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Cotton-pickin'...

One harbinger of fall in Alabama is the cotton harvest as is evident in the fields of fluffy white cotton bolls near Redstone Arsenal's Gate 3. On a clear day, the white of the cotton makes a startling contrast with the

cerulean sky of a crisp autumn day. Just before harvest, the cotton bolls look like miniature cirrus clouds that have dropped from the sky to be caught in the cotton plant.

Military families recognized during Thanksgiving week

By Skip Vaughn

Sal Riccardi remembers growing up in a military family, the challenges of being the new kid on the block every few years. Most military families have to deal with separations from their sponsor, frequent moves and other issues which come with the lifestyle.

The holidays are particularly stressful for military families. Unlike other families, they usually don't have relatives nearby to provide comfort. This is part of the reason the Armed Services YMCA sponsors Military Family Week, Nov. 23-30 during the week of Thanksgiving.

"I think there's a wide



SUPPORTING FAMILIES— From left are Riccardi, Downs and Paddock.

variety of stressors that families face in the military: constant deployments, geographic separations," Riccardi, family advocacy program manager at Army Community Service, said. "They have to shift from

See **MILITARY** on page 22

AFGE Local 1858 union continues fight for employee rights

By Dale James

Ask Jim Brothers where they keep the bodies they've got buried in concrete, and you can detect just the slightest pause before he forces a polite laugh.

That's because he's heard all those tired jokes about unions and union workers before. Like the one about how many union workers it takes to change a light bulb. Or the one about Jimmy Hoffa being buried in the end zone.

For Brothers, such jokes have long since ceased to be funny because they represent the stereotypes that far too many people still hold about unions — and about government employee unions in particular.

Careerwise, Brothers is an engineer with the Space and Missile Defense Command — "that's where I'm paid." But he also logs untold hours each week as president of Local 1858 of the American Federation of Government Employees.

Although Local 1858 represents roughly 8,000 federal employees in 15 area DoD agencies, it is able to boast only about 1,000 dues-paying members.

"That's not a satisfactory membership level to us," Brothers concedes. "But people are not required to join the union."

Indeed, the union has experienced mixed success of late in soliciting new members.

On the plus side, Local 1858 recently won a lopsided 37-1 vote for the right to represent federal workers stationed on Kwajalein Atoll in the Pacific.

On the down side, AFGE lost a bid to represent the Army Corps of Engineers detachment in Huntsville when workers there voted to reject organized union representation.

In addition, it faces a battle with National Federation of Federal Employees Local 405 over which union will represent workers in the newly formed Aviation and Missile Command. NFFE currently represents those former Aviation and Troop Command workers who transferred to Redstone Arsenal from St. Louis. AFGE represents former Missile Command employees who are now part of AMCOM.

The Federal Labor Relations Authority is expected to issue a ruling in the case soon.

The fact that barely one in 10 federal workers locally is a member of a union might make the whole issue appear arcane to some. Not Brothers.

Ironically, he sees unions as a victim of their own success to some extent. Many workers today feel no need to belong to a union because they are satisfied with their benefits and working conditions — benefits that were won and are maintained, in part, through union negotiation.



UNION MATTERS— Jim Brothers, president of AFGE Local 1858, discusses union business with, from left, Pat Johnson, vice

president for MEDDAC; secretary Mae Nell Perkins; and Theodora Stewart, vice president for SMDC.

When, for example, a measure to alter the formula used to compute federal employees' retirement pay was introduced recently in Congress, AFGE successfully lobbied against the change.

AFGE also successfully lobbied against a recent proposal to increase the cost of

health care benefits for federal employees.

Local 1858 has been active in improving conditions at the local level, as well. It was not so long ago, Brothers contends, that conditions here were much less favorable than they are today.

See **AFGE** on page 24

Letters To The Editor

Dedicated soldier

I would like to congratulate an NCO from OMMCS upon reinstatement of the soldier to the Sergeant First Class Promotion list. This individual is a top performer that I have had the honor of serving with in two assignments prior to my recent return to Redstone Arsenal. A professional leader and Master Instructor, this NCO has always proven to be a "go-getter" who takes pride in a job well done as well as being a loyal, candid and dedicated soldier.

As a result of an improperly diagnosed injury, the staff sergeant was unable to meet the physical requirement for attendance at the Advanced Non-Commissioned Officer Course and was subsequently removed from the Sergeant First Class Promotion List. Following re-evaluation, examination by specialists and eventually neuro-surgery of the spine, the individual has again attained a competent level of physical activity.

Cut and dried, right? Wrong! All local attempts to submit an appeal for reinstatement to the promotion list were met with resistance. In fact, the first appeal was never sent forward to the Department of the Army Personnel Center by the servicing Battalion Personnel Actions Center. It appeared to seem inconsequential to the NCO and Officer leadership that the soldier had documented proof of a misdiagnosed injury, that had to be surgically corrected, and was obviously the cause of the problem to begin with.

I am proud to say that a fellow chief warrant officer stood by the NCO from the very beginning of this unfortunate situation providing support, assistance, and encour-

agement when it seemed that the leadership was not willing to do so. Even though the request for reinstatement was forwarded with the local command's stamp of disapproval, the Department of the Army Personnel Command has looked upon the action favorably and approved the request (as it should according to the regulations).

In these times of so many scandals and trouble within the services, not to mention recruiting woes, let's keep our best soldiers in the ranks.

CWO 3 William R. Fowler
OMMCS

Retirement law

I would like to make a comment for the next issue about the government efforts to downsize. I like to think we have competent leaders representing us workers here at Redstone and in Washington, but I have my doubts. One thing I can't understand is: If you're cutting personnel levels, why hold back the incentive VERA/VSIP? If the government wants people to retire, why wouldn't they want personnel to leave as soon as possible? The government should establish an open window policy for anyone who wants to retire and not this "\$25,000 off and on game." The government should encourage personnel to retire. They should repeal the Ronald Reagan congressional change in the retirement law, and let people have full retirement at 25 to 30 years of service with no penalties.

