

The Redstone Rocket

VOL. XXVII; NO. 31 DECEMBER 20, 1978

Reform Act set to swing into action

The Civil Service Reform Act, signed into law by President Carter on Oct. 13, goes into effect in January. The Act is intended to improve government efficiency while striking a balance between management rights and employee protections.

Major provisions of the Act include establishment in law of merit system principles and prohibited personnel practices; granting agencies authority to create new performance appraisal systems; creation of a Senior Executive Service; and initiation of a merit pay system.

Provisions of the Civil Service Reform Act are presented in detail on pages 14-15. The Civilian Personnel Office invites employees to submit written questions about the Act. Representative questions will be answered in subsequent issues of the ROCKET. Send questions to: DRSMI-PCR; MER Branch of CPO.

The Act also establishes new guidelines in the areas of labor-management relations and grade and pay retention.

In addition, it gives the newly created Office of Personnel Management (OPM) authority to delegate personnel management functions; requires agencies to conduct minority recruitment programs; and requires OPM to conduct research and demonstration projects in public management.

While stressing the need for reform of the civil service in May of this year, President Carter said: "I know that there are many dedicated people in this government who share my belief that government performance can and should be improved. The most effective and fundamental improvement that we can make is to reform the civil service system, to make it truly a merit system that rewards achievement and responds to human needs."



Ready for Christmas?

Kevin is. He's planning ahead and hoping Santa does the same.

'I want to go back,' says wife who fled Iran



Betty Black

By HELEN REED

When several hundred members of American families were boarding Air Force planes recently to leave Iran, Betty Black was among them.

Last week she sat back comfortably in a chair at a local motel where she is staying temporarily and talked easily about life in Iran and her trip back to the States.

Her husband, John is one of about 30 MIRCUM military and civilian personnel working in Iran as the result of Foreign Military Sales cases.

She said people often wondered what it would be like if they had to leave Iran. They had even envisioned hurrying out in sort of a stampede. "But it was a calm, orderly

exit," she said. "I know the officials who made the arrangements had spent many sleepless nights, they looked so tired when we left. It was handled beautifully.

"Now that we are back in the U.S., I want to emphasize my gratitude to the people at Redstone Arsenal who have done everything possible to be helpful. It is a

(Continued on page 9)

No ROCKET next week

The ROCKET will not be published next week, Dec. 27. The next issue will appear Jan. 3, 1979.

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OPINION

Bah! Humbug!

Warm-blooded columnist sent packing to Siberia?

It was Christmas Eve and little Kathy Crachit sat sweating over her typewriter. Ever since the government had begun trying to conserve energy, the winter temperature in her office had made Hades resemble the ski season in Aspen by comparison. The heat from her electric typewriter rose in a mist that kept her from seeing what she was writing.

Crachit's boss was feverishly trying to get the largest possible number of pages out of her before she left on assignment. She felt she would have been happy to leave the drudgery and miserable conditions of her present office, if she hadn't been going to the worst place of all — Siberia!

Crachit was being sent to a Siberian prison for journalists on a two-month undercover assignment. Posing as one of the prisoners, she was to gain first-hand knowledge of conditions at the GULAG. Her editor wanted to run the piece on conditions there as part of a series on occupational hazards.

Crachit was being sent to one of the worst and coldest areas of Siberia — a place known as Fort Benjamin Harrison, IN. No one knew for certain what the "IN" stood for, but it was rumored that once you went "IN," you never came out.

The housing there was supposed to be terrible. It was called BOQs — rumored to stand for "Blankets Out of the Question." The food was referred to simply as "mess." But worst of all was the work. Hard labor every day — hour after grueling hour pounding away at a manual typewriter! without correction fluid!



In despair, Crachit dropped a few scalding tears down onto the keys of her Olivetti, which promptly shorted out. This was the final straw! She would have to gather up the courage to confront the boss himself in order to get out of this assignment.

She walked shakily to his office door, knocked, and then entered as he bellowed, "Come in!"

The boss regarded her coldly. "What do you want?" he demanded.

Crachit knew it was now or never. "Sir," she said, "you know that column I've been doing is pretty popular. If I go away on assignment, there'll be no one to write it."

This was indeed a problem. The boss thought a minute, then said: "Send it down," and went back to typing.

Crachit dared again. "But, sir, I'll be too busy. And they won't all arrive in time through the mail. They'd be coming all the way from Siberia."

The boss just looked annoyed at being interrupted again. "Then write them before you go," he said, and went back to typing again.

Crachit could not believe that she was

ending up worse than when she started. "Sir," she attempted again, "the only time I have left to work before I go is Christmas Day. You don't expect me to work on Christmas Day? And speaking of the holidays, how can you enjoy them yourself when you know that I have to go to Siberia?"

The boss stared at her in surprise. "Surely you don't think that I celebrate Christmas? Bah! Humbug! Now get out there and get to work! And I don't want to hear any more talk about your not going to Siberia!"

As Crachit left his office, she came up with one final, desperate idea. Grabbing her directory, she found the number for the Holiday Project Office.

"I'd like to speak to the Project Manager of Christmas Past, the Project Manager of Christmas Present and the Project Manager of Christmas Future, please," she said when her call was answered.

"Sorry, they're all on leave until after New Year's," a voice replied. "I'm the Project Manager for St. Patrick's Day. Can I be of any help?"

At this point Crachit hung up and burst into tears.

Even Christmas stories can't ALL have happy endings.

(Editor's Note: Shortly after House wrote this column, her scheduled trip to the Defense Information School at Fort Benjamin Harrison, Indiana, was postponed from January and February until March and April. Yes, Kathy, there is a Santa Claus.)

THE REDSTONE ROCKET

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LETTERS

Reader writes on 'The Spirit of Christmas'

The Spirit of Christmas

The Christmas season for some is empty. They are out of work, their family has experienced illness or even death, or their young men are at war. To these the brilliance of the season is artificial, even a mockery. Santa has changed from a jolly elf to a masculine Madison Avenue puppet advertising beer or an expensive toy. The joy of giving has been transformed into an expensive burden for the rich and an obstacle for the poor. The Christmas season seems to have changed from one of joy and peace and hope to one of melancholy, war, and despair.

But I do not feel that the Christmas spirit has been killed, because Man is still alive and the spirit of the season is the soul of Man itself. And this spirit exerts itself when the chips go down and man decides to live or, if necessary, die-as a man.

There is a story from the time of our fathers which comes from a prisoner of war camp in the heart of Nazi Germany. This camp was run by the rules of the Geneva convention, but the rules were strictly enforced. There were to be no assemblies. Violators were executed. There was a curfew. Any who broke the curfew were executed. The prisoners followed the rules

and didn't dare break them. But, as Christmas approached, the prisoners decided they would assemble for Christmas and take the consequences. The meeting

Drawing and poem by John Lundy



Angels came, and hovering above
Our first Christmas gift, God's Jesus,
They told of hope, of peace, of joy.
May their song bless you, light your way
Christmas — and every other day!
In true love God gave us His baby boy
Uniting us in loving, peace, and joy!

was arranged with strict secrecy and on Christmas Eve the men assembled in the evening in open defiance of the rules. They displayed a tiny American flag one had saved and decorated a small tree. Then they began singing Christmas carols.

Before long they realized that the singing was too loud. They looked around and saw that their German guards were singing with them. And as the singing continued, each man realized that in the midst of total war at the beginning of winter the goodness that is in all men came out and that there was peace on earth.

This spirit appears on the face of the earth in our time as it did in our father's time. Where there is darkness Man places light. When Nature begins her dreariest season, man says "Joy to the world!" And when commercialism, war, disease, winter, and even death rear up over Man's head, the Christmas spirit cries "Peace on earth!" and on Christmas there is peace. And Man survives as a man. Forever.

So may we live this Christmas as brothers who on this day of days can be moved by the greeting "Merry Christmas!" as deeply when we are fifty as when we were five.

MERRY CHRISTMAS!

John Lundy

DARCOM Commander sends holiday greeting

Once more, as the calendar year draws to a close, the holiday season rushes upon us. It is a time for celebrating, for exchanging gifts or lighting candles, for being with friends and loved ones — and for remembering.

For each of us, 1978 holds different memories of people, places and experiences which have influenced our lives; but for all of us, it was, thankfully, a year which found the United States at peace.

Yet the price of peace remains high. Both to the west and to the east, in Korea and in Europe, men and women of the Army, our sister services, and our allies guard against the possibility of renewed strife. The star which they face is not the one which, upon its rising, proclaimed freedom, light, hope, and justice. The star they face represents oppression, slavery, despair — all that is inimicable to the spirit of Christmas and Hanukkah.

But while these dedicated men and women stand guard overseas we at home must also be vigilant. The Nation's security is threatened by inflation and its insidious effect on our ability to stand as chief guardian of the world's freedom. As we in DARCOM work to preserve our military strength, so also must we do our part to bolster our economic strength — and not without sacrifice. I think we can all be proud that we are already leading the way by loyally accepting limited pay increases this year.

Whether still greater sacrifices are asked of all of us in the future or not, it seems appropriate that we give greater emphasis this year to those spiritual matters which make the season so important to all of us, rather than to the materialistic aspects which are all too often overemphasized.

In the true spirit of the season then, let us all, in our way, rededicate ourselves to those values which are the foundation of our great Nation. Deeply embedded in both the religious and secular soil from which our society has grown, tested often, those values have come down to us as alive and as relevant as when they were first conceived. It is our trust to insure that, while in our care, they retain that vigor necessary to sustain and inspire those who come after us.

Mrs. Guthrie and our children join me in extending to each of you and your families and loved ones, wherever they may be, our warmest wishes for a joyful and personally fulfilling holiday season.

Merry Christmas! Happy Hanukkah!
Happy New Year!

JOHN R. GUTHRIE
General, USA Commanding

Reform now or suffer later

He who has not the spirit of his age,
Of his age has all the misery.

Voltaire

Reform is the spirit of our age, at least within the federal service.

The reformer — some look upon the idealist who seeks to change what is for something new and better as a noble knight, mounted, on the steed of progress, brandishing the lance of change. He slays the dragon of the status quo, presumably corrupt, or at the best, moribund.

Others view the reformer as someone who sees a man with two arms, decides he would look better with one, pulls one off and kicks the guy in the pants when he screams his displeasure.

Editorial

There are two sides — at least — to every story.

But like it or not, for better or for worse, the federal service is going to undergo change — now.

Every civil servant — the decision maker who has to manage according to the new

system, the personnel specialist who must implement it, and the average worker whose line will be affected and perhaps changed by it — has to come to grips with reforms.

At the signing of the Civil Service Reform Bill, President Carter said of it: "Employees who use imagination, initiative and bold vision will be able to benefit in ways that they could never do before. Those who believe in government the most and who dedicate their careers to lives of public service have the greatest stake in making it work."

Provisions of the Reform Bill will be implemented beginning in January.

You'd better get the spirit, people, or you'll surely get the misery.

Question: How does your military service affect your Christmas activities?



SFC Thomas Critzer, Co. A—"Not at all. In fact, this will probably be one of the happiest Christmases I've had in years because I'm going to spend it with someone I like. Being in the Army at Christmas hasn't bothered me in years, but I imagine it might bother the dickens out of some of the young troops."



PFC Francois Leach, 4th S.C.—"It doesn't affect me much because I'll be going home on leave. But, since I'll only have two weeks I'll have to do a lot of things faster than usual."



W01 Richard Driver, Co. A—"Due to the fact that we're leaving for Ft. Hood on the 27th, our Christmas is going to be really hectic. But it should be fairly civilized. At least we'll be spending Christmas Day in our quarters."



Pvt. Verdi Hubbard, 291st MP Co.—"Well, I have to work, because I didn't put in for leave. But I'd probably have to work if I was on the outside too. So there's no big difference."



Pvt. Henry Cordova, 5th S.C.—"I'll be going on leave so the only hassle I'll have is with the paperwork. Being stationed away from home is a hassle too, though. You have to write and don't get to talk to your parents or friends as often."



