving process: transportation, personnel, legal, finance, and information offices all have a role to play.

- make sure soldiers at all levels understand they have responsibilities as well as entitlements for movement of their household goods. Media for conveying this should not be limited to the counseling session provided at the time application for shipment is made. Service members should also be given adequate time to devote personal attention to their moves.

The Army's Personal Property Program constitutes approximately 38 per cent of the annual \$725 million DOD program. It is highly significant from the standpoint of morale as well as money. The impact of this program is such that the personal attention of commanders at all levels should be devoted to its efficient management.

'Let's see your ID,' PX asks

The clerk who asked to see your ID card in the PX doesn't dislike soldiers. She's just doing her job.

In case you haven't noticed or been challenged to prove who you say you are recently, you'll find sales people all over the place — in the PX, commissary and liquor store in particular — checking IDs, even of soldiers in uniform.

Reason is DA put out the word recently that a uniform is no longer to be considered proof positive that the individual wearing it is in fact a soldier entitled to privileges not given civilians.

So don't be put out when someone asks to see your ID. They're protecting something that belongs to you and your family.

Oops!

In the *Rocket* last week Sergeant First Class John A. Cone was incorrectly identified in a caption for the photo of the MIRADCOM change of command.

The caption should have read, "BG Frank P. Ragano stands at attention while SFC John A. Cone prepares to pass the flag to MG Charles F. Means in a ceremony marking Ragano's assumption of command at MIRADCOM . . ."

Letters

Dear Editor:

"It is a violation of Huntsville City Ordinance No: 74-198, Adopted July 22, 1974, to fish or swim in McDonald Creek."

The property on both sides of this creek, where it crosses Patton Road outside Gate 10, is "PRIVATE PROPERTY."

Military personnel residing in quarter on the Arsenal, as well as on Penny Street, seem to think that property owners have no privacy. They come down the side of the creek, screaming, hollering and then when told that it is private property, try to argue that one can not own property where running water drains off.

It is a constant hassle to keep these people away. Just today a lady driving a pick-up truck with an officer decal . . . stopped on the bridge, the kids unmounted, prepared to go fishing. I, instructed them that it was private property; the lady began arguing with me that I could not own the property in question.

For the safety of all concerned, there are water moccasins five feet long in this creek. On the East side of the creek, at the bridge, there are holes some six or eight feet deep.

I would appreciate very much if this notice could be carried in the *Redstone Rocket*, so those who violate the ordinance will know they are subject to PROSECUTION FOR TRESPASSING.

I am the owner of the property on the East Side of Patton Road.

James W. Blackmon,
U.S.A. Ret.

Dear Editor:

In your 23 Aug. 78 issue, Ms. Bloom states that ". . . the original intent and purpose of the Veterans Preference Act of 1944, to recognize and partially reward returning World War II veterans. . ." and ". . . retain a certain amount of preferential treatment for veterans more in line with the intent of the original legislation."

Are these statements conjecture or opinion, or are they documented in some portion of the legislation?

One would expect statements so authoritatively expressed to be supported by references.

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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 2400 Bob Wallace Avenue, Suite 210. Advertising deadline — both display and wanteds — is 10 a.m. Monday before publication.

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Engineers get training mission

In July the Chief of Engineers transferred the Training Section of the Office of the Chief of Engineers (OCE) to the Huntsville Division and it was designated as the Corps of Engineers (CE) Training Management Division. It is now organized as a separate staff section of the Huntsville Division with the mission of administering the extensive OCE Sponsored Training Program.

The OCE Training Program consists of approximately 120 separate technical and administrative courses offered each year. These courses are presented in over 250 sessions at locations throughout the United States. In addition, some 20 classes are offered overseas — mostly in Germany and Saudi Arabia. The class sessions, depending upon subject matter and content, range from two days to three weeks in length.

Over 9,000 students attend the OCE sponsored course each year. Over 7,000 are Corps employees and an additional 2,000 are from Army, Navy and Air Force Facilities Engineering activities. Students from other Federal, State and local agencies as well as selected contractor personnel also attend.

The more than 380 instructors for the most part are experts in a specific field and teach in addition to other duties. They are volunteers assigned to OCE or any one of the Corps Field Operating Agencies and travel to courses as required. Other instructors work for Corps laboratories, universities or contractors.

Charles W. (Wes) Dahlgren, Chief, CE Training Management Division, has moved

from Washington, DC to Huntsville and is responsible to the Huntsville Division Engineer for overall management of the program. Accompanying Wes are Richard G. Sanborn as Chief of the Management and Professional Training Branch and Arthur E. Deckelman, Chief of the Technical Training Branch. Sanborn will coordinate courses sponsored by OCE functional elements: Planning, Engineering, Real Estate, and Support (Personnel, ADP, Financial Management, etc.). Deckelman will supervise those courses sponsored by the Construction and Operations elements of the Military Construction and Civil Works Directorate, in OCE.

Plans are underway to provide additional building space to serve as the OCE Training Center. During the coming year, a number of classes now taught in Southeastern cities will be transferred to the Huntsville Training Center.

Support for the CE Training Division, such as printing, graphics, procurement and supply personnel, and other necessities are being provided by the Huntsville Division's staff.

Recruiting to increase the present staff to 10 persons is underway, with further personnel growth anticipated. The amount of growth and its speed will depend on the training needs that develop from current studies on Pollution Abatement, Energy and Environmental Engineering and how quickly the Training Center concept becomes operational.

50-job RIF hits MMCS

The Department of the Army has announced a reduction in force in FY 79 end strength that will affect about 50 employees of the Missile and Munitions Center and School.

The reduction, to be accomplished by Sept. 30, 1979, follows a drop in the number of students in certain courses and an increase in the hours each instructor spends in the class room.

The reduction, to be accomplished by attritions, is to be effective Sept. 30, 1979. It follows a drop in the number of students in certain courses and an increase in hours each instructor spends in the class room.

It is hoped that there will be sufficient job placements throughout the year to eliminate the need for termination.

An MMCS spokesman said an extensive job placement program is being coordinated with the Redstone Arsenal Civilian Personnel Office to determine the individuals who will be affected, and place them in civil service jobs of equal grade and status.

In a letter to all MMCS employees, assistant commandant Colonel Donald Hanline stated, "In reaching the directed manning posture our primary objective will be to hold the number of adverse actions to the bare minimum while protecting everyone's rights".

The colonel called the announcement "sober news" and promised to inform the employees of final plans and specific details as soon as they become available.



AUCTION

SATURDAY, SEPTEMBER 2—10:30 AM
FT. PAYNE, ALABAMA

Directions from Ft. Payne: Take Highway 35 East approx. 3.5 miles to Keef Grocery and Service Station. Turn right at first gravel road to property. See auction signs.

79 ACRES—ROW CROP AND WOODED LAND

Part of the land is planted in corn, balance real good timber. There is 1/4 mile road frontage, located just outside city limits of Ft. Payne, with city water. There are several good home sites. Property will be offered in 3 tracts and as a whole.

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2:30 p.m.—Fairest of the Fair Beauty Pageant
3:00—Skateboard Competition
6:00 p.m.—Tractor Pulling Contest
Spectacular Dancing Waters Show 3 times nightly in Exhibit Area
7:30 p.m.—Bandstand entertainment in the Exhibit Area sponsored by WBHP
Wednesday night is WBHP Country Club Night.

TUESDAY, SEPTEMBER 5, 1978

7:00 and 9:00 p.m.—Highwire Act featuring King Arthur the Lion in the Grandstand
7:30 p.m.—Youth Talent Contest in the Bandstand
Spectacular Dancing Waters Show
4:00 p.m., Hourly until 8:00 p.m.—p.m.—Storybook characters in the Exhibit Area
7:00—WAAAY Radio Gong Show in Grandstand.

WEDNESDAY, SEPTEMBER 6, 1978

10:00 a.m.—Exceptional Children's Day
4:00 p.m., Hourly until 8:00 p.m.—Storybook characters in the Exhibit Area
2:30—Mutt Show Coliseum parking lot
7:30 p.m.—Bandstand Entertainment
10:00 Fireworks Display
Dancing Waters

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QUESTION: Are military retirees discriminated against because they receive a pension?



Sp4 Evelyn Moore, Co. A—"Yes. Especially if they are double-dippers."



Sgt. Carl Barker, 5th S.C.—"I don't believe they are. There are an awful lot of retirees working right here at Redstone."



PFC William Allen, DENTAC — "Yes, they are. They spent 20 hard years in the military and they earned the pension. When they retire they're trying to make it like everyone else. I think everything should be on an equal basis."



Seaman Lenita A. Harding, 6th S.C.—"I don't know if they are discriminated against, but I think they should earn more, not less than retired civilians. They retired from serving the government. To me, they're special people."

1st Sgt. Johnnie L. Blank, 6th S.C.—"In many cases they are. Many retirees put in an application with a civilian firm and find that they want him to work for less than the rest of the employees — they reason that his retirement pay will make that equitable. And I find that our own government is against us — calling us 'double dippers.' None of the reports on double dipping seem to mention that most working retirees pay enough taxes to cover their retirement check. And, my last gripe, retired senators, whose retirement pay is in the thousands as opposed to the military's hundreds, can hold an ambassador's post. To put it bluntly, it's just not fair."



Military retirees: why do they earn less?

By BILL LOPEZ
ARNEWS Editor

WASHINGTON (ARNEWS) — I knew a retired officer who applied for a job and, before his salary was even brought up, they asked him how much he was getting in retirement," an Army officer remarked.

Is the retired soldier discriminated against because he earns a pension? Is his civilian job income less than he's expected to earn?

Whether or not discrimination is the cause, the soldier retiree does earn less than his civilian peers who have a 20-year headstart in private employment. That's according to a DOD report based on a 1977 survey of retirees. The survey, published last spring, says that military retirees earn an average of \$4,000 less annually than civilians with similar education and in the same age groups.

Retired military officers, the report says, earned an average of \$20,169 in their first full-time civilian job after retirement (not including military pensions) during 1976. Civilians with four years of college, the report says, earned an average of \$23,701 during the same year.

Retired enlisted members (EM) earned an average of \$10,112 in their first full-time civilian job after retirement (not including military pensions) during 1976. Civilians with high school diplomas earned an average of \$14,905 during the same year, according to the report.

The age of officers surveyed ranged from 40-49 and from 35-44 for EM, the same ages as civilians used in the comparison.

Although officers earned an average of 15 percent less than similarly-grouped civilians and EM earned 32 percent less, the trend is improving for officers and is worsening for EM, the report shows.

In 1970, officers earned 21.5 percent less and EM earned only 12 percent less than their civilian counterparts, according to report tables comparing 1970 incomes.

Ten percent of all retirees begin their civilian careers in the federal civil service. But federal jobs still pay the retiree less than his value, the report says. The average officer, a lieutenant colonel, is equated to a GS-14 but begins his second career as a GS-10. Likewise, the E-7 retiree is equated with a GS-6 but begins his second career as a GS-4.

Income during 1976 for all retirees employed full-time, including pensions, the report says, averaged \$20,687 for EM and \$30,697 for officers.

DOD military retirees working full-time account for 56 percent of officers and 70 percent of EM, the report reveals. Only 16 percent of EM are fully retired while 31 percent of the officers are fully retired. Six percent of the officers were unemployed compared to nine percent of the EM. The remainder are semi-retired.

Many retirees are not working in jobs related to their military experience, the

report says. Most, 58 percent, say their present jobs relate very little or not at all to their military specialties. Of that number, 44 percent said not at all. Another 42 percent said their present jobs relate very much or somewhat to their military specialties. (Twenty percent of these said somewhat, while 22 percent said very much.)

Forty-seven percent of retired officers work in professional and technical jobs. Of the total, 27 percent work as managers and administrators and 10 percent are employed in sales.