People with 30 years of service need to go home and let the young generation make a living. If a senior citizen doesn't have what they desire in life by now, they need to

forget it and go fishing. The government needs to do like the commercial industry: let personnel with 30 years leave. The longer a senior citizen is on the job, the less jobs will be available for that high school grad or college grad, plus other workers can't move up. Do we want a workplace where the employees are so old they need a hospital walker or other medical devices to get around in the office? Or, do we want to have a clergyman read a person's last rites in the hallway, before lunch? I think not, but I think the government needs to review this issue. It's cheaper for the government to pay retirement checks, than pay a GS-12 to GS-15 salaries for the next 35 or 40 years. The government is out of tune with today's world; not too many people want to work 30 years. If the government wants to downsize and contract out, don't hesitate on our exiting from government service; let us get off this sinking ship.

Name withheld by request

Found comfort

Sgt. Ricarter Broomes and his family would like to thank his commander, first sergeant, the soldiers of the HHC 59th Ordnance Brigade, his friends and the community for the flowers, cards and words of sympathy during the illness and death of his wife. We found comfort in knowing we had your love and support during our time of sadness. Each of you is remembered in our prayers.

Sgt. Ricarter Broomes

Thanksgiving greetings from the Joint Chiefs

This is the time of year when all Americans pause to give thanks for the many blessings we share.

Join with family and friends to reflect on the bounties of our country and celebrate the vision and determination of those who began carving this great nation from the wilderness more than three centuries ago. It is their heritage we support and defend as our forces stand watch at sea, on land, and in the skies.

For those active duty, Reserve, and National Guard members celebrating this holiday far away from home, the Joint Chiefs and I offer a special blessing on this uniquely American holiday. We commend your dedication and extend deepest appreciation for a job well done!

The Secretary of Defense has also declared Nov. 23-29 "Military Family Appreciation Week." I ask you to take time and give thanks for the families that care and sacrifice so much for those of us in uniform. The support of our spouses, children and parents is vitally important to the success of everything we do. Recognizing their contribution adds an appropriate dimension to the Thanksgiving holiday.

Mrs. Shelton joins me in wishing you and your family a happy and peaceful Thanksgiving.

Gen. Henry H. Shelton
Chairman,
Joint Chiefs of Staff

Commander's letter: Military Family Week

Each year, the Department of Defense proclaims the week of Thanksgiving as Military Family Week. Accordingly, here at Redstone Arsenal, we take time to recognize and honor our families who provide valuable contributions to the military community.

Our families create the anchor of stability needed to undertake the mission of our Armed Forces. They shoulder additional responsibility during mobilization, field duty, and deployment overseas. Families are the framework of our community and represent the best of the military lifestyle. We take time during this Thanksgiving week to honor them for their unselfish support.

On behalf of the entire Redstone Arsenal community, I am proud to recognize our military families as a vital element in support of our soldiers on duty throughout the world.

Maj. Gen. Emmitt Gibson
Commander,
AMCOM and Redstone

Active-duty family member inpatient rate increases effective Oct. 1

Effective Oct. 1, the daily amount active-duty family members pay for inpatient care in civilian hospitals under Tricare Standard and Tricare Extra increased from \$9.90 to \$10.20.

This means that an active-duty family member who is admitted to a civilian hospital for care (except mental health care) under Tricare Standard or Tricare Extra will pay the daily rate of \$10.20, multiplied by the number of days spent in the hospital—or a flat fee of \$25, whichever is greater. The flat \$25 cost-sharing rate also applies to ambulatory (same-day) surgery.

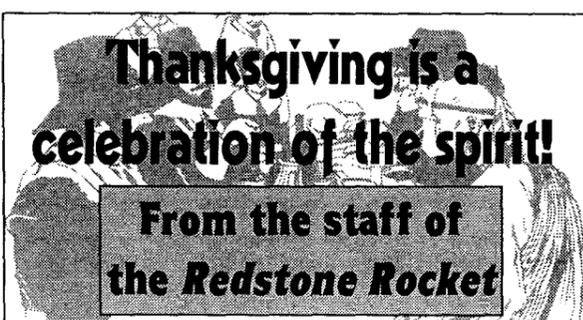
The rate doesn't apply to any other

category of Tricare-eligible patients, only to active-duty family members. Inpatient care for other categories of Tricare beneficiaries will, in most cases, be cost-shared under the diagnosis-related group (DRG) payment system for Tricare Standard and Tricare Extra.

Inpatient mental health care at civilian facilities costs \$20 per day for active-duty family members under Tricare Standard, Tricare Extra or Tricare Prime. This rate applies to admissions to any hospital for mental health services, any residential treatment facility or substance use disorder reha-

bilitation facility, and any partial hospitalization program offering mental health or substance use disorder rehab services.

The daily inpatient mental health rate for other (non-active-duty family member) patients is \$40 per day under Tricare Prime. The Tricare Extra cost-share is 20 percent of institutional and professional charges. Under Tricare Standard, the mental health care-substance use disorder treatment cost-share will be the lesser of a specific daily rate (\$137 in Fiscal Year 1998) or 25 percent of institutional and professional charges. (Tricare News)



Thanksgiving is a celebration of the spirit!
From the staff of the **Redstone Rocket**

Redstone Rocket

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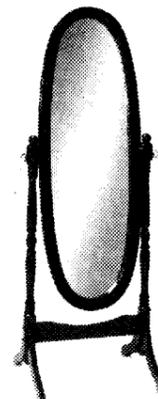


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State education superintendent optimistic about schools

By Debra Valine

Within the next five years, public schools in Alabama will be better than they have ever been. That was the message from the Alabama school superintendent at a luncheon held Nov. 17 at the Huntsville Hilton to kick off American Education Week.