Pvt. Brad Jarvis, MIRC0M—"It doesn't affect my plans at all; I'm going home. In fact, being in the Army I'll be able to take off more days. I'd only get Christmas Day off with my old job."

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For kids and soldiers, it was a special day

Story and photos by **RAY ROWDEN**



Wednesday was a very special day for 44 five- and six-year-old children from Huntsville's Headstart program. They were the guests of honor at a Christmas party hosted by School Brigade, Missile and Munitions Center and School, at the arsenal's Recreation Center.

Meyers from the Office of the Staff Chaplain), games, refreshments, and a visit from Santa (Company C 1st Sgt. William C. Sharples).

At the beginning of the party, 2d Battalion Commander Lt. Col. John C. Christopher thanked the youngsters for coming, "... and permitting us to bring young soldiers and young children together to share the spirit of Christmas."

Although the children were bright-eyed all afternoon, they really lit up when they discovered that Santa had a special present for each guest. But that is not to say the children were happier than the volunteers from each of the brigade's companies who acted as escorts. The joy of giving lit the soldier's faces.

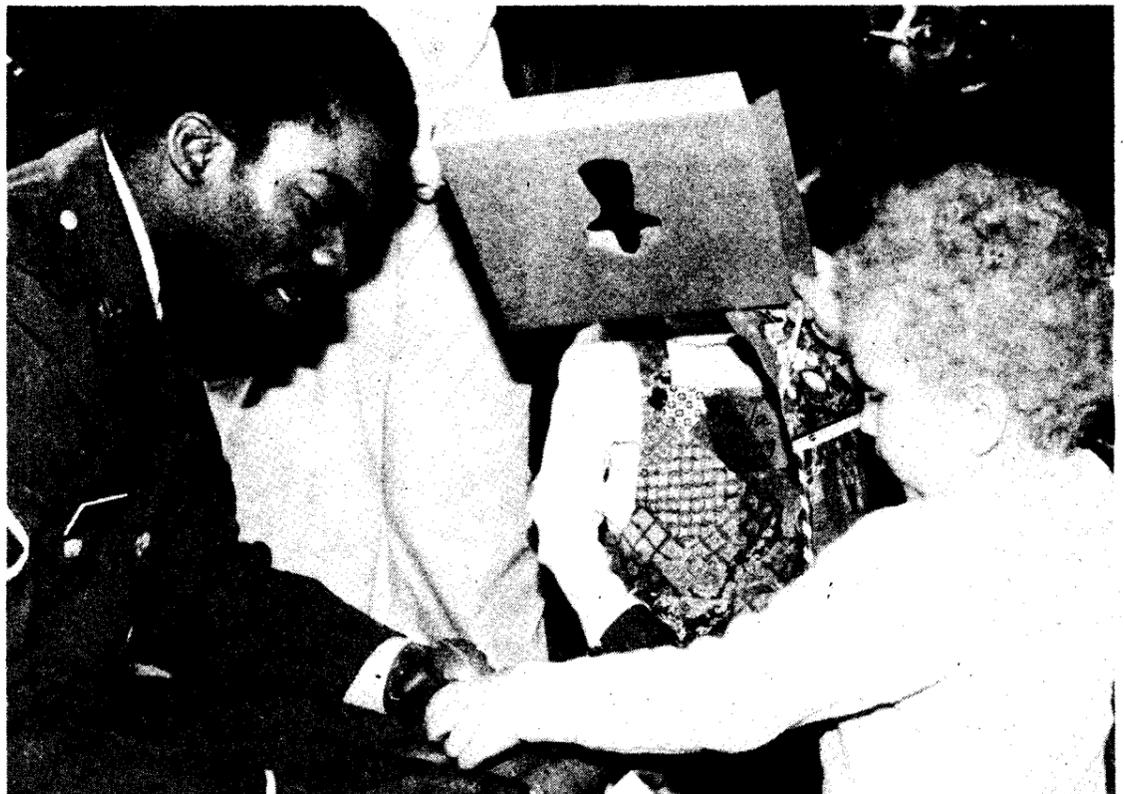
An animated cartoon feature opened the festivities which included a clown (PFC Jim

In spirit at least, Christmas came on Dec. 13 for this group.

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Redstone meets energy goal

Remember how perspiration ran in rivulets down your face as you sat at your desk last summer? And how you sought out warm corners in your work area to keep your teeth from chattering?

The discomfort that Redstone workers have been enduring has resulted in what post energy officials consider a big payoff. Redstone was able to meet its energy conservation goal for FY 78.

In fact, the goal was exceeded slightly. A 4.1 per cent reduction was achieved, while the goal set by DARCOM was to cut energy consumption by three per cent over the amount used in FY 77.

Three per cent seems like a paltry amount but when there are few lights left to turn off and few thermostats to turn back, as has been the case here the past few years, achieving even small reduction in energy use can be very difficult, post energy officials say. So difficult, in fact, that Redstone has failed for several years to meet energy goals despite many conservation practices. After the mark was missed last year DARCOM Commanding General John R. Guthrie sent a strongly-worded letter to Maj. Gen. Louis Rachmeler

which said, among other things, "I appreciate the contributions Redstone Arsenal has made in the past, but I expect a more effective program in the future."

Guthrie noted also that Redstone is "the largest consumer of energy of all the DARCOM installations and . . . the success of the Redstone energy program reflects directly upon the success of the DARCOM program."

John Norton, who is in charge of conservation programs on the arsenal, attributed the energy reduction this year to the efforts of individuals, saying that people make the difference when forced cutbacks in lighting and other options have been exhausted.

"We can meet our goals again if we can get that kind of cooperation from people this year," Norton said.

Meanwhile, surveys using heat-sensitive photography to detect energy loss in buildings here are planned for this winter. Also, heat to major buildings on the arsenal is being controlled by a computer that senses inside temperatures and automatically cuts heating systems off when not needed.

Contract awarded to analysis firm

The Army Missile Research and Development Command (MIRADCOM) has awarded a \$190,000 contract to John M. Cockerham and Associates in Huntsville for implementing an Army management program aimed at improving major weapon system planning and budgeting.

MIRADCOM's Plans and Analysis Directorate has technical responsibility for the TRACE (Total Risk Assessing Cost Estimate) program which will be applied to major weapon programs throughout the Army Materiel Development and Readiness Command in Washington.

TRACE is a management tool that will enable project managers to make detailed statistical studies of their programs, including technical uncertainties, and more accurately estimate budget costs if problems should arise.

J. M. Cockerham, a Huntsville based management consultant firm specializing in risk analysis work, is conducting a nine-month study under the small business award.

MIRADCOM's Procurement and Production Directorate negotiated the contract for the Army.

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Four Redstone NCOs promoted to sergeant major

The importance of a First Sergeant assignment to soldiers hoping to progress to the Army's top enlisted rank is underscored in the local promotion recommendations of an Army Enlisted Promotion Selection Board that met recently.

In what is viewed as a big achievement for a small troop complement like that at Redstone, four senior NCOs serving here were recommended for promotion to the rank of Sergeant Major. Of the four, three are presently in First Sergeant assignments while the fourth has formerly served in that

capacity, according to MIRCOM CSM Clarence Bray.

Those recommended for promotion to the top slot were 1st Sgt. Kenneth R. Elms of Company A; 1st Sgt. Walter M. Hicks of the 5th Student Company; MSgt. Hubert H. Hagans of MEDDAC and 1st Sgt. Hubert M. Williams of the 95th Service Company.

At least two of the soldiers, Elms and Hicks, volunteered for First Sergeant duty, Bray said.

Only 969 NCOs of 5,557 considered for Sergeant Major by the selection board were recommended for promotion.

The profile analysis for the 969 recommended shows an average one year of college, an EER weighted average of 125 (the maximum possible), an average time in service of 18-20 years, an average time in grade of less than four years and an average age of 40-44. Twenty per cent were graduates of the Sergeant Major Academy.

While the board evaluated the "whole man" in making the selections, Bray stressed, Redstone's showing "certainly tells you something of the importance of being in a First Sergeant position."

Come sleet, ice or snow, Arsenal is 'go'

The bad weather season has brought with it the usual number of anxious calls from arsenal workers asking about plans to close the post in the event of rain, sleet or snow.

For the record: Redstone Arsenal does not close in the event of bad weather. The arsenal will be open. Work will be carried on.

Bad weather means individual workers

must make a decision. If you believe the roads are too hazardous to attempt to drive to work, stay home until later in the day or call your office and ask to be put on annual leave.

Right now may be a good time to check your car and your own preparations for driving in snow, sleet and periods of reduced visibility.

Number of women increases in top jobs

Although increases in the number of women in "supergrade" jobs (GS-16 to -18 or equivalent) may seem small in CSC's semiannual reports, they do add up. While each report might show only a fraction of a percentage point gain, the percent has doubled since 1974, from 2.1 to 4.2 percent. And, while women hold only 2.6 percent of competitive jobs in those grades, they hold 14 percent of the noncareer supergrade positions.

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Chaparral completes first overseas shipment

The first shipment of improved Chaparral missiles to U.S. soldiers stationed in Europe has been completed and the Army is preparing to meet other deployment deadlines with tactical units scattered around the world.

Col. Harold Stubbs, Chaparral-FAAR Project Manager at the Army Missile Materiel Readiness Command (MIRCOM), said the new equipment replaces missiles that have been deployed for eight years and greatly improves the Army's low altitude air defense capabilities.

"These improved missiles will keep Chaparral abreast of the air threat for

many years to come," Stubbs said.

Along with new missiles, the Army is completing deployment of Chaparral's early warning eyes, the Forward Area Alerting Radar (FAAR), the highly mobile radar system that detects low flying aircraft and relays information to anti-aircraft sites.

Improved missiles feature a new guidance section which makes possible a 360 degree intercept capability, new fuzes and warheads improving lethality, and increased countermeasures immunity. Chaparral, an infrared heat seeking missile mounted on a highly mobile, self-propelled

tracked vehicle, has been deployed since 1969.

Meanwhile, MIRCOM has other improvements planned that will extend the useful life of Chaparral well into the future, including the installation of new solid state electronic components in fire units and ground equipment, an Identification Friend or Foe (IFF) system, and a smokeless motor.

"These improvements will make Chaparral even more effective and reliable," Stubbs said, "and much easier to maintain."

Dial 112 For Redstone News



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Iran

(From Front Page)

warm feeling, like a child coming home to a mother."

She feels that one of the reasons they were moved out was the shortage of electricity four or five hours every day, usually in the evening so they used candle light. Gas for cooking and fuel for heating were also in short supply. They stored water, but there was no shortage.

What was it like in Iran the last two months?

"There were quiet days, then noisy ones. U.S. officials kept us informed. If there was any danger, we were told to stay off the streets, stay in our homes with the draperies drawn. We were not to go into crowded areas and we kept a low profile," she said.

"We were informed by a daily Info-Gram from the Mission Information Center. We could call there if we knew of any incidents, confirmed incidents we saw ourselves, not something we had heard. This kept down rumors.

"This is a very serious time for the Muslims because they are mourning the death of the grandson of one of their great prophets. It causes them concern when they see Westerners happy and having a good time. We were advised to be discreet and careful in respect for their religion.

"We left Dec. 9. Dec. 10 and 11 are the main days of mourning in Iran although it started Dec. 1. It lasts through Dec. 17.

"We had a choice of where we could go to be temporarily relocated until things are quiet in Iran. The choices were Athens, Greece; Rome; Germany; or the U.S. Most came to the U.S. because it is a holiday season and they wanted to be with their families here.

"We had many good Iranian friends we hated to leave. It was sad. I look forward to seeing them again. All our household goods are there.

"Since we've been in Iran the past year and a half, things have really changed. Women are moving into society, driving, working in offices.

"Although many dress in the latest western styles, more have gone back to the veil since unrest began. Their attire is the chador that covers them from head to foot. They wear other clothes under them — blue jeans, a robe or sometimes a dress. Of course when they walk, the chador opens and shows what they have on underneath. It's mainly blue jeans, a comic comparison to the chador.

Deeply religious

"There are many facets to Iranian culture and society. They are a deeply religious people. Many have been educated in the U.S. or in the fine Iranian universities.