Similarly, 39 percent of retired EM work in professional and technical jobs, 13 percent as administrators and managers, 11 percent at crafts and associated work and six percent in sales.

Reasons that retired officers gave for leaving the service, in order of the five most often expressed, were: To assume a second career, disability, poor promotion possibilities, failure to get promoted and the possibility of an undesirable assignment. Reasons given by retired EM were a second career, involuntary separation, disability, mandatory time in grade requirements and failure to get promoted.

The "1977 DOD Military Retiree Survey Preliminary Report" was prepared by the Directorate of Compensation, Deputy Assistant Secretary for Personnel Policy and the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics), Washington, D.C. 20310.

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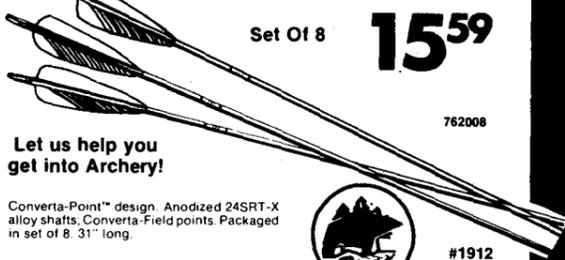
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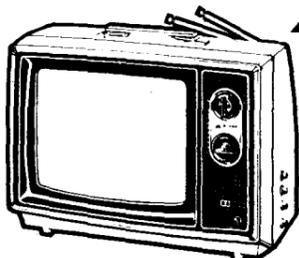
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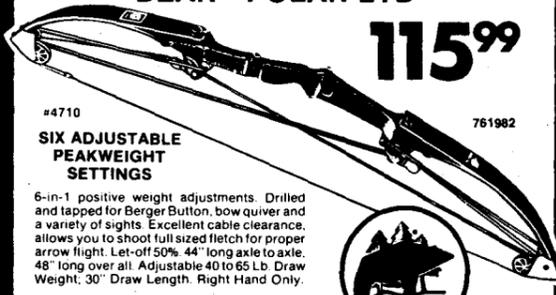


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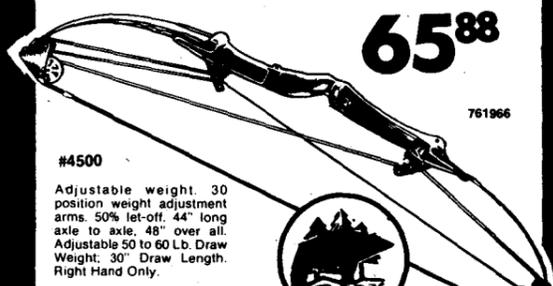


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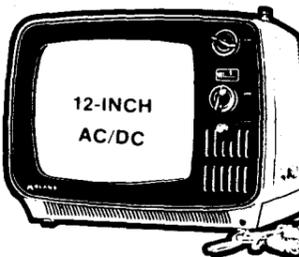
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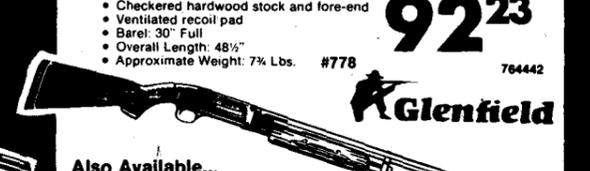
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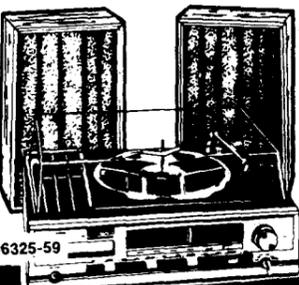
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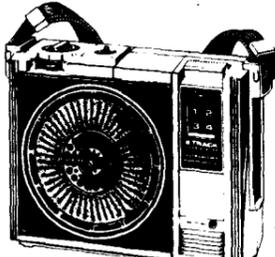
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National president Nelms talks about FEW

By DOMINIC AMATORE

"In the 1950's, when there were no laws on the books, managers said 'We won't promote you; men can only do these jobs.' Managers could be very blatant about discrimination. They did it under the guise of paternalism, but we didn't get promoted, and to me that's sex discrimination."

Thus spoke Dorothy Nelms in her first public address as the recently elected national president of Federally Employed Women, Inc. (FEW). Some 200 Redstone workers and managers, as well as members of surrounding communities, listened to Nelms at a luncheon at the Redstone Officers Club on Thursday.

Nelms retired from government service after a 28-year career, during which she rose to be Director of Executive Resources and Planning for the Department of Housing and Urban Development. She is

now attending law school, preparing for a second career "as a lawyer for or against the government — I haven't decided which."

According to Nelms, in the 1960's women were made to feel ashamed about being associated with the women's movement. She said that extremes depicted in the media — such as bra burning — obscured significant issues, but some positive things came out of the movement and are being capitalized on in the 1970's: the Equal Rights Amendment; training and development opportunities for women; new career and promotion opportunities; and the first National Conference on Women, held in Houston last year.

"What do women want? What is it they are looking for?" asked Nelms. The answer is in the 26 planks of the women's plan of

action, voted for at the Houston conference, she said.

In the 1980's, said Nelms, women will be "demanding, not asking, for opportunities," and "no longer apologizing for the things we do."

"Women have to work together," she said. "We can't let people deliberately divide us. . . . We have to understand, and most important, take a stand on important issues."

In the following interview, Nelms talks about her plans for FEW, the organization's image, the nature of "affirmative action," the difference between equal employment quotas and goals, accountability for federal managers who fail to make progress in equal employment of women and minorities, the importance of how a woman views herself and other women, and more.



QUESTION: In a recent Federal Times interview, former FEW president Mae Walterhouse said that FEW changed its image last year, that it has become "angry" and "radicalized." Is that how you view FEW?

ANSWER: I don't necessarily share all of Mae's points of view. . . . I think we have had a lot of angry women in our organization for some time. I think they are now working together in a more formalized way to accomplish some of the objectives of our organization. I'm not so sure it's really changed our image. . . . but I think some of our angry, more active, more vocal women are taking a more responsive role in where the organization is going.

QUESTION: In your speech here you said that in the 1980's women are going to be "demanding and not asking for opportunities" and that "they will no longer be apologizing for the things they do," but you also said that "tact and diplomacy are things that we can't work without." Are those contradictory things?

ANSWER: I don't think so. The point of tact and diplomacy is you don't turn people off. When you turn people off they don't even hear you. So the idea is to be heard. Okay? You can demand it, and in such a way that you're not turning them off at the same time you're doing it. So I don't find a contradiction between the terms.

QUESTION: As a newly elected president of FEW, what immediate goals have you set for yourself and your organization?

ANSWER: We have two sets of goals, an internal set and an external. External is our work with the Equal Rights Amendment and other legislation such as modification of veterans preference, the Rockefeller pay plan, the recent amendments to the social security act. These are legislative thrusts that we have to be very busy with over the next few months.

Internally, I have set goals in the area first of all in communication within our organization: to let every member know what our goals are, that every member can identify with them and work for them; to develop our newsletter and other means of communication so that we're all going after the same goals and hopefully can accomplish them more effectively.

My second (internal) goal is in the area of training officers in our organization. I think we have a perfect feel for developing leadership skills in women. We have to exercise those skills, and complementary with this we need formal training, and we will start providing that this year.

QUESTION: You are a charter member of FEW.

What has FEW accomplished in its decade of existence?

ANSWER: I guess when I look at our primary accomplishments it's developing a working relationship with the Civil Service Commission. . . . There was a lot of antagonism between the two organizations. They had the feeling that FEW was trying to usurp their responsibility, FEW was trying to monitor them and honcho them into activities. I think if we had any significant achievement it's that we have convinced the Commission that we can help them just as they can help us.

Secondly, I think we've had an impact on the Federal Women's Program in most agencies, in the selection of and the development and training of Federal Women's Program Coordinators in different agencies.

Third, it's in the area of training of our members to know what the Civil Service System is about: merit promotion, adverse actions, their rights and responsibilities, and what the government's responsibility is. I think those have been our three main accomplishments.

QUESTION: What percentage of women civil servants belong to your organization?

ANSWER: Well, we have between 8-9,000 members. There are, if I recall correctly, 750,000 federal women employees.

QUESTION: Do you think that you have enough of a membership to fulfill your objectives or do you need to get more women involved in your activities?

ANSWER: Well, another one of our goals is to increase our membership, and I figure that comes after we provide something. We've got to be clear in what our goals and objectives are so people can identify with them and join our organization. I still say we have clout because of our association with the Commission and our accessibility to the heads of agencies located in Washington and the fact that we have a large number of members in that area.

QUESTION: Most women employed by the federal government are in low-graded jobs, mostly in the clerical field. Have they joined FEW in significant numbers?

ANSWER: I guess we have two views. In the urban areas like Washington, Denver, San Francisco most of the members are in the middle and upper grades, and we have had a push to try to encourage women in the lower grades to join so they don't get this idea that it's only for people in middle and upper grades. In our more remote places like military installations we do have a large percentage of women in low grades.

QUESTION: What can FEW do for these lower-graded clerical women?

ANSWER: Well, we do quite a bit in the area of career development, in helping people to understand what their potential is and the kinds of opportunities there are to develop themselves, to get an awareness in them that they can be mobile, that they don't have to stay just where they are the rest of their lives, and a heavy investment in trying to explain to them what upward mobility programs are.

QUESTION: What about training for these people?

ANSWER: We have broadened our national training programs, which we give every year, to include a variety of workshops. . . . on career development, personal development, and on the federal government system. Those are the three primary areas. So we have workshops that are geared for women in all grades.

QUESTION: What do you think of the Sugarman plan? What do you think its chances are of being implemented in DOD, considering Congress' reaction to it thus far?

ANSWER: I have a kind of tacit agreement with Mr. Sugarman that I will not talk too much about the

Sugarman plan until after I meet with him next week. I really would rather not comment until after I meet with Mr. Sugarman and Mr. Campbell over the next couple of weeks.

QUESTION: Critics of the Sugarman plan say it undermines the merit system. An item under the "Goals and philosophies" of your organization is "To improve the merit system in government employment." Do you think there is a contradiction between getting more women into government employment and into higher graded jobs on the one hand, and the merit system on the other?

ANSWER: Well, I guess I have a dichotomy about it. I do think it does something to the merit system because we have so many women in the government that are more or less waiting to be discovered, that have the qualifications, the potential and the abilities to hire these jobs. On the other hand I also have the feeling that women need to be hired at higher grades and not have to deal with "trickle up," going from grade 5 training on up the ladder to other grades. I would hope that wouldn't undermine the merit system in that they're going to hire people who are qualified for the jobs. What it will do is cut off some opportunities for women already in the government, but I do not see it as undermining of the merit system.

QUESTION: There have been indications that many Americans feel that "affirmative action" is federalese for "reverse discrimination." How would you respond to that?

ANSWER: I have some very strong words but I shall try to calm them down a little bit to give you an answer. Affirmative action is not a form of reverse discrimination. There are laws, executive orders, which say there will be no discrimination in the federal government on account of specified factors: race, color, ethnic background, sex, and now age. Affirmative action is merely the structure developed in the government to make sure or to lessen the possibilities that discrimination will occur because of one of these factors. Affirmative action is designed for that purpose, and it forces a manager to look at a variety of candidates for a particular job. It forces the personnel community to be more creative in their recruitment sources for particular kinds of jobs and the end result is we see more minorities and women on best qualified lists. . . .

QUESTION: Do you believe that the government should have quotas for the number of women and minorities they employ?





FEW president

(From preceding page)

ANSWER: No, I don't believe in quotas.

QUESTION: A lot of people who don't believe in quotas say they believe in something called "goals." Is there a difference between goals and quotas?