"They are better already," Dr. Ed Richardson said. "In the report cards from last week, every school system in the state showed improvement over the past three years. This is a worthy task that is before us. Alabama has a long way to go. We must understand that we are in a race for our very lives — our very futures."

The luncheon, the first of many events scheduled during the week of Nov. 17-21, was sponsored by Huntsville and Madison County schools, local businesses and universities, and Team Redstone.

American Education Week celebrates "Teaching people to think and dream."

Richardson said he had three perspectives he wanted everyone to think about: 1) acknowledge the importance of public education — what he considers to be one of the distinguishing characteristics of this country; 2) substantial improvements have to be made if we do not want to fall behind; and, 3) keep in mind we will be successful.

"As you move through time, you will see that many of the companies that were on top are not now on top because they did not keep up with technology — because they did not make changes," he said as a comparison to where the Alabama public school system stands today. "Unless we make substantial improvement in public education over the next five years, we may also be obsolete."

"The lowest achieve-

ment score in the state is in reading scores, particularly in the secondary schools," Richardson said. "Now in the Stanford Achievement Tests, all grades, this past year were better than the national average of 50 percent. In every grade and every subject. This is the first time this has happened in this state."

"When you compare SAT test scores from this past year, Alabama scores exceeded those scores in both Arizona and Arkansas. We did not beat Virginia — Virginia is considered to have some of the best schools in the country — but they did not beat us by much. And West Virginia also exceeded our scores. West Virginia has the highest expenditure per student in the country."

For Alabama schools to continue to improve, Richardson cited three basic tenets: The first thing we have to do is believe public



RICHARDSON

education is vitally important to our future. Keep in mind 35 percent of adults in the state do not have high school diplomas. Of the adults who do have high school diplomas, 20-25 per-

cent have high school diplomas that are equivalent to 6th grade levels. 2) Make sure we understand that it is very important to our future and the success of our children ... Make sure the chil-

dren are given the tools needed to succeed; and, 3) We are in a race we are going to win. Public education will rise from the ashes of the past few years.

Richardson used the auto industry to illustrate that change can come about. A few years back, American cars were not very good, but the auto industry made a commitment to improve the quality of car being produced, and now we have some of the best cars in the industry.

"In two years the highest standards in the country for graduation will take effect in Alabama," Richardson said. "In the third year, we will have the highest requirement for graduation and that will be an exit exam. I believe our students will respond to it. I feel our teachers are up to it. We have no choice."

President Clinton thanks military families for service to nation

WASHINGTON — President Bill Clinton thanked military families for the sacrifices they make on behalf of the nation and for their successes in meeting the challenges of military life.

"Since I became president I have seen firsthand the selflessness and dedication that characterize military families," he wrote in a letter supporting the Armed Services YMCA's 1997 Military Family Week. "I have seen firsthand the selflessness and dedication that characterize military families, and I join the Armed Services YMCA

in thanking these families for their service and sacrifice. Family is the foundation of American life. When we have stronger families, we will have a stronger America."

Military Family Week this year is Nov. 23 through 30, coinciding with Thanksgiving. YMCA observances included an art contest for elementary school children of military and DoD civilian employee families. The YMCA awarded a child from each service a \$500 U.S. Savings Bond and chose one as the 1997 Military Family Week poster, copies of which have been

mailed to family centers around the world.

This year's poster winner is 8-year-old Aline Villanueva, daughter of Air Force SSgt. Evangeline Villanueva of Aviano, Italy.

Other winners were:

- Cristina Jannett Wright, 9, daughter of Army SFC Bayford Wright, Wiesbaden, Germany;

- Brittany Norris, 9, daughter of Coast Guard Lt. Cmdr. Ken Norris, Mobile, Ala.;
- Renee Pou, 11, daughter of Marine Corps Gunnery Sgt. Robert Pou, Twenty-nine Palms, Calif.;
- Alicia Simpson, 11, daughter of Petty Officer 2nd Class Brian Simpson, Naval Air Station Lemoore, Calif. (From an Armed Services YMCA release)

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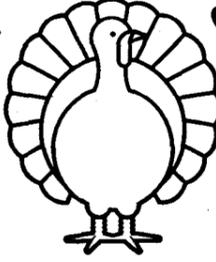
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Thanksgiving brings biggest meal of year to military dining facility

By Debra Valine

Don't feel like cooking this Thanksgiving? If you are active duty, retired, a member of the Reserve Components, a family member or a guest, you don't have to, you know. The dining facility at Redstone Arsenal will do the cooking for you.

Each year, military cooks worldwide pull out the stops to prepare a sumptuous Thanksgiving feast that is reminiscent of those you may have had at home: succulent turkeys, spicy pumpkin pies, hot rolls. You can get the traditional Thanksgiving Day meal with all the trimmings for a very small price at the dining facility.

Thursday's menu consists of shrimp cocktail to get you started, followed by roast turkey, baked ham, steamship round and cornish hens as entrees. Accompanying the entree will be your choice of savory dressing, cornbread dressing, giblet gravy, mashed potatoes, candied sweet potatoes, buttered green peas with mushrooms, cranberry sauce, buttered corn, buttered broccoli, tossed green salad with assorted dressings, cole slaw, mixed fruit salad, hot rolls, pumpkin pie with whipped cream, mincemeat pie, fruit cake, beverages and more.

For enlisted soldiers on a meal card the meal is free. Families of active duty military in pay grades E-1 through E-4, will pay \$3.90. All other family members, enlisted soldiers on separate rations, officers, Reserve Component, retirees and guests pay \$5.20.