"My landlady is a very religious, proud, intelligent lady who moves with grace. I wish I could be like her. When I go to see her she doesn't wear the chador, nor does she wear it when she comes to see me, but she had it with her and puts it on if John comes home. He has never seen her without it.

"She was taking English classes, then



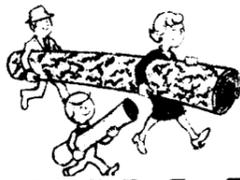
Betty Black seeks to return to Iran

stopped. Recently she started again and I help her with her homework. In return, she teaches me Farsi, her language. She learns English much faster than I do Farsi, but I've learned enough to ask for what I want. It delights the Iranians when I speak in their language — they become warm and will give me anything they can.

"At the same time we have good, close relations with many Iranians, we are very careful not to give out our address or tell where my husband works. We never throw anything in the waste basket with our name and address on it. We shred everything. It is a precaution taken so my husband could not be identified as a target.

"As long as we were careful, we had no problems. We were never injured. We saw no demonstrations, but we could hear them going on. They were very noisy.

"Home and my husband are there. I want to go back."



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Simple precautions for a safe holiday season

For almost everyone, the upcoming holiday season will be a joyful time of the year. However, with increased travel by automobile and the greater probability of adverse weather conditions, the risk for automobile accidents and resultant tragedy will be greater than usual.

My wish is that all members of DARCOM, military and civilian and their families and loved ones, have a safe and happy 1978 holiday season.

General John R. Guthrie

The Christmas and New Year holiday season is the most dangerous time of year, according to the National Safety Council Record. It doesn't have to be. These accidents can be prevented. All people need do is take a close look at the primary causes of holiday accidents and take steps to prevent them.

The four major causes of holiday accidents are unsafe operation of motor vehicles; falls; fires and poisonous substances. Small children are usually victims of the last-named safety threat.

The number one killer is motor vehicle accidents. Studies show that three out of four fatal Christmas accidents involve driving too fast for conditions or in excess of

the posted speed. Drinking drivers are involved in more than half of the fatal holiday accidents. And Christmas shopping itself can be dangerous. The attention of pedestrian shoppers is diverted from traffic by sidewalk congestion and by concentration on their main concern — shopping. Christmas packages often block the vision of the walker.

Falls claim many lives during December. A few simple precautions can prevent these tragedies. Keep floors, halls and stairs free of boxes, toys and gifts and don't block exits. Place extension cords where no one can trip over them. Use a stepladder to reach high places while decorating.

To prevent fires, place the Christmas tree away from all sources of heat and drying and away from exits. Keep the tree stand filled with water. Keep combustible decorations to a minimum and never near candles, fireplaces or other sources of heat and flame. Discard smoking materials carefully.

Keep dangerous medications and other harmful substances out of the reach of small children. Remember, simple aspirin is the greatest threat to the safety of toddlers.

Whose holiday will be ruined by a serious or perhaps even fatal accident this year? No one knows. But the likelihood that readers of this article may become accident victims will be greatly reduced if they will only observe these simple precautions.

All supervisors are encouraged to meet with their people before they leave for the holidays to stress safe planning for an accident-free Christmas and New Year.

Help make this holiday season a safe one.

\$300 postage stamp

The Civil Service Commission recently notified Federal agencies that it had received requests from temporary employees asking that they be made permanent — all on agency stationary and mailed in franked envelopes. These requests are personal mail, and, according to the Comptroller General, must not be made on official time or with agency materials. CSC points out that both situations can lead to a \$300 fine.



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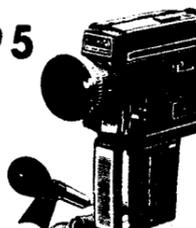
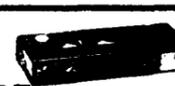
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<p>Minolta Autopak 430E </p> <p>47⁹⁵</p> <ul style="list-style-type: none"> • True pocketability. • Easy drop-in 110 cartridge loading. • Sharp, Minolta-quality f/5.6 lens. 	<p>PRO Compact Zoom SPECIAL!</p> <p>Quantaray</p> <table style="width: 100%;"> <tr> <td>35-105mm f3.5 Macro</td> <td>184⁹⁵</td> </tr> <tr> <td>75-150mm f3.8</td> <td>134⁹⁵</td> </tr> <tr> <td>85-210mm f4.5 Zoom</td> <td>117⁹⁵</td> </tr> </table> <p>TO FIT NIKON, MINOLTA, OLYMPUS, PENTAX, CANNON, & KONICA. ALL MOUNTS NOT AVAILABLE IN EACH LENS.</p>	35-105mm f3.5 Macro	184⁹⁵	75-150mm f3.8	134⁹⁵	85-210mm f4.5 Zoom	117⁹⁵	<p>Vivitar Auto Electronic Flash </p> <table style="width: 100%;"> <tr> <td>Vivitar 252</td> <td>35⁹⁵</td> </tr> <tr> <td>Vivitar 265 Zoom Thyristor</td> <td>41⁹⁵</td> </tr> <tr> <td>Vivitar 285 Zoom Thyristor</td> <td>119⁹⁵</td> </tr> </table>	Vivitar 252	35⁹⁵	Vivitar 265 Zoom Thyristor	41⁹⁵	Vivitar 285 Zoom Thyristor	119⁹⁵
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Vivitar 285 Zoom Thyristor	119⁹⁵													

Christmas safety quiz

To help insure that the Christmas holidays will be the joyous season it should be for Redstone personnel, the Redstone Arsenal Fire Department offers the following questionnaire. Read it. Clip it out. Answer the questions. If you answer each one with a "yes" you can probably look forward to a safe and joyous Christmas season. If you answer one or more with a "no" the bells you hear this Christmas may be those of a fire engine.

CHRISTMAS TREE

1. Yes _____ No _____ Did I purchase the tree a short time before Christmas and keep the base of the tree in water?
2. Yes _____ No _____ When I brought the tree indoors, did I cut the base of the tree at a one inch angle above the original cut?

3. Yes _____ No _____ Did I anchor the tree firmly and keep it away from heaters, radiators and other sources of heat?
4. Yes _____ No _____ Did I keep the tree standing in water the entire period it is in the house?
5. Yes _____ No _____ Did I resist the urge to attempt to flameproof the tree?
6. Yes _____ No _____ Did I remove the tree as soon as possible after Christmas?

CHRISTMAS LIGHTING

7. Yes _____ No _____ Did I avoid using any open-flame lighting on the tree?
8. Yes _____ No _____ Did I assure that all the electric lighting sets I used are UL approved?
9. Yes _____ No _____ Did I check to make sure the electric cords are not frayed or broken?
10. Yes _____ No _____ Did I install lights so that metal tinsel and ornaments cannot come in contact with the lights and cause a short circuit?
11. Yes _____ No _____ Did I have enough sense NOT to install electric lighting on a metallic tree?

DECORATIONS

12. Yes _____ No _____ Did I insist that all my decorations are made from flameproof or noncombustible materials?
13. Yes _____ No _____ Did I remove Christmas wrappings from the house as soon as possible, since they burn very rapidly?
14. Yes _____ No _____ Did I immediately place wrappings in a covered metal barrel or container?

TOYS

15. Yes _____ No _____ Did I avoid buying heat-operated toys and new electrical gadgets that do not bear the UL label?
16. Yes _____ No _____ Did I avoid toys that require flammable liquids to operate?
17. Yes _____ No _____ Did I make certain costumes, children's or adults, are made from noncombustible material?

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BMDSCOM flight experiments succeed



DOT launch

HUNTSVILLE — The U.S. Army's Ballistic Missile Defense Advanced Technology Center has announced successful completion of the first of several planned flight experiments to obtain infrared measurements of an incoming ICBM target complex.

The Huntsville-based agency said that the objectives of the Designating Optical Tracker (DOT) Program are to obtain data demonstrating the feasibility of detecting and tracking ICBM warheads by means of infrared telescopes carried above the sensible atmosphere.

The Dec. 5 experiment began with the launch by the Air Force of a Minuteman III ICBM from Vandenberg Air Force Base to Kwajalein Atoll. Subsequently, an infrared telescope was carried aloft aboard a rocket launched from the atoll, pointed towards the

incoming target complex, and commanded into a viewing sequence for about five minutes. After successfully gathering data, the vehicle carrying the telescope was prepared for reentry and a parachute descent into the ocean where it was recovered by U.S. Navy forces.

The Boeing Aerospace Company is the prime contractor for the DOT Program. Hughes Aircraft Company built the infrared telescope.

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EXCLUSIVE - Beautiful 2 story "Williamsburg" reproduction with some very unique features. Real brick floor in foyer, gorgeous dark hardwood floors through the downstairs, extra-spacious formal dining room, wet bar, wood box and real wood panelling in family room, very special 9x14 ft., Butler's Pantry, 4 bedrooms, (1 down) 3 baths, plus a rec room with 2 ways of access. This most unusual home is located in the Grissom Hi area and will be available in the Spring. \$114,500 (04-7826-HT) 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 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 and 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.

6.7 ACRES - CLOSE TO MONROVIA SCHOOL - This lovely home nestled among lovely trees, offers a great room with fireplace, formal dining room, 3 bedrooms, study, large eat-in kitchen, 2 baths, inside utility room, double garage, extra insulation, fish pond, completely fenced, double paved driveway, approximately 5 acres cleared. (06-1122-ICR) 883-1200.

ESTATE IN TWICKENHAM - The classic beauty is represented in this antebellum home. Built prior to 1824, remodeled, restored and preserved, the home possesses a formal grandeur and dignity which cannot be effaced by the passing of time. Home features 14 foot ceilings, beautiful moulding, six fireplaces. The double hand made brick walls are covered by stucco. The original antique windows remain. Home is situated on a picturesque lot. Offered at \$350,000. (04-614-F) 883-1200.

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 thirty minutes from Haysland Square. \$72,500. (SR B-108) 883-1200

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SUNSET COVE, 2615 VISTA - Very impressive Two-story (Plus Basement). One acre nature lot. Den w/FP, Huge Rec. room, 2400 + sq. ft., 5 BR'S + (Large Isolated MBR) 3 1/2 baths, attractive decor (new paint and wallpaper). Total price \$96,500. Will accept trade. (04-2615-V) 883-1200.

5 BEDROOMS, 3 1/2 BATHS. In beautiful Mt. Charron ... Where you enjoy the 4 seasons of the year and breathe the clean air, and where the lots are large and wooded. Call to see this immaculate home with new carpeting throughout, draperies, appliances. The large entrance foyer (slate) leads to formal living room with fireplace, formal dining room, family room with fireplace downstairs, big laundry room, 4 bedrooms up, 1 down, huge patio shaded by mature trees, fenced back. Extra-nice floor plan. You will love it! (01-R-12004) 883-1200.

COUNTRY ESTATE. This estate is located in the City limits of Huntsville near Madison. You will enjoy the 24+ acres of land where you can ride horses, hike, target practice, or whatever your sport is. A lovely house with many conveniences is included plus a horse barn and large workshop. Price tab \$145,000.00. 533-1490. 06-FL-M.

THIS RANCHER HAS IT ALL - 4 bedrooms, 2 baths, foyer, living and dining rooms, den with fireplace, lovely built-in kitchen, breakfast area, inside utilities and large roomy double garage. \$71,000. (04-13006-A) 881-9111.

WHAT ARE YOUR FAVORITE COLORS? Then put them as the color scheme in this home that is now under construction in Camelot. This two story home has just what you have been looking for in a new home. 4 bedrooms, 2 1/2 baths, foyer, formal living and dining rooms, kitchen, breakfast room, inside laundry, double garage, and 2388 SQ. FT. of living area ... \$73,500. (04-2605-G) 881-9111.

BEST BUY IN SE - Approximately 3500 sq. ft. of gracious living in exclusive Jones Valley. 5 bedrooms, 3 full baths, 2 half baths, formal living and dining room, fully modern kitchen and breakfast room, den with fireplace, rec room with Franklin Stove and wet bar. All of this recently redecorated. Also a beautiful Cox-Craft granite pool with pebble stone deck and wet bar. Call for appointment. (04-TH-836) 533-1490.