ANSWER: Quotas to me connotes that a person will try to get up to certain numbers; they are not dealing with quality but more or less with quantity. They are not concerned with retention once they have reached these quotas. I see goals as being more specific in that you not only achieve the objective, but you also have to talk about the support structure that you are going to have to put in to retain people, the promotional aspects of where they're going to go, etc. I see goals as putting us more into a long range approach . . .

QUESTION: In Mae Waltherhouse's Federal Times interview, she said that "Women still have to work twice as hard and be twice as competent as men. There is an increasing emphasis on productivity in federal agencies. If a federal manager wants to do his job, he's going to get more mileage out of women." Do you agree with that statement?

ANSWER: If you look at some of the things she said, I agree with them. I still believe that in many cases women have to prove themselves in many more instances than men have to do in the same circumstances. So that's a part of what she's talking about: women have to work harder than men have to work. Part of what she says about getting more mileage out of women has to do with a remark I made earlier that women have to stop being grateful for things. We do tend to be grateful that we got a grade 13 when we're the first grade 13. We do tend to be grateful that we got a 14 or something and consequently we work like hell to live out our gratitude for that kind of job. That's the kind of thing I think we need to turn around. We don't have to be grateful for getting a 13 if we're qualified for it and we can do the work. We don't have to be grateful for anything. So in essence I agree, but I just would state it in a different context.

QUESTION: I got the impression from Waltherhouse's statement and from things I've heard other women say that perhaps women's organizations are trying to create a new female stereotype, the "superwoman."

ANSWER: I would hope we're not trying to create that . . . I would hope that we would have an impact on the way of life of the executives, that we would not have to emulate what they call "life at the top," that we would have some impact and make it more palatable,

more acceptable, and more humane. And I have been at the top so I can tell you it's none of those three right now.

QUESTION: One more Waltherhouse question: she said that President Carter should fire his own cabinet heads if they don't achieve equal opportunity. Do you agree?

ANSWER: Mae is making an extreme statement which reflects on (the fact that) there is no accountability system in the federal government now for people who don't conform to hiring practices, promotion practices, etc. within their agencies. Now we may be getting into it with this new EEOC that's being devised, where we're getting rights similar to those in the private sector that have recourse to EEOC. Now when that new agency is functional and when their charter is outlined, we may be heading down the road toward accountability more definitively in the federal government.

QUESTION: It's my understanding that one of FEW's activities is to combat attitudes of both men and women which prevent full realization of the potential of women in federal employment. What are some of these attitudes?

ANSWER: Well, first of all, starting with our own organization, at every training session we give, regional or national, we have what we call a workshop on racism and sexism, to start purging within our own organization attitudes that are contra to our objectives. When we discriminate against each other . . . then we're defeating our own purpose as an organization . . . That's the biggest step we've taken so far. At our training programs, we also have specific workshops we invite managers to attend, where we deal with managerial behavior vis a vis managerial attitudes, and we try to stress that managerial behavior, behaving as though you do not believe in discrimination and do not discriminate, is more important than your attitude.

QUESTION: Often we hear that images of women are not what they ought to be, that a certain role has been created for them by society . . .

ANSWER: You're getting into one of my favorite areas. There is very definitely in this country a cultural effect of the difference between how men and how women are brought up, and this has affected women in their performance in many, many ways. For example, many women that I know have had for a long time a low level of aspiration. They have not generally been trained to achieve a lot in the way of career development and advancement, and consequently they don't go into a job with the idea that 'I'm going to be the boss of this organization someday.' They go in with the idea that 'I'm going to do this job and I'm going to do it to the best of my ability,' and they don't go in with the idea of advancing. The men have been taught 'You've got to achieve. You're going to be the head of a household someday; you're going to have a wife and kids to support. You're going to make the most money you can ever make.' So that's just one area, the level of aspiration that's instilled in women.

A second area is self-esteem. Very few women have been from childhood given the idea that they should have a lot of self-esteem. They've been taught to serve

others. They're to take care of their husbands and their children and their family and do all those other supportive kinds of things.

Those are just two examples of what I'm talking about, the cultural differences, and they make women look at themselves in a different kind of way, and that's what we've tried to reach through some of our training workshops: to help women to see that this is there, and what it is they have to do to combat these kinds of things. You can't lay a formula out and say 'this is a formula for developing self-esteem.' They've got to recognize they don't have it and then individually work out a way to start getting it, to do the things that give them a feeling of worth, value and achievement.

QUESTION: Is there a danger of a relatively small group of women trying to impose their own self-image upon other women, and claiming that it is a universal? Is there such a thing as the "real" woman, a quintessential woman hidden beneath social and cultural roles?

ANSWER: I would hope that this is not the case. I think when I said we don't impose a formula for getting self-esteem, or a formula for questions like how do you look when you have a high level of aspiration? how does the successful woman look? I think what we do is create an awareness for people to understand where it is they need development and for them to start working on it. The quintessential woman — I would hope we're not trying to achieve anything like that, or a universal woman. Each woman has an individual potential, and that's what we're trying to develop, and it can be homemaker, it can be secretary, it can be major general.

QUESTION: Then it's fine to be a homemaker?

ANSWER: Yes, if that is your choice. But the biggest thing is in their cultural upbringing women have not had a great choice in what they ended up doing. They were more or less forced into roles by society. A woman doesn't have to be ashamed because she is a homemaker if that is her choice and that's what she wants to do. That's a valuable contribution to this country.

QUESTION: Why is there such a small percentage of women in the higher grades of government service? How can this be changed?

ANSWER: Well, a number of reasons go back to the very obvious tendency not to promote women or give them opportunities for which they were qualified, that if there were a choice of selection a male was selected . . .

A second aspect has to do with women themselves, their lack of initiative to move themselves forward or to try to take advantage of opportunities that might have been available to them. That's two.

Number three, we've never had for women a kind of support structure in the federal government to encourage a person . . .

We need this kind of support structure, to write letters to agencies promoting candidates for high-graded positions, to urge women to apply for such positions and to be mobile geographically if necessary. Also, management needs to develop career paths for women workers, create bridge jobs for them, so they can advance to their full potential.

Roddy to address AUSA group

BG Patrick M. Roddy, MIRCOM deputy commander, will speak tomorrow at a luncheon kicking off 1978-79 activities of the Women in Action group of the Tennessee Valley Chapter, AUSA.

Also on the program will be a presen-

tation by the University of Alabama. Participating will be Dr. Reese D. Kilgo, Dr. Carol A. Roach, Heidi Malmquist and Anneliese Dilworth.

The event will be held in the ballroom of the Officers Club beginning at 11:30 a.m.

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Company Flag Football season to begin soon

The Sports Office held the organizational meeting of the 1978 Company Level Flag Football season Wednesday and established Sept. 18 as opening day.

Three games are planned for each night, Monday through Thursday, at flag football field south of Patton Road near Tin City.

Eleven teams signed up to compete and

were placed in conferences as follows:

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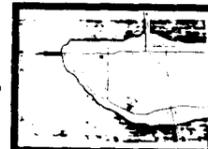
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Soldier of month Brier: 'I studied hard'

When Specialist 4 John Scott Brier completed the Improved HAWK missile launcher repair course last October, he was the only soldier in his class without orders to Germany. His orders were for Company A, MMCS.

Since then, Brier reports, "I've just been doing what expected — repairing launchers at the school, pulling duty, whatever." His supervisors and chain of command ob-



JOHN BRIER

viously agree. They recommended him for soldier of the month.

However, being recommended doesn't mean begin selected. There is more involved. Brier said, "I studied hard — military knowledge, customs and courtesy. I also checked the newspapers and TV for current events." However, he came back from July's soldier of the month board without the title.

But, he said, "The experience helped. You have to sharpen yourself up. You're not going to fool three sergeants major a bit. You have to know what you're talking about. The soldier of the month board is a lot tougher than a promotion board."

With the experience and a little more studying behind him, Brier returned to the competition and was selected as soldier of the month for August. He has received a check and a savings bond, each for \$25, a Letter of Commendation from the post commander, a wall plaque and a desk plaque and dinner for two at the NCO club. He is looking forward to dinner and overnight accommodations in Huntsville, courtesy of the Chamber of Commerce.

The basic criteria for selection of soldiers of the month are military appearance and knowledge of military subjects and current events. These are factors that can be prepared especially for the board. But attitudes take longer than a month or two to shape. What is Brier's attitude toward the Army?

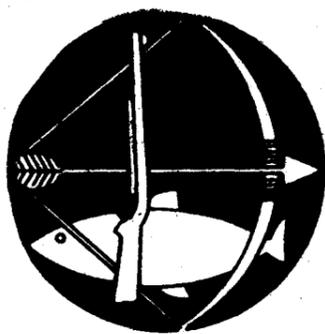
"I'm definitely career oriented. I think the Army is one of the best, if not the best

organizations in the world." He credits this esprit de corps to "The members and former members of Co. A, 2d Battalion, 109th Infantry, 28th Infantry Division of the Pennsylvania National Guard. They are a

super bunch of guys."

Brier belonged to that unit for nine years before he decided to enlist in December of 1976. He, his wife Shannon and daughter Cordette reside on Redstone Arsenal.

MON.-FRI.-9 A.M.-5 P.M. — SAT. 9 A.M.-4:30 P.M.



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Richard Kisling engraves identification numbers on bicycle

Bicycle registration Tag that two-wh

A bicycle registration conducted by the MPs in the east parking lot of the Bicentennial Chapel Saturday morning drew an enthusiastic response from the Redstone community.

A steady stream of young and old bicyclists appeared throughout the morning to take advantage of the added security registration provides.

MPs first took down the bicycle's registration number and noted its physical characteristics. Then they engraved the

number and the owner's name on the bicycle. The number could be for the last four numerals of the owner's social security number. Children, the elderly and those who also receive decals

The purpose of registration is to help prevent bicycle theft. Registered bicycles are engraved with their registration number and the owner's name. So registered bicycles are easier to identify if stolen and also increase the chance of being recovered if s



Jeremy Harris, left, and brother Gary wait to register



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Youngsters crowd around John Garceau as he works



Walter Gotto, NCOIC of Traffic, gets bike info from Perry Brock Jr

Things to do

REC CENTER

Monday — Hot dog supper at 6 p.m.
Saturday — Arts and crafts program, 6 p.m.
Ceramics, woodworking, leathercraft, photography, auto repair.
Sunday — Musical comedy program with Rock of Ages Band. At 7 p.m.
Monday — Horseshoe pitching for prizes at 7 p.m.
For more information on Rec Center activities call 876-4531.

Protestant Services

Sunday — Sunday School at 9 a.m., Bicentennial Chapel. Morning Worship at 9 a.m., Post Chapel and 10:45 a.m., Bicentennial Chapel. Youth Services at 5 p.m., Bicentennial Chapel, Evening Worship at 7 p.m., Bicentennial Chapel.
Tuesday — Officers Bible Study at 6 a.m., Post Chapel. Church of God Fellowship, 7 p.m., Post Chapel.
Wednesday — Prayer Breakfast at 6:15 a.m., Rec Center. Ladies Bible Study at 9:30 a.m., Bicentennial Chapel. Chapel Choir Practice at 7 p.m., Post Chapel.
Thursday — Officers Bible Study at 6 a.m., Post Chapel. Chancel Choir Practice at 7 p.m., Bicentennial Chapel.
Friday — Navigator Bible Study at 6 p.m., Post Chapel.

CATHOLIC SERVICES

Saturday — Confessions at 4 p.m., Post Chapel. Mass at 5 p.m., Post Chapel.
Sunday — Mass at 9:30 a.m., and 12:15 p.m., Bicentennial Chapel. CCD at 10:45 a.m., Bicentennial Chapel. Mass at 11 a.m., Post Chapel.
For more information on religious activities call 876-2337.