"I don't think you can find a Thanksgiving meal at a lower price," CWO 2 Reginald Hughes, the installation food adviser, said.

The Thanksgiving Day meal will be served from 11 a.m. - 2:30 p.m. at the din-

ing facility, building 3438, on Honest John Road. Hughes said officers should wear dress blues, enlisted soldiers should wear Class A uniform; and retirees, guests and family members should wear appropriate civilian clothes.

"We usually serve nearly 600 people for the Thanksgiving meal, but we expect it to be a little higher this year," Hughes said. "I have been getting phone calls from a lot of retirees, especially since we did away with the surcharge."

Hughes said the seating capacity for the dining facility is 175, but the turn-around time for the meal is quick enough that everyone will be able to get in.

To be able to feed 600 people, the dining facility staff will prepare 250 pounds of turkey, 150 pounds of ham, 100 pounds of steamship round, 75-80 Cornish hens and 50 pounds of shrimp.

"We will do some of the preparation the night before," Hughes said. "The night bakery will get the stuff ready for the dressings. The rest of the cooks will come in at about 4 a.m. Thanksgiving Day to get started on the meal. Breakfast will be slow so we will have plenty of time to prepare the meal and decorate. This is a time that we like to display our talents as cooks and put on a really good meal."

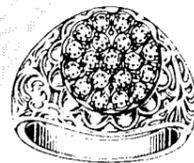
"We encourage commanders and first sergeants to get on the serving line for a few minutes. Some of them like to serve their soldiers on Thanksgiving."

In the spirit of the day, Hughes said he also plans to sponsor 15-20 homeless or needy people for the Thanksgiving meal. "I want to bring them in for the meal because I understand how it is to not have a Thanksgiving meal. After all, that is what Thanksgiving is all about."

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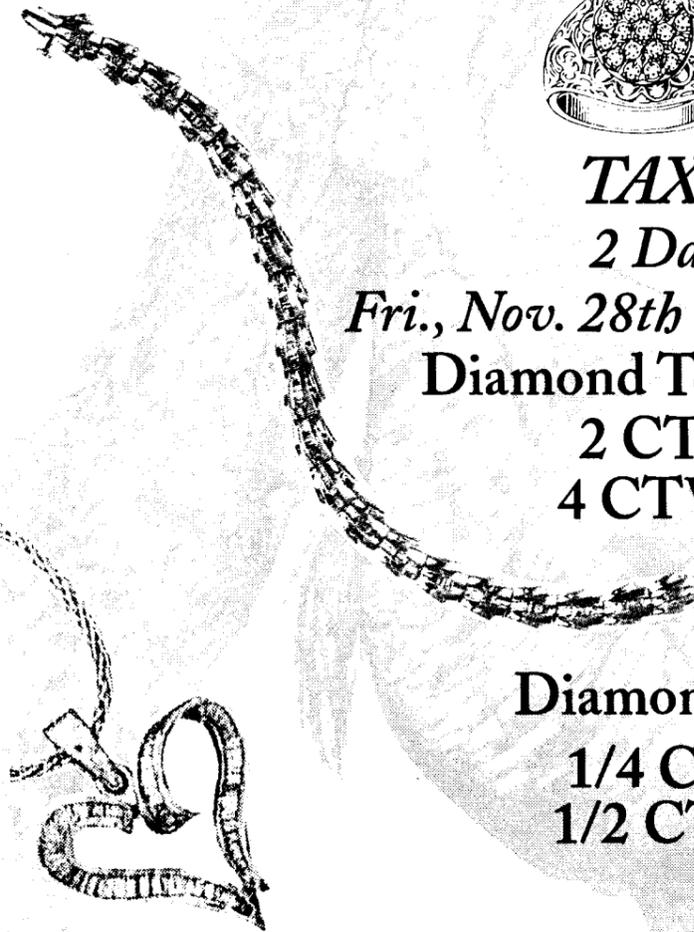
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Winterize your car with help from auto skills center

By Skip Vaughn

You don't know who to blame: the car manufacturer, your spouse. You just know somebody's at fault for your car not starting on this cold morning when you're already late for work.

How about looking at the person in the mirror? Maybe if you took some simple steps to prepare your car for the inevitable cold temperatures, you'd be "happily" on your way to work.

Mark Poole, director of the Auto Skills Center (formerly known as the Auto Craft Shop), has the following advice for winterizing your vehicle:

- Change the coolant, belts and hoses every other year, as recommended by manufacturers. Properly dispose of antifreeze by putting it in an authorized recycling center.
- Do— or have somebody do for you — a complete tuneup; this is especially important if it hasn't been done for the past six to eight months. Check the spark plugs and plug wires; the filters (air and fuel); all the fluid levels; and the battery. Cold weather will sap a battery's charge.
- Ensure you have proper tire pressure. "You can have the proper pressure in the summer but if it gets cold, the pressure will drop off in the tire. The air that's in the tire will contract when it gets cold; that'll put the pressure down," Poole says.

Besides the aforementioned, winterize vehicles that won't be used for a while— such as lawnmowers, motorcycles or boats

— by taking the following additional steps: Fill the fuel tank completely and add some fuel stabilizer, then run the engine five minutes or so to ensure the treated fuel gets into the carburetor and fuel lines to prevent deterioration. Next, remove the spark plug or plugs and squirt about a tablespoon of oil into each cylinder; and then turn the engine over by hand to distribute the oil onto the cylinder walls to prevent rust from forming. Then put the spark plug or plugs back in.

"For those vehicles that aren't gonna be used all winter, also it's a good idea to get the tires off the ground— put it on jack stands or blocks or whatever — because the tires get flat spots on them and they can dry rot," Poole adds.