SOUTHEAST - Super large home for active family, being redecorated. Has four large bedrooms, 3 with walk-in closets, den w/fireplace, 580 sq. ft. rec room, inside laundry, huge foyer and living-dining room. \$75,500. (04-E-2520) 883-1200.

HORSE FARM - Beautiful 25 acre horse farm for only \$145,000. This farm is fenced, has year round spring, six stall barn and modern 2300 sq. ft. house. (05-FL-M) 533-1490.

PICK YOUR SHADE TREE ... and relax as the kids walk to school and the SE YMCA is 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.

A BEAUTIFUL SITE - Enchanting brick rancher nestled in the trees on spacious corner lot. Under construction now in Fox Run, this home offers 4 large bedrooms, cheerful kitchen with bay window in breakfast room. The family room which is situated conveniently close to the kitchen has fireplace and built-in bookcases. Large inside laundry room with 1/2 bath, 2 other full baths, foyer, separate dining room, double side-entry garage with workshop or storage area. Come see the plan and the site of this excellent ranch style home. (04-1202-T).

SOMETHING SPECIAL - 3108 sq. ft. of rustic living on 9.5 acres of beautiful land, located just east of Arab. This exceptional home, offers 3 bedrooms, 3 baths, 3 fireplaces, great room, rec room, fully equipped kitchen, dining room, double garage, master bedroom suite has its own fireplace. Gorgeous rock fireplace in great room. You must see, a bargain at \$92,550. (06-OB-CA-R5) 1-753-2295 Arab or 883-1200.

BEAUTIFUL TWO-STORY - Pine Lake Village, Arab, 2361 sq. ft. of exceptional living area, located on a beautiful wooded lake lot with 212' of water front, 4 bedrooms, (master suite), 2 1/2 baths, living room, dining room, eat-in kitchen, (fully equipped), large den with fireplace and wet bar. Large deck overlooking lake, central heat and air, double garage. 1 753-2295 Arab or 883-1200. (06-WCA-7).

GIVE THE GARAGE BACK TO THE CARS - and spread out in this basement. Foyer, living, dining, sunshine eat-in kitchen, (bay window) view from the sundeck, den with fireplace, 4 bedrooms, 2 baths, rec room is 23x34 ft. garage has 946 sq. ft. fenced corner lot (123x140) (ATC) (04-M-11214) \$71,500. Call 881-9111.

SURROUNDED BY THE MOUNTAINS - This lovely property in Camelot offers the beauty of the surrounding mountains plus 4 bedrooms, 2 1/2 baths, foyer, living and dining rooms, large built-in kitchen, den with fireplace, inside laundry, double garage, and deck from which to view the mountains ... \$72,000. (04-2603-G) 881-9111.

PANORAMIC VIEW OF LAKE GUNTERVILLE - from your 40 acre back yard. This like new 2290 sq. ft. rancher is located on one of Brindlee Mountains most scenic properties. Home features 3 large bedrooms, 2 1/2 baths, great room with recessed lighting and beautiful rock heater/air fireplace, large extra den or rec room, inside utility room and 2 over-sized bedrooms. The 40+ acres are all tillable, the remaining 14 are beautifully wooded with several bluff building sites. Call Arab 1-753-2295 or 883-1200 today for an appointment. (06-R1B204-A).

VACATION ATMOSPHERE - in year around luxury living. 2 1/2 wooded acres on Brown's Creek with down town Gunterville Shopping and school convenience. 3100 sq. ft. cedar and brick A-frame offers den with fireplace, formal living and dining room, formal living, very large formal dining, built-in kitchen, sunny breakfast room, huge loft master suite with circular staircase and private deck over looking in-ground Roman swimming pool and river boat house with electric lift. Large cedar 2 car garage and separate cedar workshop. \$150,000. (06-GBC).

4012 PIEDMONT DRIVE, S.E. - Charm in the trees. Lovely 2 story home on a wooded lot in upper Piedmont. So much room, including 4 bedrooms, family room with fireplace, rec room, hobby room, specially equipped sewing area. Lots and lots of storage space!!! Beautiful neighborhood. Mid-80's. (4012-04-P) 881-9111.

LIKE BASEMENT RANCHERS??? 11214 Mountcrest Dr. is immaculate and only 5 years old. This lovely brick home is on a 123 x 140 corner lot with a huge work shop area in a super 946 sq. ft. side entry garage plus a rec room you could square dance in! Lovely foyer, dining, sunny eat-in kitchen with bay window and view from sundeck. 4 bedrooms, 2 baths, richly paneled den with fireplace. \$71,500. 881-9111.

A DIAMOND NECKLACE ... couldn't sparkle any brighter than the lights of Downtown Huntsville from the living room, dining room, den and deck of this superb new listing we offer in a Blue Chip location. Approx. 3200 sq. ft. on a gorgeous lot affords an opportunity to use your imagination and skill in decorating to create the luxury of "A Diamond Necklace" you can afford. \$102,500. (04-2202-A) 883-1200.

\$60's

DO YOU WANT - Beautiful stone fireplace, cathedral ceilings, 3 bedrooms, 1 1/2 baths, living and dining rooms, den, study, eat-in kitchen, double garage, electric garage door opener, privacy fence and much much more, then you must see this beautiful contemporary in CAMELOT. Call now for more information ... (04-G-2603) 881-9111.

TERRIFIC BASEMENT RANCHER ... on a lovely wooded lot offering formal living and dining room. Cozy kitchen with beautiful hand crafted walnut cabinets. Den w/fireplace and master BR have Dutch doors leading to a big patio/porch. 3 bedrooms + 3 baths. Downstairs rec room and a world of storage or unfinished area. Many extra buildings. \$68,900. (04-8124-HH) 883-1200.

SOUTHEAST - Sparkling new Tri-level with den plus a recreation room, 4 bedrooms, 2 1/2 baths, fireplace, formal dining room, living and dining rooms with bay window affording panoramic view of the hills, inside laundry, decorated in popular earth tones, double garage. One of today's better buys in a new home. \$67,900. Any type financing. See it soon! (04-1210-S) 883-1200.

LIGHT MY FIRE - Buy this delightful two-story with 4 bedrooms, 2 1/2 baths, living room and separate dining room, entertain by firelight in the den and enjoy the many extras that come with this house ... \$60,800. (04-C-10008) 881-9111.

WHERE CAN YOU FIND IN SOUTHEAST more than 2500 sq. ft. of living area, 4 bedrooms, 3 baths, huge den, fireplace, almost new roof, heating-cooling system, new water heater, double garage ... on a gorgeous private lot for only \$63,900, on equity sale or VA financing...?? (04-S-7903) 883-1200.

11022 ROCKCLIFF DR. NEW LISTING! In beautiful Mt. Charron Estates, this 4 bedroom, 2 1/2 bath ranch brick home sitting on an acre-plus wooded lot, fireplace opening to both the living room and den, sliding glass doors from den to 32 x 12 redwood deck shaded by mature trees, inside laundry, deluxe kitchen with large eating area, double ovens. One bedroom is completely separate and private, double side-entry garage. \$64,150 Total.

THIS VERY WELL CONSTRUCTED home in an ideal location is waiting for your arrival. You will find approx. 3000 sq. ft. situated on two lots with an excellent view. The living, dining rooms are excellent for entertaining, and the extra-large eat-in kitchen accommodates the whole family. The upstairs has 2 full baths. The daylight basement is perfect for "in-law" and dining room, bay window breakfast area, fireplace, professional decorating. (04-C-9013) \$67,900. 883-1200

NEW LISTING - Dug Hill Rd. area ... features a gorgeous one acre setting and offers 3 bedrooms, 2 1/2 baths, large den and rec room, study, plus workshop and double car garage. It's a must to see. Better hurry on this one. \$65,000. (06-Box 248-B).

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 area, fireplace, professional decorating. (04-C-9013) \$67,900. 883-1200

THE AMERICAN DREAM - Your ultimate goal in life, next to fame and fortune, is owning an impressive home w/quality features. Well here it is!! Beautiful construction such as the enormous great room w/FP, 3 lovely BR'S, 2 baths, & a very large & formal LR & Sept. DR. Situated on 1 acre w/beautiful pine trees. (05-220-IAL) 533-1490.

9005 CANNSTATT - Newly completed 1970 sq. ft. brick rancher, beautifully carpeted in shades of green. Separate breakfast room next to pullman style, work-saving kitchen with 6E almond appliances (self-cleaning oven; butcher block counters complementing melow wood cabinets. Separate formal dining room contrast the formal den with full corner fireplace. 4 bedrooms, 2 baths complete the ideal ranch plan. Very special at \$67,500. (04-9005-C) 883-1200.

WINNING POSITION - Position yourself close to YMCA, churches, and school in this beautiful new SE subdivision. Beautiful tri-level features 4 bedrooms, nice eat-in kitchen, large master suite with private bathroom. It's professionally decorated and priced at \$67,900. (04-9013-C) 883-1200.

DO YOU LIKE THE MOUNTAINS? Then this lovely rancher surrounded by the mountains is just for you. Features include foyer, living and dining rooms, den with fireplace, 4 bedrooms, 2 baths, double garage, inside laundry and many energy saving features ... \$66,000 ... (04-13004-P) 881-9111.

SPLIT-LEVEL - With all the features anyone would want in a home. Foyer, living and dining room, den with beautiful fireplace, 4 bedrooms, 2 1/2 baths, double garage and much more ... \$65,000. Energy Saving Home ... (04-13007-C) 881-9111.

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 \$18,190. (04-W-2516)

JUST SAY SUPER - For the family who is especially particular and picky in every respect, we are pleased to offer this custom tri-level with foyer, spacious living room, dining room, deluxe modern eat-in kitchen, paneled den with fireplace, 4 bedrooms, 2 1/2 baths and wall to wall carpeting. Double garage and nicely landscaped lot in Fox Run ... \$62,900 (04-S-14009) 881-9111.

YOU WILL LIKE THIS TRI-LEVEL in desirable FOX RUN for only \$62,900. You will get 4 bedrooms, 2 1/2 baths, large den with fireplace, entrance foyer, formal dining room, "Country House" kitchen with eating area for a large family and built-in, beautiful carpets and decorating. Call to see this lovely new home. Quick possession. Any type financing. Now is the perfect time to use your VA Loan, and watch your investment grow in Leaps & Bounds. (04-M-14003) 883-1200.

FIVE UNIT EFFICIENCY APARTMENT - COMPLEX - Brick, one level, nice carpet, each unit has large LR/BR combination, nice kitchen eat-in area, large ceramic bath. Fully carpeted. All furniture & appliances & drapes remain, fully equipped. Returns \$120.00 each unit per month. (\$7,200 annual). Total price \$65,000. (28009th) 533-1490.

WALK TO WEATHERLY SCHOOL - from your new 4 BR home. This home will give you formal living room, separate dining room, fully equipped kitchen and spacious breakfast area, den with FP and 1/2 bath on first floor upstairs 4 large bedrooms, and 2 baths. This home is beautifully decorated in shades of dark rust carpeting and extensive use of wallpaper. Ready for your family. \$67,500. (04-9007-C).

CAMELOT - Just listed, charming 7 yr. old 2 story with 2300 sq. ft. of living area. Four large bedrooms, 3 full baths, foyer, den with fireplace, living room, spacious dining room, huge rear entry 2-car garage, storm windows & doors, power ventilator, beautiful landscaping. \$65,900. (2518-C) 883-1200.

TRADITIONAL - Ranch on lovely wooded lot. 1942 sq. ft. of living area, 3 bedrooms, 2 baths, thermopane windows. Stone fireplace and fully carpeted. (04-A-13005) \$64,400. 881-9111.

MADISON - Lovely "Old Brick" rancher on large lot. Featuring living room/dining room, large eat-in kitchen, den, 3 bedrooms, 2 baths, utility room, paneled double garage. heavily treed across rear of lot! Many extras! (05-350-Y) 533-1490.