MEETINGS

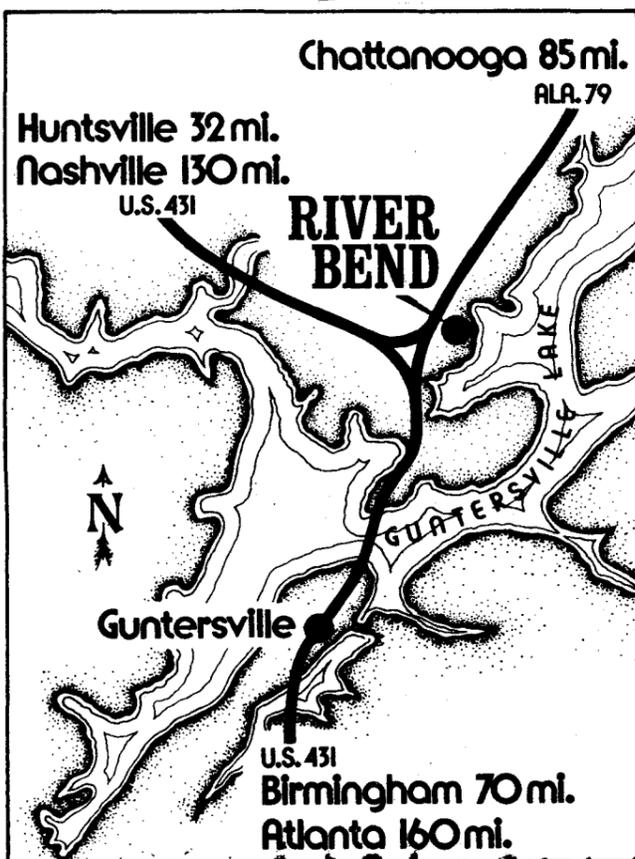
THURSDAY — North Ala. Railroad Club at 7 p.m., Huntsville Depot. Interested persons invited.

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Things are poppin' on TA 6

By BOB HUBBARD

Business is booming at Redstone's Test Area 6 and seldom a day goes by that Curt Taylor and his crew don't get a bang out of their work.

Taylor, the soft-spoken team leader of a dozen Army and contractor test experts, shoots missiles nearly every day down the well-instrumented layout which, not surprisingly, has become one of the Army's busiest small-missile complexes.

"We fired more than two thousand Dragon and TOW missiles last year," said Taylor, "and looks like we'll shoot for some time to come. Heck, we fired ten missiles yesterday in about two hours."

A voice boomed suddenly over the blockhouse loudspeaker:

"Attention all personnel! On my mark the time will be T minus twenty seconds and counting . . . Mark!"

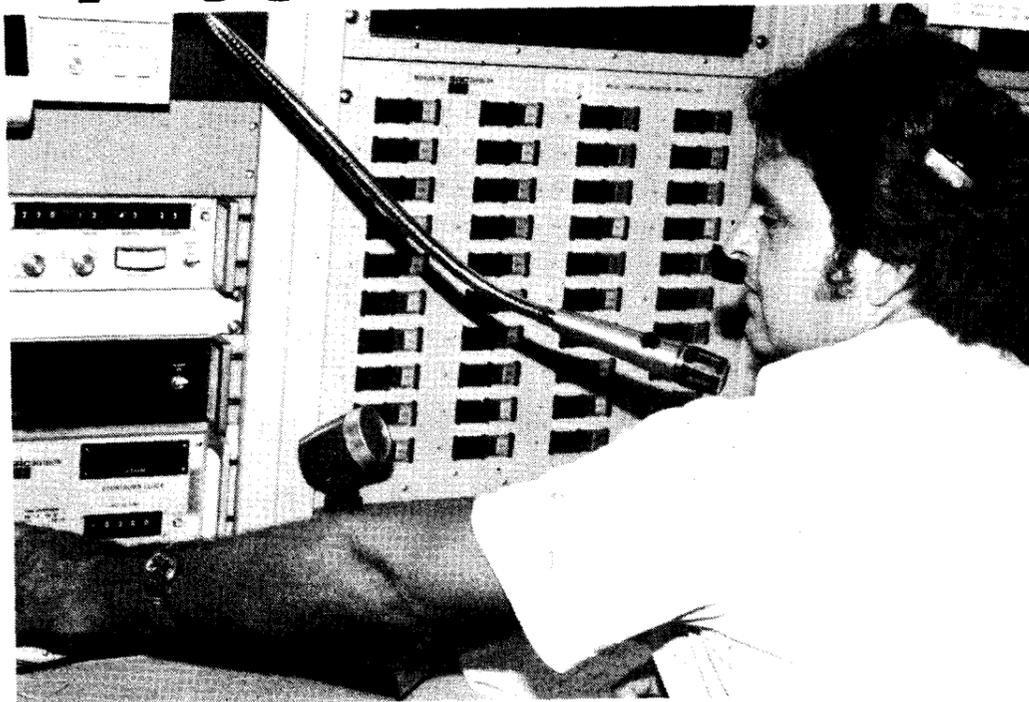
"Excuse me a second," Taylor said. "We've got some tests going this morning."

The voice continued, ticking off the seconds: "... four . . . three . . . two . . . one . . . zero . . . FIRE!"

Almost in unison, there was a deep-throated 'bar . . . ROOM!' and a Dragon missile popped out of the blockhouse launcher and sped toward the fixed target 1,000 meters downrange. Seconds later came the word: a direct hit.

"Reliability during the past year or so has been outstanding," Taylor said. "That hasn't always been the case."

"When we first started shooting, we took



Harold Yeager mans the firing console and programmer

all day to get off one missile," chimed in Harold Yeager, the voice of TA 6 who was sitting nearby at the firing console and programmer. "Now we can shoot twenty or more missiles a day."

Test Area 6 is attached to MIRADCOM's Flight Operations Division, Test and Evaluation Directorate, but supports MIRCOCOM's TOW and Dragon 'fly-to-buy' program. That's the Army's program to pull random samples of contractor missiles off the production line and test them to make sure they work before the Army buys them.

"We also shoot missiles to check out changes or product improvements, stockpile reliability, and miscellaneous tests. Operational limits range from minus twenty-five degrees to plus one hundred forty five," Taylor said.

Since firings began at TA 6 in 1971 with TOW and Dragon in 1974, the Army here has fired approximately 4,000 Dragons and 1,500 TOWs, Taylor said, explaining that at one time the Army had two contractors, McDonnell Douglas and Raytheon Company, both supplying Dragon missiles for testing.

Biggest success indicator, naturally, is for the missile to hit the target— usually 7½ by 7½ feet at 3,000 meters for TOW, and 4½ by 5 feet for Dragon at 1,000 meters. But recoil and muzzle velocity data is required on Dragon and must be within specified limits before the Army accepts the missiles.

"Attention all personnel!" the familiar voice of Yeager again crackled over the

loudspeaker, again there was the customary countdown, signal to fire and again the resounding 'bar . . . ROOM!' The report sounded like an instant replay: another hit.

"These missiles we're testing now have been in the hands of troops, stored for a few years in Europe," Taylor continued, apologizing again for the firing interruption. "They're old rounds but thus far the reliability has been good."

Yeager, glancing around at the blockhouse interior, television monitors, computers, flashing lights and data gathering equipment, said in answer to a question: "This is the best job I ever had. I love it. I think it's exciting and meaningful, we're doing something worthwhile, like pulling back these old rounds produced way back in the beginning and testing them for reliability."

Although they're Army 'shootists' and firings and target hits have become predictably routine, occasionally there is the unexpected.

"Once we hit a bird and knocked it out of the air," Yeager recalled. "Another time, a missile failed, skidded along the ground and one of the fins must have caught a rabbit. There was fur all over the place. And once we almost hit a deer — it came out of the woods and ran across right in front of a missile."

In addition to Taylor and Yeager, the firing team includes Manuel Garcia and Gilbert Orr from Flight Operations; Mike White, Richard Quick, Dennis Olive, Howard Keller and Walt Wilson, New Technology Inc.; Shelton Beard, Product Assurance Directorate; Jerry Drake, Raytheon; Bill Milligan, Hughes; and Fred Gokee, McDonnell Douglas.

The crew has its own personalized flag hanging in the blockhouse, stretching more than eight feet long, red with a TOW and Dragon emblem. It was presented to them just recently by Col. Arthur Goodall, former TOW-Dragon Project Manager when he left Redstone. The flag was hand sewn by Mrs. Goodall.

About that time, a visitor was walking out of the blockhouse.

"Hey, don't rush off," Taylor yelled. "We've got some firings right after lunch."



Richard Quick monitors Dragon firing

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Springtime in South America
NOVEMBER 4-18, 1978

Redstone Recreation Association is planning a fascinating trip to Rio de Janeiro, Iguassu Falls, Brazil; Buenos Aires, Argentina; Lima and Cusco, Peru with an excursion to Machu Picchu, and a visit to Bogota, Colombia before returning home. There are still some spaces left on this tour. For more information, call Gisela Galzerano, at 883-2093.

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(From front page)



NEW CONTRACT — Raymond B. Swaim, president, Local 1858, AFGE; MG Louis Rachmeler, commander, MIRCOM, and BG Frank P. Ragano, Commander, MIRADCOM, sign the new agreement

covering about 5,500 non-professional workers in the two commands as well as the commissary and Communications Agency-Redstone.

organizational element to another unless redesignated by the union.

— A union representative will be named to the EEO Advisory Committee and the union may nominate candidates as EEO counselors.

— Seniority for shift assignment was changed.

— A new article has been added detailing union and management support for the Alcohol and Drug Abuse Prevention and Control Program.

Negotiators

Union negotiators included Everette Brouillette, chief; Lester G. Mitchell, James C. Harrington and James Hollingsworth.

The management negotiating team was headed by G. Richard Wright and included Charles D. Cox, Jimmy T. Temple and Harry L. Trent.



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RFCU contract awarded

A \$136,000 contract was awarded last week to McAllister and McQuinn Co., Huntsville, for construction of a new Redstone Federal Credit Union branch office.

The 2,000 square foot, one-story brick building will be located directly across the parking lot from the Post Exchange.

Construction is expected to start in the near future and be completed by the end of December.

The new branch office will be fully equipped with five teller stations, a counselor's office, a remote teller unit open day and night, and a night depository.

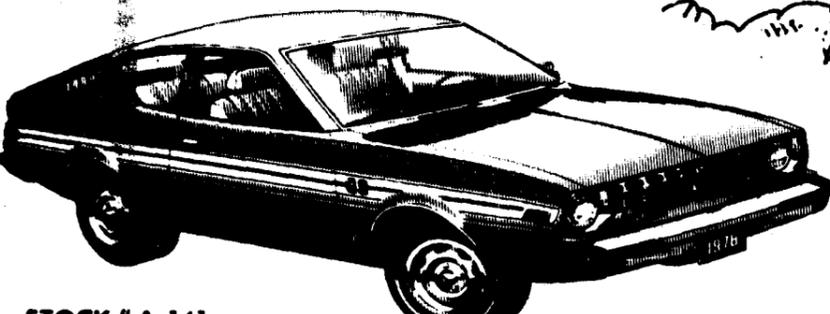


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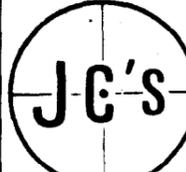
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Bauer 25 Stainless, auto., reg. 99.95	Sale \$79.95
Colt Combat Commander, 45 nickle, Reg. 259.50	Sale \$225.00
Colt Trooper, 4" nickle, reg. 280.95	Sale \$239.95
ONE ONLY—LIKE NEW! S&W 44 Mag., 6½" blue	Sale \$299.95
ONE ONLY—LIKE NEW! Colt Python, 4" nickle	Sale \$300.00
Ithaca LSA-55 Rifle in 270, 30-06, 243 Reg. 329.95	Sale \$229.95
S&W Auto. Shotgun M-1000, 12 ga. or 20 ga. Reg. 307.00	Sale \$257.50
S&W M-19 4 or 6" Bbl.	Sale \$199.95 ea.
S&W M-29 6½" Blue, "new"	Sale \$350.00
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Years of study pay off in masters degrees for pair

Between them Edmund Davis and Millard Jernigan have spent almost 50 years pursuing their college educations. Last week this half century of striving paid off when the Florida Institute of Technology (FIT) awarded the two Metrology and Calibration employees their masters degrees.