The Auto Skills Center, building 3617 on Entac Circle, is a place where members of the entire Redstone community can get help in fixing or maintaining their car. It's a self-service facility where instructors can assist you in doing the work yourself.

"We can do everything from an oil change to a complete ground-up restoration of their vehicle. We've got a complete automotive facility," Poole says.

The price is definitely right. A work bay costs just \$2 an hour; and the most expensive charge is \$25 for air-conditioner service.

"I survey the private sector to see what they're charging and we try to keep our fees or charges to 50 percent or less of what they're charging downtown for like services," Poole says. "There's stuff that we do that they don't do in town."

He believes that a facility like this—



SELF-SERVICE— Retired soldier George Fox installs an axle bearing at the Auto Skills Center.

where people can use automotive equipment such as welders, tire machines, bead blaster, etc. — is unique to the military. "This whole concept, they don't do in town," he says.

The auto center is open from 1:30-10 p.m. Wednesday, Thursday and Friday, and from 9 a.m. to 5:30 p.m. Saturday and Sunday. It's closed on holidays.

Poole lists how people can benefit from using the center: "Save some money, know

the job's done right because they did it themselves, for their knowledge on auto maintenance/repair. Actually save them lots of money if you look downtown at what they're charging for some of this stuff."

George Fox, a retired soldier, is among the satisfied users. "I think it's great— great place to work," he says.

The center has two instructors and a tool-room attendant. For more information, call 955-7727.

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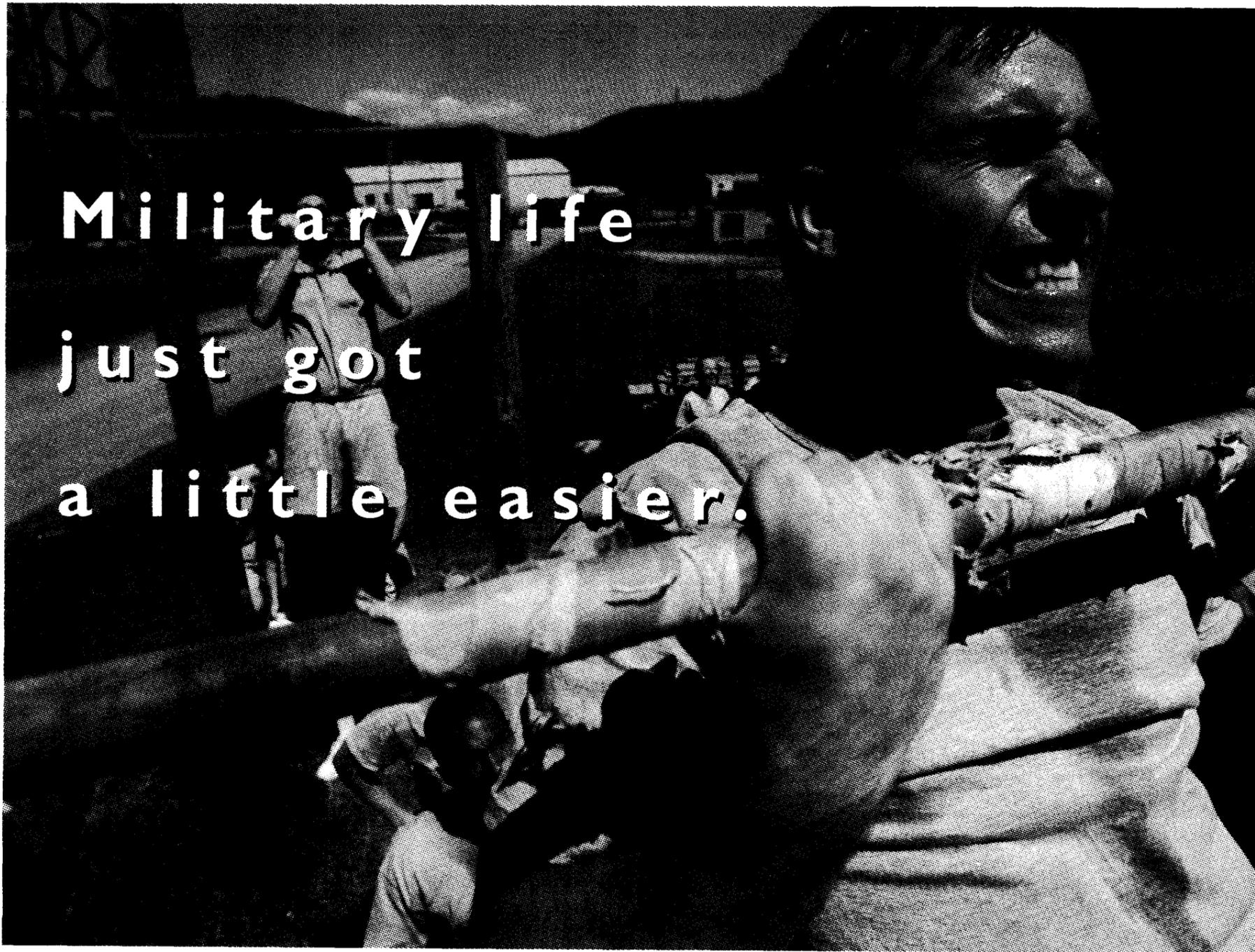
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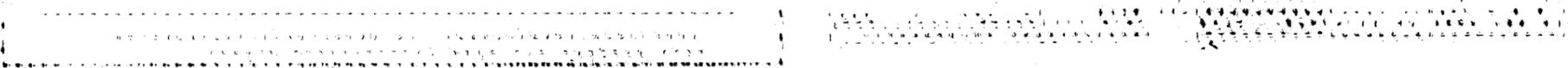
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Recruiters market Army story to new generation

By Dale James

"I WANT YOU." Time was, all an Army recruiter had to do to meet quota was slap a poster in the window of Uncle Sam — he of the steely eyes and pointed finger and that famous, says-it-all slogan — then sit back and wait for some new blood to show up.