LARGE FAMILY needed for this tri-level home in Fox Run w/D. Features include 4 BR's, great room with FP PLUS rec room, formal dining room, fully equipped, 2 1/2 baths and side entry double garage and that's not all! Come see for yourself and choose your own colors \$67,700. (04-C-14005) 883-1200.

ROCKMONT-ON-CARDESSA High above lake Gunterville 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 its setting on 2.1 acres of immaculately kept grounds featuring 600' of frontage and intensely natural landscaping. Its pleasantly close (but not too close) to shopping, Turkey, Marina, Public docks, Gunterville 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.

DO YOUR OWN THING - and decorate this rancher the way you want to have it decorated. If you hurry you can still choose the colors, carpets, wallpaper etc. of your choice. This home features 4 bedrooms, 2 baths, foyer, living and dining rooms, den with fireplace, breakfast area, double garage and patio ... \$68,000. (04-13002-A) 881-9111.

HUGE, HUGE MASTER SUITE - If you've got double kingsize beds they will fit nicely in this master suite. If you need lots of room (2744 Ft.) this home has it. If you need 4 bedrooms this is it. If you need a den here it is. If you need a rec room it's here too. If you need 2 1/2 baths lets go see this home offered at \$66,000. A price you can't beat with a stick! (04-2002-W) 883-1200.

CHOOSE YOUR OWN - colors, carpets, wallpaper, etc. in this lovely rancher that is now under construction in Camelot. This home features 4 bedrooms, 2 baths, foyer, living and dining room, den with fireplace, large kitchen with breakfast area and much more. Call 881-9111 to see \$69,000. (04-13006-A).

FOR THE FAMILY THAT NEEDS MORE ROOM - Come look at this beautiful 4 bedroom 2 1/2 bath tri-level in Camelot. This home also features a foyer, living and dining rooms, den with woodburning fireplace, modern kitchen with breakfast room, double garage and much, much more for your money. \$65,000. (04-13007-A) 881-9111.

DO YOU LIKE TRI-LEVELS? Then you will love this newly constructed tri-level in Camelot. This home features foyer, living and dining rooms, den, rec room and of course a fireplace. 4 bedrooms, 2 1/2 baths, double garage, inside utilities and much more for \$68,000. (04-13009-A) 881-9111.

WALK TO WEATHERLY - Would you believe right here in Huntsville is one of the loveliest Victorian homes that you can find anywhere? This home, located on a large park-like lot, offers 4 bedrooms, 3 baths, 2 fireplace, entrance foyer, formal living and dining rooms, study, large roomy kitchen, oak floors, 9 ft. & 11 ft. ceilings, detached garage and much, much more. 881-9111 - Priced in the \$60's. (02-M-1566)

\$50's

JUST IN TIME FOR X'MAS ... Give your family this 2 year old 4 BR Rancher located in Camelot. This lovely home features a fireplace, central heat and air, beams & fireplace. Large eat-in kitchen with pantry, inside laundry, storm windows, 2 full baths & double garage. New paint inside & outside, small entry court, lovely landscaped lawn, low equity & 9 1/2% VA loan are only a few features. This home won't last long. Call for appointment. (04-2516) 883-1200.

WALK TO WEATHERLY ... from this immaculate 2 story home. Home features quarry tile foyer, 4 large bedrooms with beautiful hardwood floors, huge den, eat-in kitchen with breakfast bar, 2 1/2 baths, inside laundry, huge double garage private patio, beautiful view of the mountains. Offered at \$59,900. Qualified Veteran could purchase this beautiful home with no down payment with total payments \$65 per month. (04-10005-WP) 883-1200.

SIP A MINT JULEP - while you relax on the (extra large) patio situated behind this lovely tri-level home. Just a hop to school from this (established) neighborhood... 4 (large) bedrooms, 2 1/2 baths, COUNTRY-SIZE kitchen, SIZEABLE living room/dining room combo., DEN with beautiful tile floors, SPACIOUS 2nd floor, and a DOUBLE window. 2200 sq. ft. REASONABLE PRICED AT \$57,500. CALL NOW! (03-H-3811) 533-1490.

NEW TRI-LEVEL - Located in Grant - Just 2 miles off 431 South. Well constructed tri-level with 2224 sq. feet of living area featuring foyer, living room, dining room, den w/wet bar, 4 bedrooms, 3 baths, kitchen w/breakfast bar and built-in, double garage, storm windows. Purchaser may select carpet and color of appliances. Price at only \$57,900. (04-R72-G-L21) 533-1490.

13105 CHANEY THOMPSON RD. ... is a new energy saver with finished basement (study, bedroom, bath laundry room, den) and upstairs you could live independently with great room, dining area, eat-in kitchen, lovely fireplace, 2 bedrooms (one on each end of first floor) 2 baths, and 2 car rear entry garage. See today! \$53,900. 881-9111.

WIDE OPEN SPACES ... surround this charmingly different tri-level. It's almost like a farm in the city. Features 4 bedrooms, 2 baths, den, double car garage. (03-2200-V) 883-1200.

BEAUTIFUL NEW BASEMENT RANCHER - Energy efficient, ready to occupy and within walking distance to Mt. Gap School (elementary, Jr. Hi, C & G) yourself a Holiday treat by investing in this 1976 SQ. FT. home. 3 bedrooms, 3 baths, dining area, rec room, study, great room with fireplace, 2 car rear entry garage. \$53,900. (04-13105-CT) 881-9111.

QUIET CUL-DE-SAC ... is awaiting you in this 3 BR rancher now under construction. Included is a formal living room, dining room, den w/FP bookshelves, fully equipped eat-in kitchen & inside laundry & side entry double garage. Pick your own colors. \$55,000. (04-A-1200) 883-1200.

LOOK AHEAD TO NEXT SUMMER - When you'll love this large new screened porch, nice fenced backyard. This 3 bedroom (could be 4 bedrooms) brick rancher has lovely sliding glass doors to patio and fenced back yard, formal living and dining with fireplace. Nice Neighbors ... \$55,000. (04-11511-M).

TWO BASEMENT RANCHERS will have finished basements - (Spacious) rec room for family fun - bedroom and bath for guests.) 2 BR'S, 2 baths upstairs - fireplace, 2 car garage. \$53,900 (CT-881-9111).

1976 SQ. FT. of living area plus 2 car garage all add up to a neat package for the price. Rec room and study, fully equipped kitchen, 3 baths, 2 bedrooms. (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.

STATUESQUE 2 story brick with large lot. Formal living and dining rooms, 4 bedrooms, and 2 1/2 baths. Den with stone fireplace. Storm windows and finished double garage. (02-JL-130) 533-1490.

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) 533-1490.

GOURDNECK - Continue on Chaney Thompson Rd. from our new 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.) GUNTERVILLE LAKE - Holiday Shores - Authentic reconstruction 170 yr. old house on 3 water front lots - 270 ft. Two hand cut limestone fireplaces and foundation. Cedar roof, hardwood floors, mature pine trees. Sandy beach. \$53,900. 883-1200.

IF - this seems high to you, take a look at the NEW screened porch, beautiful new custom drapes throughout, lovely carpets, 3 or 4 bedrooms, eat-in kitchen, fireplace in living room, NEW roof and more ... \$55,000. 881-9111. (04-M-11511)

BEST OF BOTH WORLDS. For those who want the privacy, peace and beauty of nature, yet quick access to schools, shopping or country club. New listing. Immaculate 4 bedroom rancher. Den with fireplace, new carpets. You'll love the deck facing a half-landscaped, half-natural wooded setting. Excellent neighborhood. Many other extras. (04-1308-WR) \$59,900. 883-1200.

ARE YOU RUN DOWN LOOKING AT RUN DOWN HOUSES??? Stop by for a pleasant surprise. Exterior just completely repainted. Interior fresh and clean and newly carpeted in bamboo (duffy gold). 1900 sq. ft. (2-story) with tile foyer, isolated living room, sep. dining room, gaily papered kitchen, sep. den with lovely dark-stained floors, 2 1/2 baths, 4 good-sized bedrooms, and lots of closet space. Super condition and ready to move in. Kids walk to YMCA and Weatherly Elem. \$53,500. (04-10007-A) 883-1200.

\$40's

LARGE DEN - The whole family will enjoy the abundance of space in the GREAT FAMILY SIZE home. Four bedrooms with isolated KING-SIZE home. Four bedrooms with isolated KING-SIZE master, SUPER large DEN, central heat and air, and more. Mid 40's. Call today. (01-4024-S) 533-1490.

PICTURE PERFECT ... Brick tri-level on a lightly wooded lot. 3 bedrooms, 2 baths, living room, w/FP + den. Formal dining has French doors onto a lovely patio. Sunny built-in kitchen - all decorated to a "T" Storm windows, large garage. (3925-N) 883-1200.

DO YOU HAVE A FAMILY? Then this is the home for you featuring entry foyer, LR/DR combo., large den and study down. 1 1/2 baths, single garage, lots of storage. (01-R-2603) \$45,000. 533-1490.

QUIET AND PEACEFUL - Located in Grant - Just 2 miles off 431 So. - New well constructed all brick rancher featuring foyer, super large living room, den, 3 bedrooms, 2 baths, kitchen w/breakfast bar & built-ins, double garage. Purchaser may select carpet & color of appliances. Priced at only \$47,900. (06-RT2-G) 533-1490.

BEING REDECORATED - This four bedroom home has new carpet, new bath and new central air. If you need the space, you will want to look at it. Other features include eat-in kitchen, central gas heat, inside laundry, and single garage. Located at 2705 Sparkman Drive, and priced at \$45,000. Call today to see it. (0-5-2705) 533-1490.

CHOOSE YOUR COLORS - Carpets, appliances, etc. if you hurry. This rancher that is being constructed has Foyer, Great Room with fireplace, 3 bedrooms, 2 baths, inside laundry and modern built-in kitchen and more for \$47,500. (04-1034-S) 881-9111.

IF YOU HURRY - you can still choose the colors, carpets, etc. in this lovely tri-level being constructed in Woodridge South. This home also features, great room with fireplace, entry foyer, dining room, 3 bedrooms, 2 baths, inside laundry ... \$48,000. (04-1036-S) 881-9111.

BE THE FIRST - to own this lovely 3 bedroom, 2 baths tri-level in Woodridge South. This home offers entry foyer, great room with fireplace, dining room and many more features that you must see to appreciate ... \$48,000. (04-1019-S) 881-9111.

IMPRESSIVE GREAT ROOM - is just one of the fine features of this house. Entry foyer, dining room, 3 bedrooms, 2 baths, inside laundry, modern kitchen and much more for ... \$48,000. (04-1025-S) 881-9111.

RATED "G" ... for great family living in this new area convenient to Mt. Gap School. Also fun great room w/fireplace. Large master suite situated across the home from the other 2 BR'S and baths. Lovely kitchen w/built-ins. Formal dining. Under construction so choose your decor. \$47,100. (A-1025) 883-1200.

LIGHT UP YOUR LIFE ... in this charming tri-level with 736 sq. ft. of garage. 3 large bedrooms, formal dining room, with fireplace, formal dining + eat-in kitchen. Help up decorate to your taste. Cedar tree studded lot. \$48,500. (A-1023) 883-1200.

HURRY - for this terrific brick ranch won't last long!! 3 bedrooms, 2 full baths, large eat-in kitchen, den, finished 2 car garage, storm windows ... \$48,950. Call 881-9111. (04-C-11318)

GREENHOUSE AND PHEASANT CAGE - Go with this excellent brick rancher. Good NW street. LR/great room w/FP. Large kitchen, 3 BR, 1 1/2 bath, central heat and air, carpet, super back yard w/67' western cedar fence, large greenhouse and bird cage. New roof, paint and gutters. Total price \$45,000. Owner will consider financing. (01-2203-L) 533-1490.

COUNTRY RANCH - 2 1/2 acres - \$49,500. Just listed, this immaculate kept home features 3 bedrooms, formal dining, mud room, massive great room featuring a rock front heat-o-lator fireplace, screened sun porch, garden area. Only 17 miles from University Dr. and Jordan Lane. Additional acreage available. (06-R T2-TG)

Reform Act

Things everyone should know about the new law

Merit principles, prohibited practices established in law

Title I of the Civil Service Reform Act establishes merit principles to govern the federal workforce. In addition, it defines prohibited practices and provides authority to discipline violators.