Both Davis and Jernigan enrolled in universities in 1954, but careers and families intervened before either man could obtain his degree.

The Army provided the first interruption in Jernigan's education. Following his discharge Jernigan was hired by the Army Metrology and Calibration Center (AMCC) here. Frequent TDY's and the respon-

sibilities of a growing family kept Jernigan from actively pursuing his studies until 1972.

"But in November 1972 I said to myself it was time," Jernigan said. "I started with Calhoun College and finished my associate degree in 1973. I entered UAH immediately, and attended evening courses every quarter until I finished my bachelors in November 1976."

Military life did not interrupt Davis' college career. He did not begin college until after his discharge from the Air Force.

For Davis, as for Jernigan, providing for his family was more important than any graduation plans, but Davis continued taking courses on his own between

assignments and TDYs. He received his bachelors from the University of Texas in El Paso in 1971.

A tour in Germany as a Missile Maintenance Technician for HAWK in the early 1970s delayed Davis' post-graduate work until his assignment to Redstone in 1976 as an Equipment Specialist.

Davis said, "As soon as I came back I enrolled in FIT's evening study program here, taking two courses every quarter. I accrued enough credits to graduate with an MBA in Logistics this June."

This summer also saw Davis graduating from the Logistics Executive Development Course (LEDC) given at the Army Logistics Management Center (ALMC).

Davis hope to continue taking courses "to develop myself, and help me do my job better." He expects to complete the requirements for a doctorate within the next five years, and toys with the idea of one day teaching a course in Business Logistics.

Jernigan, however, hopes for a little more breathing space between his FIT Master of Science in Logistics Management and any future degrees.

When Jernigan was selected for the Material Acquisition and Readiness Executive Development Program (MARED) his reviewing board urged him to complete his masters as soon as possible. Through the co-operative degree program offered by ALMC and FIT Jernigan completed the LEDC and all other requirements for his masters in 10 months.

"I will continue taking courses from time to time to stay abreast of the latest theory and techniques in the field," Jernigan said, "but for the foreseeable future I plan to enjoy camping in my off-time instead of studying."



Jernigan, left, and Davis congratulate each other upon graduation

THE REDSTONE ARSENAL GRADUATE CENTER



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Announces addition of a MASTER OF SCIENCE IN ENGINEERING MANAGEMENT to the degree programs offered in Building 7446. Currently available degree programs are:

MASTER OF BUSINESS ADMINISTRATION
Concentration: CONTRACT MANAGEMENT
LOGISTICS MANAGEMENT

MASTER OF SCIENCE IN ENGINEERING MANAGEMENT

MASTER OF SCIENCE IN SYSTEMS MANAGEMENT

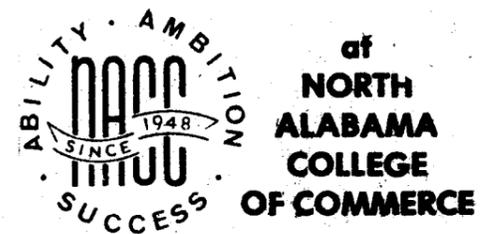
MASTER OF SCIENCE IN CONTRACT AND PROCUREMENT MANAGEMENT

Registration is now open for the Fall 1978 Quarter for the following courses:

COURSE # AND TITLE	CLASS BEGINS	CLASS ENDS	CLASS NIGHT
SM 5001 MANAGERIAL ACCOUNTING & CONTROL	9 OCT	18 DEC	MONDAY
SM 5074 INTERNATIONAL LOGISTICS	9 OCT	18 DEC	MONDAY
CM 5031 PROCUREMENT - THE LEGAL CONCEPTS	9 OCT	18 DEC	MONDAY
SM 5005 ECONOMIC ENVIRONMENT OF MGMT. II (MACRO)	10 OCT	19 DEC	TUESDAY
SM 5017 PROGRAM MANAGEMENT	10 OCT	19 DEC	TUESDAY
SM 5032 PERSONNEL MGMT & INDUSTRIAL RELATIONS	10 OCT	19 DEC	TUESDAY
CM 5011 PROCUREMENT & CONTRACT MGMT & ADMIN I	11 OCT	20 DEC	WEDNESDAY
SM 5022 ANALYTICAL METHODS IN MANAGEMENT	11 OCT	20 DEC	WEDNESDAY
SM 5062 LOGISTICS POLICY	11 OCT	20 DEC	WEDNESDAY
SM 5004 ECONOMIC ENVIRONMENT OF MGMT I (MICRO)	12 OCT	21 DEC	THURSDAY
CM 5017 CONTRACT AND SUBCONTRACT FORMATION	12 OCT	21 DEC	THURSDAY
SM 5007 MANAGERIAL STATISTICS II	12 OCT	21 DEC	THURSDAY

For information contact F.I.T. Resident Director, Dr. L. M. Winter or Mrs. D. C. Thomas, 876-1581 or visit the Center in Building 7446 on Warehouse Road, weekdays between 0900-1630.

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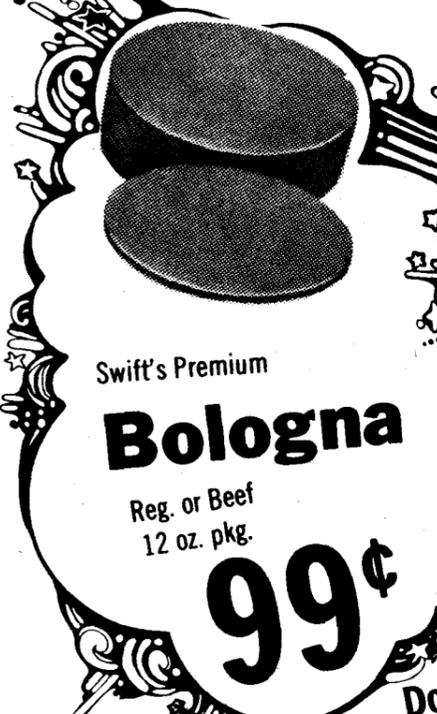
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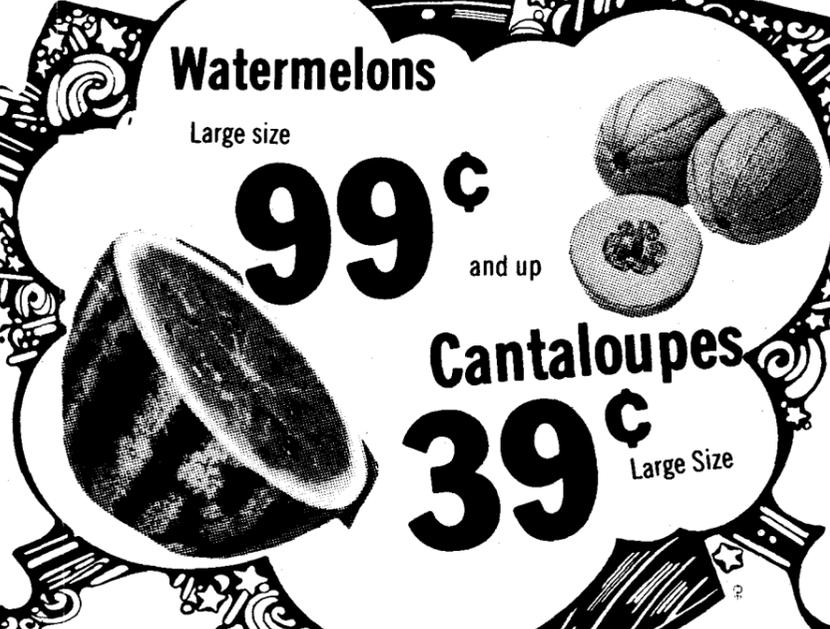
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Blood drive scheduled

A big blood drive aimed at raising 100 pints of blood is scheduled Friday at Bldg. 5400.

Edgar Croomes, blood coordinator at McMorrow labs, said the drive is being held to build up a supply for the Red Cross, which anticipates a heavy demand for blood over the long Labor Day weekend.

Persons who donate blood may receive four hours of free leave Friday afternoon, Croomes said.

More hunter orientations set

Several hundred men and women attended the first hunter orientation Saturday at the Outdoor Recreation Center.

Soldiers and civilian employees eligible to hunt on the arsenal must attend an orientation. The next session is scheduled Sept. 3 at 1 p.m. Others have been set for Sept. 17 and Oct. 7. All are held at the Outdoor

Recreation Center and begin at 1 p.m. The Center is sited in the northeast corner of the the intersection of Martin and Patton Rds.

Those attending Saturday were given copies of the new post hunting regulation, heard a briefing explaining new hunting procedures and had the opportunity to buy the \$5 dollar arsenal hunting permit which all adult hunters are required to carry.



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Hatch Act

(from front page)

political campaign of a candidate for public office or political party office.

— Be a candidate for, or campaign for, an elective public office in a partisan election.

— Take an active part in an organized solicitation of votes in support of or in opposition to a candidate for public office or political party office.

— Act as a recorder, watcher, challenger, or similar officer at the polls on behalf of a political party or candidate in a partisan election.

— Drive voters to the polls on behalf of a political party or a candidate in a partisan election.

— Endorse or oppose a candidate in a partisan election in a political advertisement, a broadcast, campaign literature, or similar material.

— Serve as a delegate, alternate, or proxy to a political party convention.

— Address a state or national convention to caucus, or a rally or similar gathering of a political party in support of or in opposition to a candidate for public office or political party office, or on a partisan political question.

— Initiate or circulate a nominating petition for a candidate in a partisan election.

— Make a political contribution in a Federal building.

— Write a letter or article signed or unsigned to solicit votes for or against a political party candidate or faction.

Some things you — as a federal employee — can do:

— Register and vote in any election.

— Express an opinion as an individual citizen privately and publicly on political subjects and candidates as long as it is not done in such a manner as to take an active part in the political management of a political campaign of a partisan nature.

— Display a political picture, sticker, badge or button.

— Participate in the nonpartisan activities of a civic, community, social, labor, or professional organization, or of a similar organization.

— Be a member of a political party or other political organization and participate in its activities to the extent consistent with law.

— Attend a political convention, rally, fund-raising function, or other political gathering, but may not take an active part in conducting such a gathering.

— Sign a political petition as an individual citizen.

— Make a financial contribution to a political party organization.

— Take an active part, as a candidate or in support of a candidate, in a nonpartisan election.

— Be politically active in connection with a question which is not officially identified with a political party, such as a constitutional amendment, referendum, approval of a municipal ordinance or any other question or issue of similar character.

— Serve as an election judge or clerk or in a similar position to perform nonpartisan duties as prescribed by state or local law.

— Otherwise participate fully in public affairs, except as prohibited by law, in a manner which does not materially com-

promise your efficiency or integrity or the neutrality, efficiency, or integrity of your agency.

For more information regarding political activity among federal workers, contact the Employee relations specialist for your organization in the Civilian Personnel Division.

Essentially the same rules on political activity apply to military personnel.