Not anymore. Capt. Gonzalo Gonzalez can tell you we live in the age of marketing, and that includes not just Wal-Mart but Army recruiters.

Gonzalez is the recruiting company commander for North Alabama, which includes recruiting stations in Huntsville, Athens, Decatur, Florence and Cullman. On Nov. 19, Gonzalez participated in the opening of the new Huntsville recruiting station located in the Home Depot shopping center on University Drive.

There were the usual Army dignitaries on hand to mark the occasion. And, for anyone who hasn't kept up with the recruiting scene, there were also a few unexpected touches — like a three-hour live remote broadcast by a local radio station, personally chosen by Gonzalez as the station with the demographics that most closely match those targeted by recruiters.

Welcome to today's Army. "This is a challenging market," Gonzalez said. "North Alabama has low unemployment so your pool is smaller, but we're doing well. Out of 55 companies in the Southeast, we're No. 2."

Career recruiters — the 79Romeos — are NCOs. As an officer, Gonzalez serves a two-year tour of duty. He's been on the job for just over one year.

"The learning curve for a recruiter is quite steep," Gonzalez said. "It's a tough job, a challenging job, but it's also considered a fast-track for promotion."

To bring new recruiters up to speed, the Army runs a two-month recruiting school in Fort Jackson, S.C. Subjects include recruiting administration, knowledge of the numerous programs the Army offers potential new recruits, an overview of the market, and even a crash course on closing the sale.

"The hard sell doesn't work anymore," declared Gonzalez. "If you want to be effective in this job, you've got to establish yourself in the community. You've got to be seen as someone who is an integral part of that community."

To that end, Gonzalez encourages his recruiters to

get out of the office and to frequent employment offices, malls, sporting events — "anywhere in the public where they can meet young men and women."

He added, "They also go into the local high schools and colleges to make presentations. Some of our recruiters are virtually considered a part of the high schools they go into. You can find them in the classroom and helping out on the practice field. They're almost considered teacher's aides."

In the business world, that approach is known as "relationship selling." Recruiters call it simply "face to face."

"There's no big secret to succeeding in this business," Gonzalez said. "But you have to approach it in a scientific manner — and a lot of it is in how you approach things."

One of the recruiter's most effective tools is to detail an outstanding soldier who is between duty assignments to serve as a "home-town recruiter" for a week



DEDICATION CEREMONY— Cutting the ribbon during the grand opening Nov. 19 for the Huntsville Recruiting Station are, from left, Lt. Col. Michael Durham, commander of the Army Recruiting Battalion in Montgomery; Huntsville City Councilman Ken Arnold; Brig. Gen. Willie Nance, program executive officer for tactical missiles; and Paul Nielsen, president and general manager of WRSA-97 radio station.

or two until his next assignment comes through.

In return for temporarily being assigned to his hometown, the soldier agrees to work with local recruiters, talking to potential new recruits and helping to "tell the Army story."

"We refer to them as 'force multipliers,'" Gonzalez said, "because they're so effective. They like it, for obvious reasons: they get to spend a little extra time at home. But they also like the Army, and they like to sell the Army to others."

Gonzalez brushed aside published reports that the quality of recruits today is in decline.

"You read a lot of stuff in the national media about the

See ARMY on page 22

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Education open house...

Col. Tom Planchon, director, Personnel and Training Directorate, chief of staff, talks with Sgt. Anibal Pacheco and Spec. Armando Pacheco during the open house held at the Army Education Center Nov. 19. The event was part of scheduled activities to commemorate American Education Week. The Pachecos are members of the Florida National Guard, with B Company, 832nd Ordnance Battalion at Redstone attending the Avenger system mechanics school.

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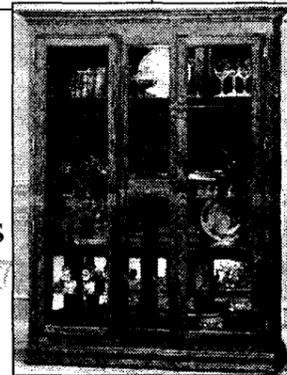


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Tricare Standard/Extra 'DRG' rate remains the same

The Tricare Standard diagnosis-related group (DRG) daily rate for most civilian non-mental health hospital admissions will not change this year.

The daily rate will stay at \$360 for eligible persons other than active-duty family members. Tricare Standard-eligible persons who are not the family members of active-duty servicemembers will pay either the fixed daily rate of \$360, or 25 percent of the hospital's billed charges, whichever is less.

The inpatient daily rate for non-active-duty family members at a Tricare network facility is cost-shared using Tricare Extra. The cost-share for Tricare Extra users (in those parts of the country where Tricare is in operation) remains the lesser of \$250 per day, or 25 percent of the institution's billed charges, plus 20 percent of the charges by individual professional providers who treat the patient during the hospital stay.

Active-duty family members' cost-shares aren't affected by the DRG rates. They'll pay a small daily fee of \$10.20 for each day in a civilian hospital (\$20 per day for inpatient mental health care) or a total of \$25 for each hospital stay, whichever is greater.

When non-active-duty family members are admitted to hospitals that are exempted from the DRG payment system, their cost-share will be 25 percent of the hospital's billed charges. DRG-exempt hospitals include: psychiatric, cancer, long-term care, rehabilitation, and sole community hospitals exempt from Medicare's prospective payment program. Hospitals in the state of Maryland are also exempt from the DRG payment system because of its stricter state law.