Title I also states that merit system principles and prohibited personnel practices are not to be construed to lessen the effort to achieve equal employment opportunity through affirmative action.

Merit principles

Nine basic principles are established in law and will now govern all personnel practices and actions in the federal government. They require:

1. Recruitment from all segments of society, and selection and advancement on the basis of ability, knowledge, and skills, under fair and open competition.
2. Fair and equitable treatment in all personnel management matters, with no illegal discrimination, and with proper regard for individual privacy and constitutional rights.
3. Equal pay for work of equal value, considering both national and local rates paid by private employers, with incentives and recognition for excellent performance.
4. High standards of integrity, conduct, and concern for the public interest.
5. Efficient and effective use of the federal workforce.
6. Retention of employees who perform well, correcting the performance of those whose work is inadequate, and separation of those who cannot or will not meet required standards.
7. Improved performance through effective education and training.
8. Protection of employees from arbitrary action, personal favoritism, or political coercion.
9. Protection of employees against reprisal for lawful disclosures of information.

Prohibitions

Officials and employees who are authorized to take personnel actions are enjoined from:

1. Discriminating against any employee.
2. Soliciting or considering any inappropriate recommendation on a person who requests or is being considered for a personnel action unless the material is an evaluation of the person's work performance, ability, aptitude, or general qualifications, or character, loyalty, and suitability.
3. Using official authority to coerce political actions, to require political contribution, or to retaliate for refusal to do these things.
4. Willfully deceiving or obstructing an individual as to his or her right to compete for federal employment.
5. Influencing anyone to withdraw from competition, whether to improve or worsen the prospects of any applicant.
6. Granting any special preferential treatment or advantage not authorized by law to a job applicant or employee.
7. Appointing, employing, promoting, or advancing relatives in their agencies.
8. Taking or failing to take a personnel action as a retaliation against employees who exercise their appeal rights.
9. Taking or failing to take a personnel action as a reprisal against an employee who lawfully discloses violations of law, rule, or regulation, or mismanagement, gross waste of funds, abuse of authority, or a substantial and specific danger to public health or safety.
10. Taking or failing to take any other personnel action violating a law, rule, or regulation directly related to merit system principles.

Performance evaluation, appeals process change

Title II of the Act abolishes the existing government-wide performance evaluation system and requires agencies to establish new performance appraisal systems which will provide periodic appraisals of job performance and encourage employee participation in establishing performance standards. The appraisal systems must set performance standards which will permit accurate evaluation of job performance on the basis of job-related criteria.

The law requires that agencies communicate to each employee the performance standards and critical elements of the position not later than Oct. 1, 1981.

Performance appraisals will be used as a basis for developing, rewarding, assigning, promoting, demoting, and retaining or separating employees (other than for misconduct).

An Agency may demote or remove an employee for "unacceptable performance" which is defined as failure to meet established standards in one or more critical elements of the job. The Act contains a new procedure for separating employees whose performance is unacceptable. If an agency proposes to demote or remove an employee because of unacceptable performance, the employee would be entitled to:

- A written notice, at least 30 days before the proposed action, which identifies areas of unacceptable performance and the level of performance that is expected;
- An opportunity during the notice period to demonstrate acceptable performance;
- Reply orally and in writing;
- Be represented;
- A written decision, reflecting the concurrence of a higher level official than the one who proposed the action, that the employee has not demonstrated acceptable performance.
- An agency decision within 30 days after expiration of the notice period.

An agency decision to demote or remove an employee is appealable to the Merit Systems Protection Board (MSPB).

On a selected basis, the Office of Personnel Management and the General Accounting Office must review agency performance evaluation systems.

Adverse actions; appeals

This Title of the bill also contains changes relating to employee appeal rights and the procedures for processing appeals. The legislation gives non-veterans in the competitive service the same appeal rights now accorded to veterans by law.

Except as provided for in Title VII (Labor-Management), appeals of adverse actions will go the MSPB.

Reduction in rank will no longer be considered an appealable adverse action.

In the case of action based on unacceptable performance, an agency decision will be sustained by the MSPB only if supported by a preponderance of evidence.

Act's Title III contains five major provisions

Title III of the act includes the following provisions:

Miscellaneous staffing

Permits acceptance of unpaid volunteer services by students in connection with educational programs.

Provides new probationary period for first appointment to a supervisory or managerial position.

Expands coverage of early retirement provisions now applicable only to a major reduction in force, to include a major reorganization or a major transfer of function, as determined by the Office of Personnel Management (OPM).

Veterans preference, benefits

Eliminates preference for non-disabled individuals who retire at or above the rank of major or its equivalent, effective Oct. 1, 1980.

Additional benefits for veterans who are rated 30 percent disabled or more:

- New authority for noncompetitive appointments
- Preference over other preference eligibles in reduction in force.

Limit on dual pay for retired military

Combined retired pay and civilian salary received by any retired member of the uniformed services may not exceed the pay for Executive Level V (currently \$47,500).

Minority recruitment

Each agency is to conduct a minority recruitment program, with OPM assistance, evaluation, and oversight, to eliminate underrepresentation of minorities within categories of civil service employment. The Equal Employment Opportunity Commission is to make determinations of underrepresentation and establish guidelines for minority recruitment programs.

Limit on executive employment

On Sept. 30, 1979, and the last days of Fiscal Years 1980 and 1981, the total number of civilian employees in the Executive Branch (except Postal Service and Postal Rate Commission) is not to exceed the number of employees on Sept. 30, 1977.

To join or not to join: that's the question posed by the Senior Executive Service

Title IV creates a permanent, government-wide, Senior Executive Service (SES) comprised of approximately 8,000 managers and supervisors now in grade GS-16 of the General Schedule through Level IV of the Executive Schedule. After five years, Congress will have 60 days in which it may discontinue the SES by passing a concurrent resolution.

Structure

There will be two types of positions:

— Career-reserved, which may be filled only by career employees.

— General, which may be filled by career or non-career appointees, or by limited term or limited emergency appointees.

Types of appointments

There will also be two types of appointments:

Career, in which selection is by merit staffing process.

Noncareer, in which selection is not made by merit staffing process. No more than 10 percent of SES positions can be non-career.

Size

The size of the SES will be based on agency program needs. OPM will consult with the Office of Management and Budget and will allocate an appropriate number of SES positions to each agency for a 2-year period. OPM may adjust the allocation upward or downward in that period.

There is an overall numerical limit of 10,777 SES and supergrade positions, and a limit of 517 on high level scientific positions.

Entry

Candidates for entry into the SES must have five years of current continuous service, but up to 30 percent of SES appointees may be exempted from this requirement in order to bring in outside talent.

Initial conversion

Agencies will designate positions to go into the SES.

Employees in designated positions will have 90 days to elect to go into SES or remain in their present appointments, retaining present pay and benefits.

Compensation and benefits

There will be five or more levels of basic pay, with the minimum pegged to the lowest rate for GS-16 and the maximum pegged to Executive Level IV. The President will make annual adjustments.

Agency heads will set the basic pay of individual executives at one of the five levels authorized.

There can be no more than one pay adjustment per executive each year.

There is no limit on the amount of annual leave that a career executive can accumulate.

Performance evaluation

Agencies will develop performance appraisal systems. Criteria for evaluation will include such factors as improved efficiency, productivity, quality of work, reduction or paperwork, cost efficiency, timeliness of performance and meeting of affirmative action goals.

Merit pay for managers established by Act

Title V of the act stipulates merit pay for managers and supervisors in grades GS-13 through GS-15. Major features of the merit pay system are:

— Merit pay increases awarded in recognition of quality performance.

— Within-grade steps eliminated for this group — can be paid any rate between the minimum and maximum rates of the grade.

— At least 50 percent of comparability pay raise must be granted automatically; OPM may grant more.

— Source of funding for merit pay pool: remaining comparability pay funds plus money that would have been spent on

within-grade and quality step increases for managers and supervisors in GS-13 through GS-15.

— All managers to review and evaluate performance of each covered employee annually and determine what size merit increase is warranted, if any.

— Conversion: No one to suffer salary loss.

— Effective date: No later than Oct. 1, 1981; earlier phasing is permitted.

Cash awards

Title V also provides for cash awards. Agency heads and the President each may give cash awards for suggestions, inventions, superior accomplishments,

improving Government operations, reducing paperwork, special acts or services in the public interest. Limit is \$10,000; OPM may approve awards up to \$25,000. Same accomplishment may win both the agency and Presidential award.

OPM has research, demonstration task

Title VI outlines research and demonstration authority of agencies. OPM is to conduct and support public management research, and also to carry out demonstration projects that test new approaches to personnel management. No more than 10 projects may be active at any one time.

Labor-management relations guidelines set

Title VII deals with labor-management relations. It casts into law provisions of the Federal Labor Relations program, which has operated under Executive Orders since 1962.

The Act carries forward the basic rights of Federal employees to form, join and assist labor organizations or to refrain from these activities. It also continues the prohibitions against strikes and slowdowns, as well as picketing which interferes with Government operations.

It provides for an independent Federal Labor Relations Authority (FLRA) of three members and a General Counsel who will prosecute complaints of unfair labor practices.

Definitions

The basic definition of a supervisor is one who requires "consistent" exercise of independent judgement. Supervisors are excluded from employee bargaining units and may not participate in management or representation of labor organization.

Firefighters and nurses must meet a tough "preponderance of time" test to qualify as supervisors.

Other definitions are:

— "Labor organization." This excludes organization which participates in strike against U.S. government.

— "Conditions of employment." Those which may be negotiated exclude matters relating to political activities, position classification, and those specifically prescribed by law — e.g., pay and benefits.

— "Grievance" is defined broadly to include any matter relating to employment with an agency and any claimed violation, misinterpretation or misapplication of any law, rule, or regulation affecting conditions of employment.

Scope of bargaining

The basic scope of collective bargaining will remain generally the same as it is under the Executive Order.

It includes personnel policies, practices, and matters affecting working conditions, as limited by laws and excluding government-wide regulations as well as agency regulations for which "compelling need" exists.

The Act clarifies "management rights," reserving to agency officials the authority to make decisions and take action which are not subject to the collective bargaining process, and excludes bargaining on federal pay and benefits or non-voluntary payments to unions by employees.

Two categories of management rights are discussed:

— Bargaining is permitted but not required on numbers, types and grades of employees or positions assigned to a unit, project, or tour of duty; and on technology, methods, and means of performing work.

— Bargaining is prohibited on mission budget, organization, number of employees and internal security practices of agency. It

(Continued on page 18)

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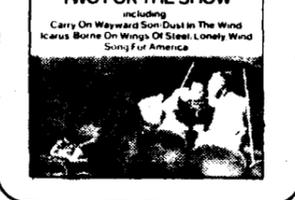


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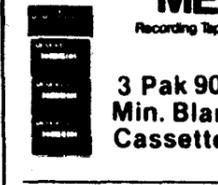
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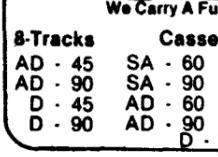
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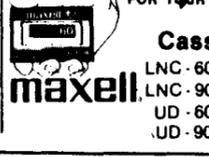
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Guidelines

(Continued from page 15)

is also prohibited on management's right to hire, assign, direct, layoff, and retain employees as well as suspend, remove, reduce in grade or pay, or take other disciplinary action; to assign work, make determinations with respect to contracting out, and determine personnel by which operations shall be conducted; to make appointments to fill positions; and to take necessary actions in emergency.

Representation rights

The exclusive union is entitled to be present at "formal discussions" between management and employee(s) in the bargaining unit concerning any grievance or any personnel policy or practices or other general condition of employment.

An employee has a right to union representation at any examination of the employee in connection with an investigation if the employee believes discipline could result. Agencies required to notify employees of this right annually.

Grievance arbitration

The Act expands the scope of matters subject to negotiated grievance and arbitration procedures, including — for the first time — such adverse actions as discharge, demotion and long-term suspensions.