The Following Organizations Endorse THE EQUAL RIGHTS AMENDMENT

- Amalgamated Clothing Workers of America
 - Amalgamated Meat Cutters & Butcher Workmen of North Amer.
 - American Association for the Advancement of Science
 - American Association of University Professors
 - American Association of University Women
 - American Association of Law Libraries
 - American Association of Women Ministers
 - American Astronomical Society
 - American Baptist Women
 - American Bar Association
 - American Federation of Government Employees (AFGE)
 - AFL-CIO
 - AFSCME
 - American Federation of Teachers
 - American Home Economics Association
 - American Medical Women's Association
 - American Newspaper Guild
 - American Nurses' Association
 - American Political Science Association
 - American Psychiatric Association
 - American Psychological Association
 - American Public Health Association
 - American Society for Public Administration
 - American Society of Women Accountants
 - American Society of Women CPA's
 - American Women in Radio & Television
 - Association for Women in Mathematics
 - Association of American Women Dentists
 - B'nai B'rith Women
 - Brotherhood of Railway, Air Line & Steamship Clerks, Freight Handlers, Express & Station Employees
 - Church of the Brethren
 - Church Women United
 - Coalition of Labor Union Women
 - Common Cause
 - Communications Workers of America (CWA)
 - Democratic National Committee
 - Federally Employed Women
 - General Federation of Women's Clubs
 - Gray Panthers
 - Intercollegiate Association of Women Students
 - International Association of Machinists and Aerospace Workers.
 - International Federation of Professional & Technical Engineers.
 - International Ladies' Garment Workers Union (ILGWU)
 - International Personnel Management Association
 - League of Women Voters
 - Lutheran Church of America
 - National Asso. for the Advancement of Colored People (NAACP)
 - National Association of Colored Business & Professional Women's Clubs
 - National Association of Women Deans, Administrators and Counselors
 - National Association of College & University Chaplains
 - National Association of Social Workers
 - National Association of Women Lawyers
 - National Council of Churches
 - National Council of Jewish Women
 - National Council of Negro Women
 - National Council of Senior Citizens
 - National Education Association
 - National Fed. of Business & Professional Women's Clubs (BPW)
 - National Federation of Democratic Women's Clubs
 - National Order of Women Legislators
 - National Organization for Women
 - National Secretaries Association
 - National Women's Political Caucus
 - Oil, Chemical & Atomic Workers' Union
 - Parents Without Partners
 - Republican National Committee
 - Society of Women Engineers
 - Soroptimist International of the Americas
 - Textile Workers of America
 - United Auto Workers
 - United Methodist Church
 - United Mine Workers of America
 - United Presbyterian Church, U.S.A.
 - United Rubber, Cork, Linoleum & Plastic Workers of America
 - United Steelworkers of America
 - Young Women's Christian Association (YWCA)
 - Zonta International
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5. Real Estate

BY OWNER
By owner, Giles County, 16 acres \$5,500. 11 1/2 acres \$3,500. Partly wooded. 4 miles off Interstate 65. Secluded. Terms available. Call Pulaski, Tenn., 615-363-5349. 9-27c

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End the year with a sound investment. 160 acres w/3 bdrm brick rancher and 2 bdrm rental house, over 40 acres in cultivation and the rest in timber. Keep the rancher and 20 acres for your mini-farm & sell the rest in 5-acre tracts. Great potential at \$135,000 (W) Call Barbara Auchter 883-2579 or ask for me at JOE STEELE REALTY. 881-9111 9-20c

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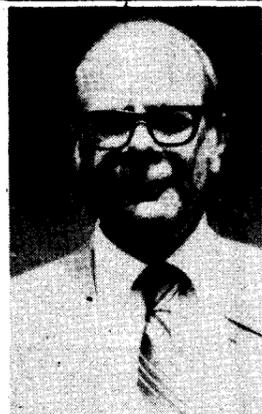
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\$70's & Up

ELEGANT COUNTRY HOME — including 7 acres and a 17 x 36 inground pool. This home is beautifully decorated with plush carpet, handblown, chair rail and extensive use of wall paper in all rooms and featuring large foyer, living room, dining room, den w/ fireplace, deluxe kitchen with all built-ins including micro wave and trash compactor, study, laundry room, 5 bedrooms, 3 baths, double garage plus an additional 1425 sq. ft. basement w/ fireplace, storm shelter, petio overlooking pool, brick fence. Extra features include burglar alarm, fire alarm, intercom. If you want elegance, quality and privacy and only 20 minutes from Huntsville Shopping Centers, this one is for you. \$110,000. Nick Davis Rd. 533-1490.

WANT TO LIVE IN THE COUNTRY? Well look at this! Three bedroom home recently renovated, horses barns, and twenty three acres. Lots of fruit trees and only twenty minutes from Haysland Square. \$72,500. (SR B-108). 883-1200

ADAMS STREET EXCLUSIVE

ADMITTEDLY EXPENSIVE — But worth it! Over 4000 sq. ft. "Raised Cottage" is full of charm and history, 11ft. ceilings, 6 fireplaces, and 5 brick thick outer walls for low utility bills. This lovely home is surrounded by a beautiful lot. Gorgeous terraced back yard with patio, pool and cabana area. This is an exclusive listing priced at \$159,500. A "must" to see if you're in this price range and are interested in Exclusive "Twickenham" Area. 883-1200

70' DECK ... hanging in the trees from this brick two-story home situated on a natural wooded lot. 3200 sq. ft., comprises a lovely formal living room, dining room, large eat-in kitchen, 4 bedrooms, 3 1/2 baths. Den w/FP & rec room. All decorated to a T priced in the mid \$80's. (04-L-903). 883-1200.

HILLS — TREES — PEACE AND QUIET ... Beautiful new street and lot, underground cables — 4 Bedroom two-story entrance foyer, extra large separate formal dining room, Family room with large fireplace, 2 1/2 glamor baths, super efficient eat-in kitchen with a large window looking into the trees. This home is just being completed and decorated by one of Huntsville's leading professionals. Located in Fox-Run. Priced \$84,900. (04-C-14025). 883-1200.

MONROVIA ACRES — Beautiful built Tri-level home with lots of room (6 1/2 acres) 4 bedrooms, 3 baths, basement & fireplace. Big machine shed & Barn with stalls. Extra land available. (NRMAD.) 533-1490.

GET OUT OF TOWN — 17 miles (or 20 relaxing minutes) to this 3 year old custom-built brick rancher on 8 nice acres. Homes features 2661 sq. ft. of comfortable living area with great room, 3 bedrooms, 2 baths and all the extras. (06-0GP-879) 883-1200.

A DECORATOR'S DREAM — Tastefully and imaginatively decorated, this home offers 2800 sq. ft. of lovely living area. Four bedrooms, an en-suite half bath, living room with fireplace, den with fireplace and wet bar. Lots of trees and a garden. \$99,900. 881-9111. (04-MC-304).

SPACIOUS LIVING — That's what you will find in this lovely 2 story home in Tara. Features include 4 bedrooms, study, formal entry, large living & dining room, den with fireplace, 3 baths, master bedroom, eat-in kitchen with bay window, hobby room, double car side entry garage, beautiful landscaping. (04-D-10137) 533-1490

FUTURE FARMERS — ATTENTION! You could really go for this elegant Colonial-style home and 76 beautiful acres. The home is almost new custom-built, and designed for gracious living. Very attractive foyer, formal living, dining rooms, great den with brick hearth fireplace, fully equipped deluxe kitchen and breakfast room, 2 1/2 lovely baths, 3 spacious bedrooms, super inside laundry, and oversized paneled garage with built-in shelves. Utility bill is reasonable. The acreage is excellent for soy beans, timber, etc. Located in Limestone County. \$154,000

CUSTOM BUILT BASEMENT RANCHER — This lovely custom built basement rancher is just the house for you. Large foyer opens onto spacious formal living and dining rooms, den with fireplace, 4 bedrooms, 2 1/2 baths, kitchen with large eat-in area, and many extra features. This house with 2176 sq. ft. upstairs has huge unfinished basement with bathroom and closet wallboarded and ready to be finished. \$77,900. (04-C-13011). 881-9111.

PICK YOUR SHADE TREE ... and relax as the kids walk to school and the SE YMCA close by. Outstanding features of this new home include wooded lot, 4 BR's, family room, fireplace, decorator kitchen and quality extras found only in this price range. \$74,900. (04-B-10027). 883-1200.

QUALITY MINDED? — For those who appreciate the finest construction techniques as well as an up-to-the-minute floor plan. Now is the time to own! NEW tri-level built by Scenic Homes with 4 bedrooms, 2 1/2 baths, convenient kitchen and breakfast room with view. Family room, PLUS rec room. Trees! Walking distance to Weatherly Heights School and Southeast Y. Better Hurry! (04-C-10002). 883-1200.

ON A HILL WITH TREES — Here is the home you've been waiting for. Situated on a tree shaded lot with minimum yard work for more leisure time to play golf or whatever. This outstanding brick rancher offers it all. Just step onto the huge deck among the trees and watch the squirrels play and smell the bar-b-que smoke. Home featuring 4 bedrooms, 3 baths, formal living, dining rooms, den with fireplace and bookshelves, inside laundry, and a garage that beats all garages, over 1000 sq. ft. in garage. \$87,500. (04-HH3105). 883-1200.

\$60's

CONTEMPORARY BRICK RANCHER — For you Contemporary lovers. We've just finished this sparkling brick rancher built by Scenic Homes, a quality builder, and is ready for occupancy. Home features all GE appliances, Weathertron heat pump. Large den with fireplace, 4 bedrooms, formal living & dining rooms, 2 baths, double garage, large kitchen, breakfast room. The best part is the price. \$63,900. (04-GM2521). 883-1200.

GOOD NEIGHBORS — View, Trees, fireplace, separate living room & dining room, modern kitchen with breakfast area, big 2 car garage, well decorated and available NOW! \$66,500. (04-M-11209). 883-1200.

BASEMENT RANCHER — 4 bedroom home in Fox Run. Approximately 1 1/2 years old. Equipped kitchen with breakfast bay, living/dining comb. den with fireplace, playroom downstairs, inside laundry, large double garage, deck, trees. Priced mid \$60's. Equity \$18,100. (04-W-2516).

OLD HOUSE FANS...here's your opportunity. In the Twickenham District, our new listing features 5 bedrooms, 2 baths, modern kitchen, split systems for heating-cooling, large living, dining, study & den. You will be a welcome addition to our dynamic, growing, prosperous Historic District, where the quality of life can only be rated as "Fantastic." \$66,950. (04-E-416).

TRADITIONAL — Ranch on lovely wooded lot. 1942 sq. ft. of living area. 4 bedrooms, 2 baths, thermopane windows, Stone fireplace and fully carpeted. (04-A-13005) \$64,400. 881-9111.

LOVELY WOODED LOT — and a lovely 5 bedroom, 2 1/2 bath Williamsburg home in excellent condition. The den has full wall fireplace, carpets over hardwood, eat-in kitchen, inside laundry and large redwood deck plus patio. (04-CT-12300) \$69,900. 881-9111.

FIVE UNIT EFFICIENCY APARTMENT COMPLEX — Brick, one level, nice corner lot. Each unit has large L.R. combination, nice kitchen eat-in area, large ceramic bath. Fully carpeted. All furniture & appliances & drapes remain, fully occupied. Returns \$120.00 each unit per month. (\$7,200 annual). Total price \$65,000. (280099th). 533-1490.

NEW SUBDIVISION (North of Weatherly Rd.) ... under construction, 4 BR brick rancher, living room, dining room, den with fireplace, double car garage and MORE! Excellent location (walk to school), good floor plan and quality builder. Priced at only \$67,900. (04-C-9015). 883-1200.