For more information about DRG payments, contact the health benefits adviser at the nearest uniformed services medical facility, or talk to a staff member at your nearest Tricare service center. (Tricare News)

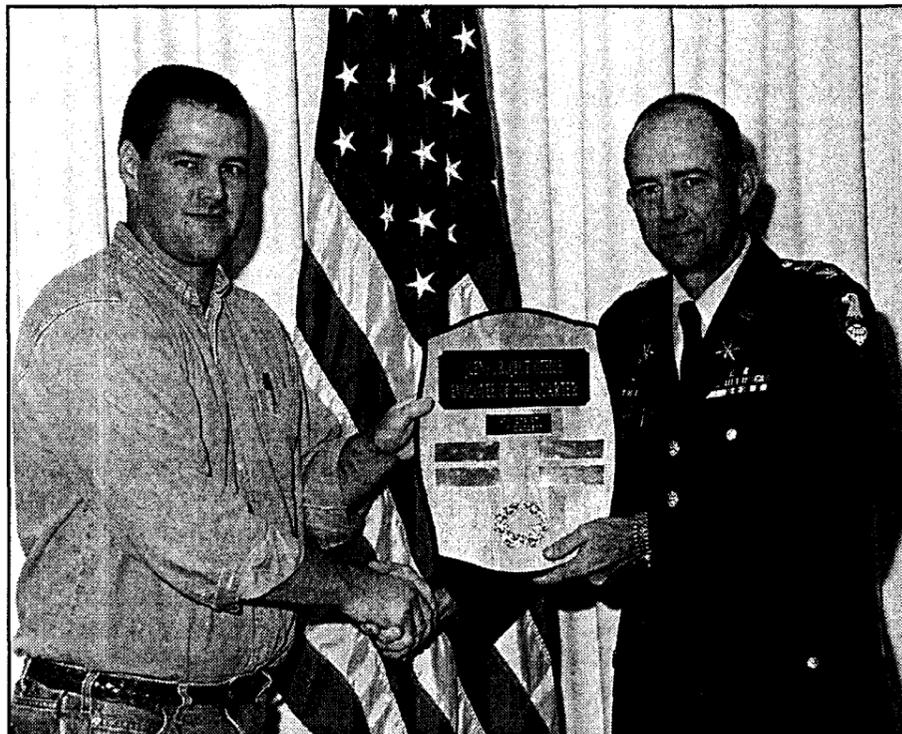
Garrett named employee of quarter at JLENS project office in SMD command

By Marilyn Fratangelo

Competition for excellence was the challenge and Jeff Garrett met it. Garrett, a civilian employee at the Space and Missile Defense Command, recently earned his division's first employee of the quarter award. He is an operations research analyst for the former Aerostat Project Office, recently renamed JLENS—Joint Land Attack Cruise Missile Defense Elevated Netted Sensor System.

Garrett received the award for his support to the project office in research, and obtaining equipment requirements to support source selection boards, here and in Dahlgren, Va.

"Jeff took care of all of the planning and coordination necessary to conduct a split evaluation board, while also performing his duties as a JLENS cost analyst," Col. Herbert Carr,



FIRST RECIPIENT— Garrett, left, receives the employee of the quarter award from Col. Carr.

JLENS project manager, said.

Carr wanted to start the quarterly award program to recognize outstanding performance of JLENS

employees, and to foster competition for excellence. This first award recognized performance for the fourth quarter of last fiscal year. Garrett, who holds a bache-

lor's degree in administrative science and a master's in management, has worked in the JLENS since December '96.

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Combined Federal Campaign surpasses goal for 1997 drive

By Skip Vaughn

Tennessee Valley CFC got the late boost it needed and then some.

The Combined Federal Campaign exceeded its \$1,355,000 goal by collecting \$1,416,506, according to totals reported Friday. The annual charity drive officially ended Nov. 7.

The Aviation and Missile Command set a command record with \$550,000 in contributions, surpassing its \$486,626 goal. "They have never gone over half a million— never in any of the records we've gone looking (through). Even when they had twice as many people as they have now," Dr. Herschel Love, chairman of the Local Federal Coordinating Committee, said.

Marshall Space Flight Center, the second largest federal agency in the Tennessee Valley, exceeded its \$435,000 goal with \$447,000.

The third largest agency, Tennessee Valley Authority (TVA) Browns Ferry Nuclear Plant in Athens, received permission to hold its campaign from Oct. 31 to Dec. 12 because of work-related matters. As of Friday, Browns Ferry collected \$75,000 toward its \$98,500 goal.

"This (overall) campaign has really, really been interesting. And it's been quite a challenge with all the changes we've had here—like downsizing, upsizing... There's been a lot of shuffling around," Love said.

Missouri tax law works both ways

Newcomers from St. Louis shouldn't expect tax relief from their former state.

That's the word from the Missouri department of revenue after an inquiry by an AMCOM worker from St. Louis. She was wondering if the personal property tax she owed in Missouri might be prorated since she moved to Alabama during the year.

Here's the written reply she received from the Missouri revenue collector: "Under Missouri state statutes, every person owning personal property on the first day of January in any given year is liable for those

"By and large it was just a superior campaign, in my opinion, and we had lots of help or we never would've exceeded our goal."

The Integrated Materiel Management Center has apparently won its contest with the Missile RD&E Center by a slight margin. IMMC's per capita contribution was \$77.50, compared to Missile RD&E Center's \$76.76.

Maj. Gen. Emmitt Gibson, commander of AMCOM and Redstone Arsenal, is to present CFC awards in a ceremony at 9:30 a.m. Dec. 10 at the Sparkman Auditorium. He serves as chairman of the Tennessee Valley Combined Federal Campaign.