The negotiated procedure will not cover prohibited political activities, retirement, life insurance or health insurance, suspension or removal for national security, examination, certification or appointment, position classification which does not result in loss of grade or pay and any matters the union and agency agree to exclude.

With regard to matters that are covered, negotiated grievance arbitration will be the sole procedure available to bargaining unit

employees — except that in adverse actions and EEO discrimination cases, the employee may use either the negotiated procedure or the statutory appeals procedure (but not both).

The standard of evidence in arbitration cases is to be same as in appeals covered by Title II (substantial evidence for performance cases, preponderance of the evidence for all other cases).

Arbitration awards may be reviewed by the FLRA on limited grounds. Judicial review is available only in adverse action and discrimination complaint cases. Final decision in arbitration involving discrimination is subject to EEOC review or to procedures applicable to MSPB in such cases.

Greater authority exists for back-pay remedies in unjustified or unwarranted personnel actions. Attorney fees are to be awarded in grievances on the same grounds as set forth in Title II for MSPB award of attorney fees.

Impasses

If voluntary arrangements, including mediation, fail to resolve a bargaining impasse, either party may request consideration by the Federal Service Impasses Panel, which can then direct a settlement.

Unfair labor practices

Unfair labor practices include:

- Interfering with employee rights under the labor relations program;
- Encouraging or discouraging union membership;
- Sponsoring or controlling a labor organization (by any agency);
- Taking reprisal against an employee for filing a complaint;
- Refusing to bargain;
- Discriminating for prohibited reasons;
- Hindering employee productivity (by union);
- Calling or engaging in a strike, slowdown, or picketing that interferes with government operations;
- Failing to comply with any provision of the labor relations program;

Grade and pay to be retained in downgrades retroactive to 1977

Title VIII deals with grade and pay retention. Employees under the General Schedule, any prevailing rate system, or the merit pay system who are placed in a lower graded position as a result of a reduction in force necessitated by any reason or as a result of job reclassification action are entitled to retain the grade and pay of the former position for two years from the date they are placed in the lower graded position.

This provision may be applied in reduction in force only if the employee was in the position at the higher grade or a grade above for at least one year prior to action.

It may be applied on reclassification only if the former position was classified at the higher grade continuously for at least one year.

After two years the following occurs:

— The employee is placed in the lower grade.

— Pay is set at appropriate rate of the lower grade or 150 percent of the maximum rate for the grade in which the employee is placed; plus 50 percent of any annual comparability adjustment until the rate of the employee's new grade equals or exceeds the individual's pay.

Grade retention terminates when an employee:

— Has a break in service of one workday or more.

— Is demoted for personal cause or at the employee's request.

— Is placed in or declines a reasonable offer of a position with equal or higher grade.

— Elects in writing to have the benefits terminate.

Pay retention terminates when an employee:

— Has a break in service of one workday or more.

— Is entitled to the rate of pay, or declines a reasonable offer of a position with a rate of pay which is equal to or higher than the retained rate.

— Is demoted for personal cause or at the employee's request.

Employees affected are entitled to appeal to OPM termination of benefits as a result of a declination of an offer of another position with grade or pay equal to that prior to the reduction.

They retain classification and reduction in force appeal rights as provided by law or OPM regulation.

Otherwise, employees are not entitled to appeal actions taken or termination of benefits under statutory appeals or negotiated grievance procedures.

These provisions are retroactively effective for actions taken on or after January 1, 1977 for employees continuously employed since then.

— Failing or refusing (by agency or union) to cooperate in impasse procedures and decisions;

— Enforcing agency regulations conflicting with a negotiated agreement.

The Act expressly directs the FLRA to withdraw recognition or order lesser action if, after hearing, a union is found to have violated the unfair labor practice provision against strikes or slowdowns.

Employees, including supervisors and management officials, are expressly permitted to stage get-out-the-vote campaigns, set the record straight on any false or misleading statements, and state the government's policy relating to labor relations or representation, during the organizing or pre-election period.

The FLRA is also authorized to seek temporary restraining orders in unfair labor practice cases. The General Counsel of the FLRA is authorized to provide for informal settlement through regulations.

Union security

Agencies are required to deduct dues at the exclusive union's request. Allotments are voluntary and irrevocable for 1 year. Withholding of dues is without a service charge to the employee or labor organization. Dues withholding is authorized for unions with 10 percent or more membership in appropriate bargain units where there is no exclusive representative.

Official time for employee negotiators is authorized to the same extent management negotiators are on paid time.

Judicial review/enforcement

Final decisions of the FLRA are subject to judicial review except for appropriate unit determinations and arbitration awards (other than those involving unfair labor practices). The FLRA can seek court enforcement of its orders.

Decentralization study required

Title IX requires a study on decentralization of governmental functions. Section 901 of Title IX reads as follows:

(a) As soon as practicable after the effective date of this Act, the Director of the Office of Management and Budget shall conduct a detailed study concerning the decentralization of federal governmental functions.

(b) The study to be conducted under subsection (a) of this section shall include:

(1) a review of the existing geographical distribution of Federal governmental functions throughout the United States, including the extent to which such functions are concentrated in the District of Columbia; and

(2) a review of the possibilities of distributing some of the functions of the various Federal agencies currently concentrated in the District of Columbia to field offices located at points throughout the United States.

Interested parties, including heads of agencies, other Federal employees, and Federal employee organizations, shall be allowed to submit views, arguments, and data in connection with such study.

(c) Upon completion of the study under subsection (a) of this section, and in any event not later than one year after the effective date of this Act, the Director of the Office of Management and Budget shall submit to the President and to the Congress a report on the results of such study together with his recommendations. Any recommendation which involves the amending of existing statutes shall include draft legislation.



HOLIDAY GLOW — Even Santa turned out for Redstone's annual tree-lighting ceremony, con-

ducted late Friday afternoon by Maj. Gen. Louis Rachmeler at the Bicentennial Chapel.



AND WHAT DO YOU WANT FOR CHRISTMAS—During Santa's visit to the Missile and Munitions Center and School, Dorothy Langford, from the Resource Management Office, got her chance to tell Old Saint Nick what she wanted for Christmas. Santa, better known as Maj. Wagner Davis, chief of the Nike Division, traveled around the school area in an Armored Personnel Carrier.

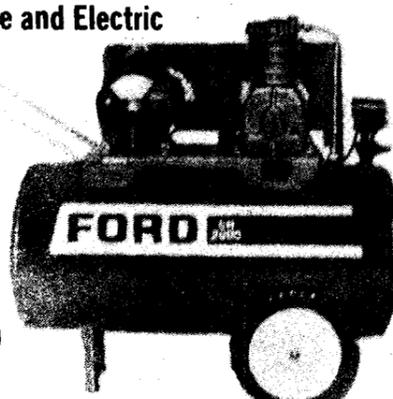
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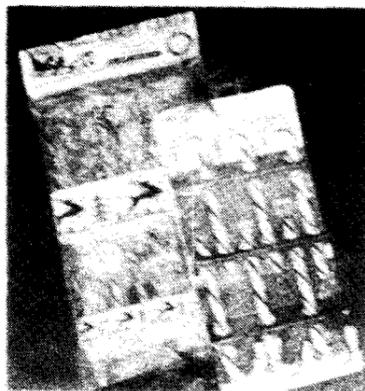


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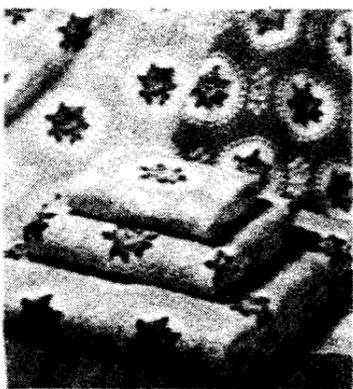
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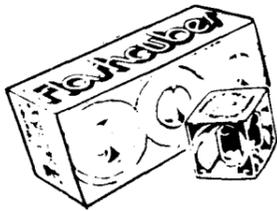


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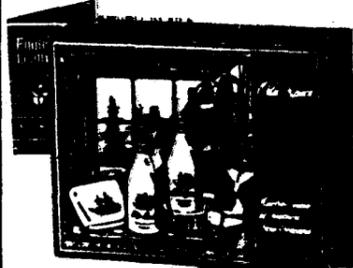
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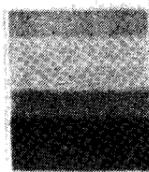
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20 pc.
 Finlander Beverage Set
 24 pc.

\$8.88



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Wishes You a Very, Merry
 Christmas!

Our Prices Help You Stay Ahead.

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MMCS rides roughshod over CWF league

By CORTES SHEPHERD

MMCS rolled to a pair of victories over the Corps of Engineers while the Comptrollers were splitting a pair of contests with RD & E as the Missile School moved out to a two-game lead in Civilian Welfare basketball action last week.

The twin-win assured MMCS of the league lead at the end of the year with but one round of games left before Christmas.

The six quintets will return to the old post gym on Tuesday, Jan. 3, to start the 1979 portion of the 1978-79 schedule.

The School raced to a 92-51 defeat of the Engineers to open last Tuesday night's card and came back on Thursday to hand the Corps another shellacking, 82-34.

Their twin scoring aces, Abdullah Muhammad and James Love, were the scoring leaders in both contests but had plenty of help each time. Muhammad hit for 21 and 22 points with Love hitting for 20 and

21. Mike Michael chipped in with 16 and 15 point productions while Mason Hammonds tossed in 16 and 13 in the two games.

Jerry Dooley was the most productive engineer in the Tuesday game with 23 points while Joe Lahoud was high with 14 on Thursday.

The Comptrollers had a hot scoring hand of their own Tuesday when they stormed the Researchers, 66-48, but RD & E tightened their defenses on Thursday and it payed off with a 41-31 victory.

Robert Nichols topped the Comptrollers in the first game with 18 and Randy Richardson added another 14. Mose Hall was high on Thursday with an even dozen.

Jim Vann and Steve Smith scored 18 and 10 points respectively in the losing RD & E effort, while Lloyd Brooks led them to their win with 16 points.

The other game of each of the triple bills

matched the Product Assurance and Maintenance fives with each claiming a win. PAD grabbed the Tuesday game, 59-43, and Maintenance came back to square accounts by taking a 43-39 overtime win on Thursday.

Calvin Walker led PAD to their win with an 18-point outburst while Walker Jones topped Maintenance with 15.

Maintenance broke into the win column for the first time by outscoring PAD 6-3 in the overtime period after the two teams had fought to a 37-37 deadlock in regulation time. Jones had forced the overtime when he canned a ten footer and sank a free shot for a three-point play, less than a half-minute from the end.

The big play gave Jones a total of 19 points for the game and Walker once more topped PAD, this time with 14 points.

CHRIST is BORN



His name shall
be called Wonderful
The Mighty God...
The Prince
of Peace!
Let us adore
Him and
give thanks that
we are free
to share the
Blessings
of His Love.

The Advertising Staff
Redstone Rocket

WASTE NOT SAVE ENERGY

The Gallery OF HOMES

JUST THE TICKET! The kids all gone? Wish you could find a smaller well-built home in a nice area? Well, we've just listed a honey! This 3 bedroom rancher has a large living room with fireplace. You'll enjoy privacy in the fenced backyard. Reasonably priced at \$40,500. H1309. LANDMARK GALLERY OF HOMES, INC. 539-0643.

CHECK THIS EQUITY: \$13,700 and payments of \$370 per month. Lovely 4 bedroom, 2 bath home tastefully decorated. Large lot with trees viewed from patio with privacy fence and outside bar. Quiet cul-de-sac with view of mountains in desirable SunTrace. ET2005. LANDMARK GALLERY OF HOMES, INC. 539-0643.

COUNTRY LIVING — Here is your chance to move out and have a little land! This is a perfect spot for the family who wants a small farm and plenty of room for the children. This 3 bedroom brick rancher has 14 acres, barn fenced pasture and a creek. Call to see. RS2597. LANDMARK GALLERY OF HOMES, INC. 539-0643.