PERFECT LOCATION - PERFECT HOUSE - PERFECT INVESTMENT ... close to schools, shopping, S.E. YMCA. You'll love this brand new tri-level under construction. Features 4 BR's, den, family room, bay window breakfast fireplace, professional decorating. (04-C-9013). 67,900.883-1200

IAY WINDOW — in breakfast area is only one of the many special features about the plan for this home just now under construction. Four bedrooms, den with corner fireplace, 16' master bedroom, formal living and dining rooms, north side of Weatherly Rd. but walk to school. See plans at South office. \$65,900. (04-C-9006). 883-1200.

IS YOUR WIFE A DREAMER? Has she been dreaming of decorating that new 4 bedroom brick rancher? Give her that chance while there's still time. New development now starting across from YMCA on Weatherly. Construction to begin soon on lovely 1970 sq. ft. rancher. Super location. \$65,900. (04-C-9005). 883-1200.

EXCELLENT "Family" Floor Plan — 2000 sq. ft. 2-story home with separate entertaining areas for the whole family. Large living room, formal dining room, beautiful kitchen and breakfast room, 12x22 ft. den with fireplace, 4 bedrooms (large master), 2 1/2 baths, beautifully decorated and brand new. \$65,900. (04-C-9007).

DEN & REC ROOM ... Tri-level, 2050 sq. ft. Beautifully decorated and wallpapered in shades of rust and dusty gold. Four bedrooms, 2 1/2 baths, fireplace, storm shelter, Rec Room, paneled in solid English Oak. Large corner lot with fantastic view of the mountains. \$64,900. (04-S-1210). 883-1200.

BRICK-CEGAR & STONE — Enhances this brand new 2045 sq. ft. rancher. 4 bedrooms, 2 baths, lovely custom decor in the newest colors. Fully built-in G.E. kitchen. Den w/ fireplace & formal living & dining area. \$66,900. (04-C-9017). 883-1200.

BELAIR SUBDIVISION — Choice Southeast Location in Whitesburg Jr. High and Grissom High area. Multi-level home on acre lot has 4 bedrooms, 3 baths, big rec. room with fireplace, almost new heating and cooling system, new roof. This spacious home is only \$63,900. (04-S-7903). 883-1200.

WALK TO GRISSOM ... from this 1 1/2 story Cape Cod. Features include 4 bedrooms, 2 baths, huge 14 x 26, with stone fireplace, large lovely lot with fenced rear yard. Roof is only 2 years old, new carpet in den and new vinyl in kitchen. (04-H-7819). 883-1200.

ROCKMONT-ON-CARDESSA High above lake Guntersville rests a home of unique dimensions and character. A modified A-Frame, its three levels feature 4 bedrooms, 3 baths 28x24 Great Room with a massive full masonry fireplace, luxurious, fully equipped eat-in kitchen, and loads of storage. A full width deck perfectly complements the setting on 2.1 acres of immaculately kept grounds featuring 60' of swimming pool, and intensely natural landscaping. It is pleasantly close (but not too close) to schools, shopping, Turner's Marina, Public docks, Guntersville and Huntsville. Asking \$64,900. We'll throw in its "Million Dollar View" of the lake below for absolutely nothing. (06-R2-Box 523 B). 883-1200.

\$50's

HAZEL GREEN — Custom built brick rancher on acre lot. Luxury features throughout this 3 bedroom, 2 bath home. Large sunken living room w/corner fireplace. Spacious paneled rec. room. Lovely kitchen with quality appliances and bay window. Double garage. \$39,400. 533-1490 (06-G-135).

NEW LISTING — New four bedroom rancher in Fox Run. This home features spacious living room, dining room, large eat-in kitchen, den with fireplace, 4 BR's (large bedrooms), 2 1/2 baths, full bathroom, quality appliances and bay window. Double garage. \$39,400. Priced at only \$55,000. (04-A-1201). 883-1200.

NEW LISTING — New three bedroom rancher now under construction. This lovely home features living room, dining room, large eat-in kitchen with fireplace, 3 bedrooms, 2 1/2 baths, side laundry, side entry double garage and you can do your own decorating in this one. Priced at only \$55,000. (04-A-1200). 883-1200.

ADD THE +s, Space — 2150 sq. ft. cooled area plus 2 car garage. 1600 sq. ft. w/ fireplace & fireplace, garden spot. Brick patio, impressive 2 story w/ 4 spacious bedrooms, 2 1/2 baths, den with new fireplace, new carpet throughout, new compressor, new wallpaper, inside laundry. \$39,900. (04-W-11308). 881-9111.

NEW LISTING — SHERWOOD PARK'S nicer homes — with fireplace on inside and trees on outside. Home is tastefully and beautifully decorated, with new carpets. LR/Dining Rm comb. 3 BRs. 2 1/2 baths, large eat-in kitchen, Rec Room, utility Rm., and workshop inside. Extra insulation, makes utility rates very low. Price \$3,500 (03-H-513). 533-1490.

A NEAT HOUSE, A NICE NEIGHBORHOOD, AWAITING A NEW FAMILY — This 4 bedroom brick rancher is in walking distance to Chapman school, has fruit trees, fenced yard, and a large lot with a new carpet in living and dining room and 4 bedrooms you will note the master bedroom is King size. The house also has 1 1/2 baths, a kitchen and den combination, and double garage. This house is located at (02-H-1811) — priced at \$53,900. 533-1490.

REC ROOM PLUS 4 BEDROOMS — Located in beautiful Fox Run with a view of Green Mountain. Over 2,000 Sq. Ft. of living area, fully finished, large eat-in and air, living, dining, den with fireplace. Kitchen with breakfast bar, 2 baths. \$59,500. (04-C-13019). 881-9111.

NEW BRICK RANCHER ... in Fox Run ... featuring a huge great room with beamed cathedral ceiling & fireplace, 3 bedrooms, 1 1/2 baths, foyer, dining room, large eat-in kitchen, inside laundry, all beautifully decorated, double garage, storm windows & doors, 10 yr. home warranty. (04-M-14012). \$55,500. 883-1200.

DUPLEX — Looking for a good investment? Very attractive Colonial Duplex Unit has living room, large eat-in kitchen, 3 bedrooms, bath and inside laundry. Unit B has living room, eat-in kitchen, 2 bedrooms, bath and inside laundry. Both units rented. (2722C) 533-1490. \$54,900.

MONTE SANO — Newly decorated sprawling rancher on a huge corner free studded lot. 2 fireplaces enhanced with book cases. Three lovely bedrooms, 2 1/2 baths. The large "on the ground" deck can be viewed from a wall of glass in dining room. Built-in kitchen w/ite breakfast bar. New central heat & air. Low \$50's. (04-HP-3320). 883-1200.

LARGE CORNER LOT W/TREES (corner Strong & Dell) — Good Southeast area. Brick rancher with 2000 ft. All rooms large. 3 BR's, 2 bath, nice kitchen/den combo. DBL carport. Carpet thru-out. House in very attractive neighborhood on well established lawn. Total price \$54,500. 533-1490. (04-S-8004).

SOUTH OF HUNTSVILLE, NEAR LACEY'S SPRING — Custom built brick rancher only 2 years old in "new" condition. Quarry tile foyer, sunbeam living room, spacious country kitchen, 12' x 17' master bedroom suite, paneled den, plush carpeting, luxurious baths, heating and cooling by Carrier. Large lot with 30' swimming pool. All for \$59,950. (06-RT2LS). 533-1490.

NEW LISTING — UNIVERSITY PARK — This 2-story brick and redwood home is very conveniently located to shopping, schools, and fine restaurants. Outside you will note the immaculate yard and large deck. Inside some special features you will note are: Large eat-in kitchen with built-ins; 2 baths and a nice den. The living and dining room are spacious and the good sized. All three bedrooms are 2 bedrooms and the double garage is extra large. (01-0-1116). 533-1490.

NEW NEIGHBORHOOD (many TREES) with homes still priced in the 50's?? Yes, if you hurry!! Lovely 3-bedroom, 2 bath brick rancher on 170 x 110 corner lot with side-entry double garage tucked near the mountain in latest Camelot subdivision. Home decorated in lovely shades of gold with outstanding full-wall corner fireplace and huge eat-in kitchen. \$57,750 (04-G-2510). 883-1200.

TO SEE IS TO DESIRE — Don't miss seeing this very desirable 3 bedroom home. This delightful rancher has many features you find in more expensive homes. Woodburning fireplace in den, 2 baths, carpeting throughout, exceptionally large lot and attached 2 car garage. There is also a diningroom and modern kitchen with all the built-ins. \$57,750. (04-G-2512). 881-9111.

TAKE A TRIP TO PINE LAKE VILLAGE and you will want to stay when you look at this lovely 3 bedroom, 2 bath brick English tudor with 1800 + sq. ft. of excellently decorated floor space. Home features large den with fireplace, living room, dining room, 3 bedrooms, 2 baths, study and a beautiful eat in kitchen, inside utility room, 2 car garage. Beautiful lake front lot. 1-753-2295.

IMPRESSIVE SPLIT-LEVEL in Fox Run, one of Huntsville's newest and nicest neighborhoods. Located on a corner lot with a great view of the mountains. Features 3 good-sized bedrooms, 2 baths, foyer, living and dining, den with fireplace, hobby room, inside laundry, central heating and cooling, double side entry garage. \$57,900. (04-SC-14001). 533-1490.

LACEY SPRINGS COMMUNITY — Super sharp brick rancher on 2 beautiful acres with a great view overlooking a 1500 acre farm. Over 2000 square feet plus double garage and a 25' x 30' detached workshop. 3 spacious bedrooms, 2 baths, foyer, sep. living and dining, paneled den, kitchen/breakfast room, fireplace, central heat and air. A quality home for a reasonable price. \$59,900. 533-1490.

TWO BASEMENT RANCHERS will have finished basements (Spacious rec room for family fun — bedroom and bath for guests) 2 BR's, 1 1/2 baths, priced for quick sale — This lovely brick rancher is a lovely — fireplace, 2 car garage. \$83,900 (CT-881-9111).

CONTEMPORARY-WALK TO GRISSOM — A beautiful park-like backyard surrounded by privacy fence is just one of the many lovely features of this 3 bedroom, 2 bath, two-story. Other features include a spacious L shaped living and dining rooms, large quarry tile foyer, spacious pullman style kitchen, den with fireplace, inside laundry, separate storage building, and close to school and shopping. (04-MV-1018). \$56,950.

HERE'S WHAT YOU HAVE BEEN LOOKING FOR — Nice comfortable home and still acreage not too far from town. 1.5 acres of beautifully landscaped. Seclusion, full daylight basement with lots of room for expansion. Kitchen overlooks privacy of back yard. Carpeted master bedroom has its own bath. On city water. Carport plus 20x50 metal shed. Located on Hwy. 231 just South of Morgan City. Shown by appointment only. Nothing on the market like this for \$115,500.

1976 SQ. FT. of living area plus 2 car garage all add up to a neat package. 4 bedrooms, 2 1/2 baths, fully equipped kitchen, 3 baths (04-CT-14004). 881-9111.

3 BEDROOM AND STUDY or 4 bedrooms, great room with fireplace, 3 baths and fully carpeted. Walk to Mt. Gap School. (04-CT-14010). 881-9111.

SIESTA in this Spanish ranch located in Gourdneck. 3 bedrooms, 2 baths, great room with fireplace \$54,800. (04-W-1518). 881-9111.

STATUESQUE 2 story brick with large lot. Formal living and dining room with fireplace, 4 bedrooms, and 2 1/2 baths. Den with stone fireplace, storm windows and finished double garage. (02-JL-130). 881-9111.

IT'S IN TO BE OUT — Relax in beautiful Sunset Meadows. Rambling French Provincial by one of the best builders around. Quality construction very few houses offer. 4 bedrooms, 2 baths, large den with fireplace, Champagne appliances in kitchen. \$59,400. (02-JL-118). 881-9111.