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HALFWAY TO HEAVEN to maybe even closer. 126 magnificent rolling acres with a kaleidoscopic view of the Valley from your mountaintop retreat. Five bedroom basement rancher graces this breathtaking property with fireplace, swimming pool and five car carport. Fenced and cross fenced with country road throughout the property. Above \$150,000. BM LANDMARK GALLERY OF HOMES, INC. 881-4900.

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LET YOUR TENANTS make your payments on this beautifully bricked duplex located within minutes of the Mall and downtown. One unit has 3 bedrooms, living room, 1 bath and eat in kitchen with all built-ins. Second unit has 2 bedrooms, living room, bath and eat-in kitchen with all built-ins. Priced in the \$50's or pay equity and assume low monthly payments. C2722. LANDMARK GALLERY OF HOMES, INC. 849-4660.

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881-4900

Ethics in Government Act signed into law by President

The Ethics in Government Act of 1978 was signed by the President on October 26. It requires senior government officials (GS-16 and up) to file detailed financial statements that will be open to public inspection. The Act also: increases restrictions on what

employees in certain sensitive jobs may do after they leave Government; puts a 15-percent-of-salary limit on outside earned income for senior Presidential appointees; and creates an Office of Government

Ethics, in the Office of Personnel Management.

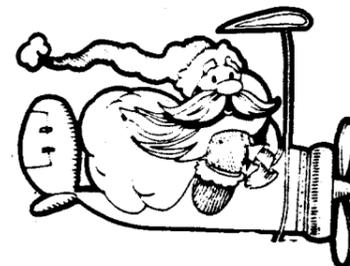
Employees below GS-16 required to file financial statements under current regulations must continue to do so, but their reports are not subject to public inspection.



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Active Duty Personnel, This is a perfect Off-Duty activity. Take advantage of this Limited Time Offer.



All our instructors are licensed by the FAA. Our training curriculums have been carefully screened and approved by the FAA too. Credit for your training is transferable in full to any other FAA approved school in the United States. Even if you get transferred from Redstone before completing a course, you won't have to start over again at your next duty station.

- Flight Time must be used within 3 months of starting date.
- Recipient must sign letter of understanding
- Payment required in advance. No refunds.

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- Initiation Fee, 3 months dues
- Complete Private Pilot Ground School

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*Also Open to Dependents, DOD Civilians; Recipient Must Meet Eligibility Criteria

**DON'T LET AN ACCIDENT
REACH YOU THIS CHRISTMAS**

**YOU HAVE A LOT
OF LIVING
LEFT TO DO . . .**

You're just getting ready to start a whole new year. Who knows what good things might be in store for you . . . so don't you think you should stay around to find out? Wherever you are going these days, traveling to the homes of friends and relatives, going to holiday parties, just going about your usual daily activities, remember to drive defensively and observe speed limits. Just how important are those extra minutes you make by speeding? . . . worth a lifetime? Take time to drive carefully.

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Empire Turkeys (16-20 lb.) **69¢** lb.

Butterball Turkeys (14 lb. up) **89¢** lb.

Turkey Breasts **\$1.29** lb.

Turkey Thighs **69¢** lb.

Turkey Wings **79¢** lb.

Turkey Drumsticks **69¢** lb.



Blue Bell Petite Boneless

Hams **2.09** LB.

Sunnyland Hickory Smoked Hams

Smoked Center Ham Roast

\$1.79 lb.

Butt Portion

\$1.09 lb.

Whole or Shank Half

\$1.19 lb.

Shank Portion

99¢ lb.

BIRDSEYE
Cool Whip
13-Oz. Cup

75¢



NORTHERN
Bathroom Tissue

4 Roll Pkg.

79¢

PET RITZ
Pie Shells
2 In Pkg.

2/89¢



BLUE PLATE
Mayonnaise
Quart Jar

89¢

Blue Bonnet
MARGARINE

Soft-Whipped
1-Lb. Bowl **69¢**



COUPON

CHEFWAY

OIL 48-OZ. JUG **99¢**

Limit one with coupon and additional \$10.00 purchase



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DRINK MIXES
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All varieties

Box **79¢**

FRESH PRODUCE

ALL PURPOSE
White Potatoes

10-Lb. Bag **79¢**

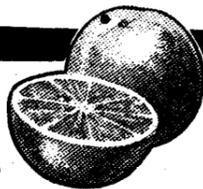


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Oranges

Bag

89¢



WASHINGTON STATE
Red or Golden Delicious

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Lb. **45¢**



CRISP

Celery

Stalk

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WASHINGTON STATE

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Lb. **45¢**



FRESH

Coconuts

Each

49¢



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JORDAN LANE & BOB WALLACE — HOLIDAY PLAZA
SHOPPING CENTER

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Cotton Country

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TOILETRIES

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Give Dad something
to work with
For Christmas

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10% Off

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Special Purchase

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ONLY **\$6⁹⁷**

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Party Nuts

Hot — Fresh

Sold by the pound.

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Early American
Pre Cut

Chip & Dip

3 PIECE

ONLY

\$4⁹⁷

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Arlington Design

Punch Bowl Set

18 Pieces
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NOW 20% OFF

Gifts

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Gifts

Hosiery

For Her — For Him

For Them

Gifts

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For Her — For Him

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Gifts

Hats

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and

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Ideal Gift
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Good Selection
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- Dolls
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Large selection of Toys

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All Sizes

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HOLIDAY PLAZA SHOPPING CENTER
BOB WALLACE and JORDAN LANE

PHONE 536-4570

Announcements

Cafeteria schedule

The snack bars in Bldg. 8027, 5678 and 7101 will close at 1:00 p.m. Dec. 20 and reopen on Jan. 2. The mobile truck will stop at these buildings on Dec. 21 and 22. All other cafeterias and the mobile units will close at 1:00 on Dec. 22 and reopen at 6:00 a.m. on Jan. 2. From Dec. 20 to Jan. 8 the main food line will be closed but short order will be open to include a meat entree with a full line of sandwiches and hot soups. Clean up and repair to service lines will be conducted while the facilities are closed.

Accountants meet

The North Alabama Chapter of the Association of Government Accountants will hold a dinner and business meeting Wednesday, Dec. 20, beginning 11:00 a.m. at the Redstone Arsenal Officers' Club.

Guest speaker will be Harry James Green, Chief of the Nuclear Generation Branch and Division of Power Production with the Tennessee Valley Authority in Chattanooga, Tenn.

For reservations, contact Melaine Holloway, 453-1547.

Religious services set for holidays

Special Christmas and New Year's Eve Holiday Services will be held at the Chapels at Redstone Arsenal as follows:

PROTESTANT

- Dec. 20, 6:15 a.m. Candlelight Breakfast at Recreation Center
- Dec. 24, 7:00 p.m. Candlelight Service at Bicentennial Chapel
- Dec. 31, 9:00 p.m. Watch Night Service at Bicentennial Chapel

CATHOLIC

- Dec. 24, 4:00 p.m. . . . Children's Christmas Eve Mass at Bicentennial Chapel
- Dec. 24, 12:00 p.m. Midnight Mass at Bicentennial Chapel
- Dec. 25, CHRISTMAS DAY, there will be only two masses:
11:00 a.m. at Post Chapel
12:15 p.m. at Bicentennial Chapel

Recreation Center plans holiday events

Parties on Christmas and New Years Eves are the big events coming up on the Rec Center calendar. Other offerings during the holiday season include a Movie tonight at 7:00, Bingo at 7:30 tomorrow night and Pool at 7:00 p.m. Friday. Coffee and Cards is the offering Saturday night at 7:00. The Christmas Eve Party on Sunday night at 7:00 will be followed Monday by Open House & Snacks at 7:00 p.m. Tuesday night at 7:00 is Spades Night.

Among activities for the week beginning December 27: A movie on Wednesday night at 7:00; Bingo at 7:30 p.m. on Thursday and a Trophy Pool Tourney at 7:00 Friday night. At 7:00 p.m. Saturday "The Adventures of Bullwhip Griffin" will be shown. The New Years Eve party begins at 7:00 on Sunday evening.

Inspection reveals elevators unsafe

Nine elevators in arsenal buildings have been limited to freight-only use following an inspection in which they were found unsafe for carrying passengers.

"We're going to restore them to safe condition just as soon as we can. They can still be used for freight but people should stay off them," said a Facilities Engineer spokesman.

Warning signs have been placed at the elevators. Repair work should begin on some elevators within a week, the spokesman said, but it may take some time to get some of the older elevators back in service because of problems in obtaining parts.

The problem elevators are in Bldgs. 4725, 3307, 3305, 5452, 112, 4500, 4488 (D wing, two elevators) and 4505.

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- SIDING •ROOFING •STORM WINDOWS (Custom Made)
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CUSTOM MADE **STORM DOORS & WINDOWS**



Full Life Doors and Windows in Color

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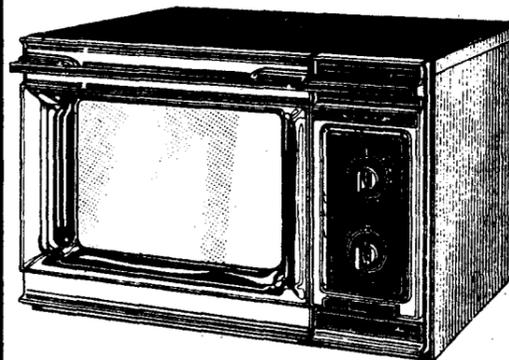
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THE Amana Radarange MICROWAVE OVEN BEAT THE ENERGY CRISIS



MODEL RR-7D

Radarange MICROWAVE OVEN

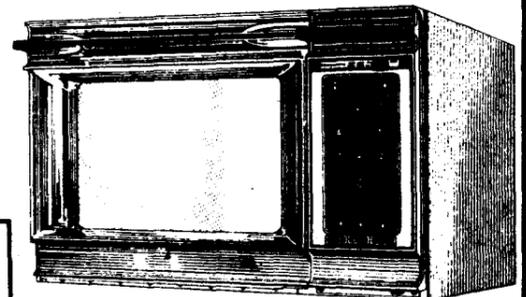
- 675 Watts
- 3 Power Levels
- Stainless steel interior

REGULAR PRICE	SALE
\$469 ⁹⁵	\$359 ⁹⁵

MODEL RR-9

Radarange MICROWAVE OVEN

- Cookmatic Powershift
- Touchmatic controls
- 675 watts



Regular Price	SALE
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2. CARS

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has 1978 trucks, vans, and cars for sale, lease, or rent. Also an excellent selection of used cars. Come by and see Herb Cleveland or any of our other friendly salesmen. Phone 586-6041. Tfc

'78 FORD XLT RANGER truck, automatic trans., AM/FM stereo, power, 13,000 miles, take over payments or 6700. Call 876-5546 days or 586-8047 nights (Arab). 1-tp

3. Miscellaneous

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Phone 539-4123
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FOR CHRISTMAS! JUST IN TIME
For Santa's Sleigh! Adorable LHASA APSO puppies. Perfect for any boy or girl's stocking. Will be 6 weeks old Dec. 16. Call soon. Reserve yours. 533-2703 days, 837-5145 after 5:30. Tfc

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Also repair small engines, chain saws, mini bikes and outboard motors, etc. 10020 Strong Dr. Ask for Mark, 883-0773. 1-10c

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INDIVIDUAL & BUSINESS STORAGE
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BAR & CHAIN OIL..... **\$3.00** Gallon
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EARL'S SMALL ENGINE
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Thorens hi-fi automatic turntable with Ortofon phonograph cartridge and Ortofon phonograph cartridge pre-preamp. This is one of the best turntables made. Call 539-9806 or 539-8883.

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Golfer's Winter Special December through February, Woods refinished — \$5 per club (or \$4.50 per club for 4 or more) Phone 881-6554.

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BY OWNER Three Bedroom, 1 bath, inside utility, new kitchen, gas pack, new carpet, back yard fenced. Convenient to Arsenal and schools. Appraised \$35,900. Priced to sell \$31,500. Call 876-2553 7:00 to 3:30. After 6:00 call 536-6875. 1tp

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