GOURDNECK — Continue on Chaney Thompson Rd. from our top basement ranchers and turn right at Gourdneck. View a lovely new Spanish ranch — 3 BR's, 2 baths, 2 car garage. \$54,800. 881-9111.

STREETS are paved and lots are ready for your selection.) BEAUTIFUL VIEW—Under construction in one of Huntsville's most desirable neighborhoods. "FOX RUN". This tri-level features foyer, living room, dining room, den w/ fireplace, 4 bedrooms, 2 1/2 baths, eat-in kitchen w/built-ins, central heat/air, carpet throughout, double garage. \$59,900. (04-M-14003). 533-1490.

TRADE IN ... your old house on this new, 3 bedroom home in Fox Run. Professionally decorated to please even the most discriminating lady. Foyer, living room, dining room, cheerful eat-in kitchen with bay window, den with fireplace, inside laundry, large side-entry garage. Almost out or just relaxing a treat. The wood burning fireplace, unique indirect lighting in den, and rec. room makes family fun or entertaining a delight. These features and others such as central heat and air, carpets, drapes, and electric garage door opener make this house a joy year round. Located at 2766 Dry Creek Drive and priced at \$46,900. 533-1490. (01-D-2706).

CONDOMINIUM ... Sumptuous decoration and exciting floor plan are prime features in this unit. Home offers living room w/fireplace, separate dining, separate breakfast area, masterful kitchen, 2 1/2 decorator baths, private master suite, balcony or study overlooking fireplace and too much more to mention here. \$41,900; \$7,900 equity. (06-S-142). 883-1200.

\$40's

BLUFF LOT — with panoramic view of Guntersville Lake. 2400 sq. ft. Two kitchens, super den features a stone island, a fireplace, large living room, dining room, and a fireplace (really something else) flanked by a stone wall. 4 bedrooms, 3 baths, separate living room & dining room, inside laundry area, central heat and air. Exterior of cedar shakes & stones & western cedar. A deck that covers the whole back of house. Only \$39,950. (06-R2-Grant). 883-1200.

PALE GREEN — French Provincial ranch with so much charm. 4 BR's, 2 baths, spacious den with stone fireplace. Large eat-in kitchen with bay window in blues and white with beautiful cabinets. Storm windows, 2 car finished garage. \$59,400. (sm) 881-9111.

GUNTERSVILLE LAKE — Holiday Shores — Authentic reconstructed 170 yr. old log house on 3 water front lots — 270 ft. Two hand-cut limestone fireplaces and foundation. Cedar roof, hardwood floors, mature pine trees. Sand sandy beach. \$53,900. 883-1200

MOUNTAIN PARK CIRCLE... Beautifully decorated brick tri-level featuring 3 bedrooms, 1 1/2 baths, living & dining rooms, den, kitchen with all new appliances in blue, white, and tan finishes, power ventilator, storm doors & windows, humidifier, mature trees & lush lawn, private back yard — no houses in back. (01-MPC-2707). \$43,900 or equity of \$10,500. 883-1200.

GARDEN SPOT ready for planting in this beautifully landscaped backyard with utility bldg. Attractive 4 BR home included, featuring large den, carpets throughout, large patio, and garage. Walking distance to Johnson High School. In the \$40's. (01-PP-6032). 533-1490.

MONTE SANO ... on a large wooded lot. This Contemporary rancher offers 3 large bedrooms, formal living and dining and great rec room, 2 1/2 baths, ever-lasting vinyl siding and storm windows. (04-HP-3416). 883-1200.

1812 KENDALL TERRACE — Shiny bright 3 bedroom rancher located conveniently to schools and shopping. Living/dining room; 1 1/2 baths; nice eat in kitchen with built-ins. Central heat/air; storm doors & windows. Lovely fenced yard with garden spot and grape arbor. (01-CT-1812). 533-1490.

ONE ACRE RANCH — Just listed this well maintained country home features a quiet and beautiful one acre site, 3 bedrooms, 2 full baths, living-dining rooms, custom draped, raised hearth fireplace, large comfy den. Special quality features consist of storm windows & doors, all vinyl eaves, gutters & downspouts, and 4 year guaranteed roof installed 7 years ago. \$45,000. (Burl Rd.) 883-1200.

MERIDIANVILLE — Drive out today and view this new listing right outside the city limits featuring 3 BR, separate LR, DR, nice den w/fireplace, 2 baths, carpeted throughout, central heat/air, double garage situated on 1 acre lot. Located only 2 blocks from Colonial Country Club. \$53,900.

LRG FAMILY? Plenty of room in this BRICK tri-level—living room, dining room, den, eat-in kitchen w/built-ins, 4 bedrooms (2 king), 2 1/2 baths, double garage, fenced yard with trees. Mid forties. (01-R-2610). 533-1490.

RUTLEDGE HEIGHTS — This immaculate split-level located in super neighborhood features 4 bedrooms, 1 1/2 baths, formal living & dining rooms, den huge, double garage. Conveniently located to shopping & Research Park. Offered at \$48,900. (01-F-1905). 883-1200.

AWAY FROM THE HUSTLE & BUSTLE OF THE CITY — This lovely brick ranch home is located in Blue Springs Garden Subdivision and offers living-dining room, den, kitchen, 3 bedrooms, 2 baths, huge double garage on almost an acre lot. Equity \$10,500, payments \$294.32. (06-6107-S.L.). 883-1200.

DRAKE AVE. Here is a very neat 3 bedroom rancher on large lot convenient to shopping, schools & medical district. Large living & dining room combination, eat-in kitchen, 1 1/2 baths, carport & fenced rear yard. \$44,000. Call for appointment. (03-D-171). 533-1490.

CEDAR POINT — Tri-level offering a charming living room with fireplace. The formal dining room inviting french doors leading to a patio, 3 well decorated bedrooms, 2 baths, cozy den downstairs, huge utility room. All on a lightly wooded well groomed lot. \$43,900. (N3925) 883-1200.

DON'T JUST DRIVE BY — Stop and let me show you this lovely home. The great street appeal of this brick split-level shrubs and trees. Also the backyard has a developed garden, mature fruit trees, & still has enough room for the children to play. The friendly neighborhood will make you enjoy this 3 bedroom, 2 1/2 bath home just that much more. (01-HE-3317). 533-1490.

COUNTRY LIVING YOU CAN AFFORD — Brick base ment rancher located on a beautiful lot just 15 miles from the Whitesburg bridge and just North of Arab. Home is in like new condition and features 3 extra large bedrooms, 2 1/2 baths, large den, living room, dining room and eat in kitchen, fully carpeted except kitchen, totally brand new central heat and air-conditioning system, in warranty. 2031 sq. ft. of private, yet convenient living plus 991 sq. ft. of basement with 2 car garage, 2 covered porches, outside storage building, vinyl siding, and city water. Call Jim Cobe at Home 1-753-2295 or ask for me at 883-1200 \$48,000 (Rt. 3, Box 236-A, Arab).

IDEAL LOCATION — Clean, excellent condition! Acre lot with trees. LR separate Dr., Den, 3 BR's, 1 1/2 baths, priced for quick sale — This lovely brick rancher is a lovely — Well constructed older home. \$44,900 (SL) 533-1490.

YES YOU CAN!!!! Have almost 2000 sq. ft. of heated and cooled area for this new energy saving basement ranch (with unfinished basement) and you can save on utilities; you can save on gasoline, as children can walk to elementary and junior schools, and you can be happy with your precious leisure on this shady lot with 2 car rear entry garage and lots of concrete pad for the skateboards and basketball. Yes — it is only \$48,700. Great room with fireplace, eat in kitchen, 2 baths (1 1/2 bath stubbed in basement) 3 bedrooms — all ready for you to select colors of carpet and appliances; etc. (04-CT-14012).

CHOOSE YOUR OWN — colors, carpet, wallpaper, etc. If you purchase this 3 bedroom, 2 bath tri-level now. This home offers foyer, great room with stone fireplace, eat-in kitchen, carpets throughout, and spacious garage. \$45,500. (06-S-1015). 881-9111.

HAVE YOU ALWAYS WANTED — to pick your own colors, etc. in a new home? This is your chance. Come by and look at this newly started tri-level with 3 bedrooms, 2 baths, foyer, great room with stone fireplace, eat-in kitchen, large double garage and much more. . . \$45,500. (04-S-1016). 881-9111.

CAN BE CUSTOM RANCH — Yes, this ranch which has just started being built can be your custom built home if you hurry. You can still choose your own colors, wallpaper, etc. This home offers 3 bedrooms, 2 baths, foyer, great room with fireplace, double garage, storm windows. This will be one of our Energy Saving Homes. Come on by and let us show you this one. \$45,250. (04-B-13019). 881-9111.

DO YOU WANT A TRI-LEVEL — Then come by and look at this 3 bedroom, 2 bath, tri-level that has just been started and pick your colors and carpets, etc. This home also offers foyer, Great Room with Stone Fireplace, huge garage, storm windows, and many other energy saving features. . . \$45,500. (04-S-1017). 881-9111.

3 BEDROOM RANCHER with 20 year siding, Great room with fireplace, 2 baths, fully carpeted. (04-B-13002). \$42,500. 881-9111.

ENERGY SAVING BASEMENT rancher on Chaney Thompson. 3 bedrooms, 2 baths, 2 car garage. (04-CT-14006). \$48,700. 881-9111.

WATCH YOUR WIFE'S EYES SPARKLE — When she sees this one! Beautifully decorated 2 story home — FEATURING: Formal — LR, Formal — DR, 4-BR, kit./Den combo, 2-Baths, \$45,900. Call 533-1490. (11306H).

NEW 3 BEDROOM, 2 bath home with foyer and great room with fireplace (04-S-10425). \$44,500. 881-9111.

CONTEMPORARY — Spacious. This modern 3 bedroom home with manicured yard and two decks make cooking out or just relaxing a treat. The wood burning fireplace, unique indirect lighting in den, and rec. room makes family fun or entertaining a delight. These features and others such as central heat and air, carpets, drapes, and electric garage door opener make this house a joy year round. Located at 2766 Dry Creek Drive and priced at \$46,900. 533-1490. (01-D-2706).

\$30's

LOVERS LEAP ... If you're the type person who loves a beautifully manicured lawn, fantastic shade trees, a garden spot, and a setting that looks like the city park of days gone by, you'll leap for joy when you step into the back yard of 3500 Archer Dr. S.W. Right behind the big magnolia in the front yard you'll find a very well kept 3 bedroom rancher with 1 1/2 baths, living room, dining room, kitchen and inside utility room. EXTRA BONUS: \$1,000 New aluminum shingle roof with 40 year guarantee. EXTRA BONUS #2 is a 288 square foot 2 story hobby house in back yard. Priced at \$35,900. The "Park alone is worth the asking price. (03-A-3500). 883-1200.

NORTHWEST TRI-LEVEL — Look at this 4 bedroom, 2 bath, home in Scenic View Hills. Large den or playroom, 2 1/2 baths, separate living room, kitchen with new vinyl and pantry, lots of room for all the family, central gas heat, plus a nice size yard. Total price \$34,000. (01-R-2418). 533-1490.

GET MORE OF LIFE BESIDE YOUR OWN POOL — This 4 BR room home is very liveable. From the 1 year old inground pool with privacy fence to the large den there is plenty of area for relaxing or entertaining. From the living room you will note the nice carpet that is throughout the home. From the bedrooms you will note there are 2 1/2 conveniently located baths. As you enter the eat-in kitchen you will note the pantry, nice cabinets and built-ins. Come out and inspect the water. \$39,900. (02-B-2809) 533-1490.

NEAT AS A PIN — You will be impressed with this well maintained home we've just listed.