The Combined Federal Campaign opened Sept. 29 and officially closed Nov. 7 for 16,144 federal workers in 35 agencies in the Tennessee Valley. This area comprises seven counties including Madison, Morgan, Marshall, Cullman, Limestone and Lawrence in Alabama, and Lincoln County, Tenn.

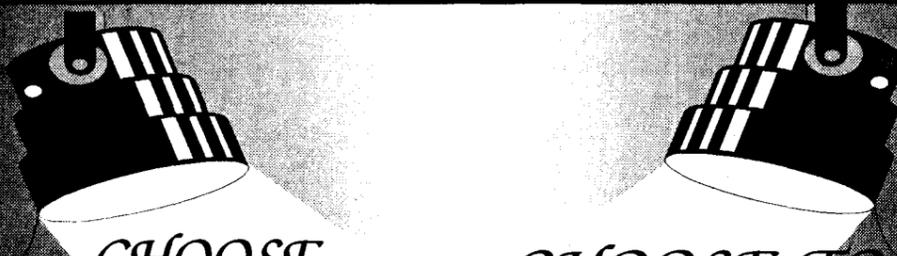
Love, a full-time loaned executive from Missile RD&E Center, represents AMCOM on the Local Federal Coordinating Committee which serves as the Tennessee Valley campaign's board of directors.

"We're really proud" of this year's campaign, Love said. "The keyworkers and loaned executives are the ones who deserve the credit."

taxes levied by the county in which he resides. This holds true even though he should move from the area. There is no provision made in the Missouri state statutes to prorate these taxes.

"At first glance, this would appear to be a harsh and arbitrary stand; however, one should keep in mind that the law is open-ended. That is, it works both ways. If one moves into the county at any time after Jan. 1, all the privileges such as police protection, schools, libraries, hospitals, roads, etc., are available at no charge for that year," the letter said.

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— Anonymous

"None loves the messenger who brings bad news."

— Sophocles
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Greek playwright

Wisdom, above all else, is liberty."

— Seneca
(4 B.C.-65 A.D.)

"The thoughts that often come unsought, and, as it were, drop into the mind are commonly the most valuable of any we have."

— John Locke
(1632-1704)
English philosopher

"It is not the big armies that win battles; it is the good ones."

— Maurice Comte de Saxe
(1696-1750)
Saxonprince/
French soldier

Commissary customers benefit from new cash registers

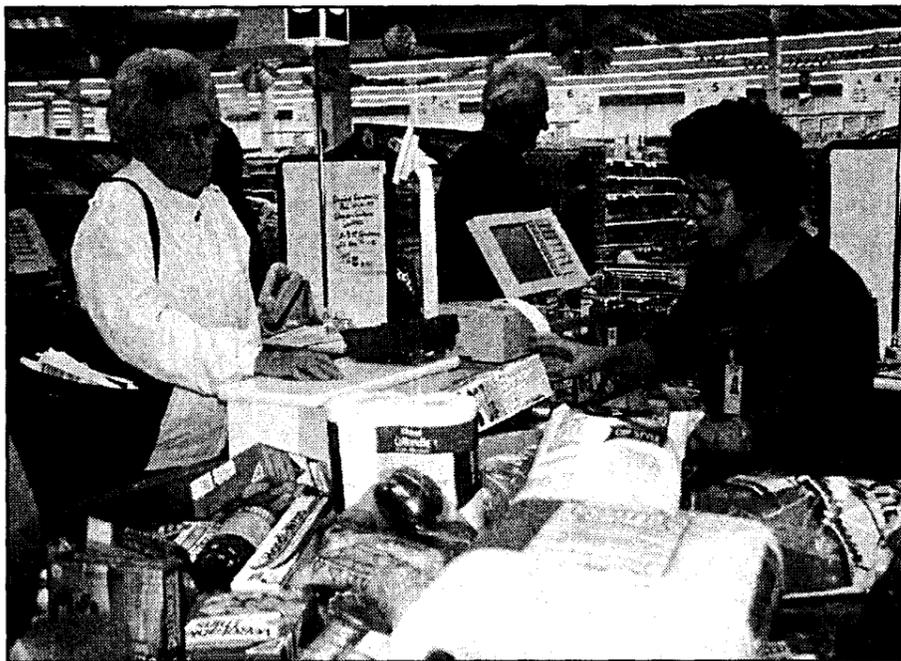
By Debra Valine

Maybe you've noticed something different at the Redstone Commissary. Maybe you didn't. The changeover was practically transparent to the patrons.

Over the Veterans Day holiday Nov. 10 and 11, the 15 old cash registers at the commissary were taken out and new ones were installed. This upgrade is part of an Armywide effort to install state-of-the-art checkout systems at 300 commissaries worldwide over the next two years.

The checkout stands have a whole new look. Even the grocery receipts look different. According to a Defense Commissary Agency news release, thermal imprinted receipts provide greater legibility; useful information such as the store location and hours can be placed at the top and bottom.

"You can also find the cashier's name, surcharge, the number of items you purchased, number of coupons you used and how much you saved with the coupons," Joe Nickolai, a commissary management specialist with DeCA, said. "The receipt even tells how long it took the cashier to check your order."



CHECKIN' OUT— Dean, left, and Lynn Newman, a retired couple from Boaz, check out of the commissary at Chung Tedder's new register.

"Eventually it will mean faster service, less trouble," James Burchfield, Redstone's deputy commissary officer, said. "In the past, we had problems with the power outages. Everything would shut down. With the new system, we will be able to get the customers out of the store before we close down."

Covering power outages is only one advantage to the new system. The new registers will soon allow patrons to pay for their groceries with debit or

credit cards in addition to cash and checks. The register tape will also provide a better description of products purchased. "The new registers have a lot of functions on them, but we will not be able to use them right away," Burchfield said.

"We have been training cashiers for the past two weeks, but they were still a

little intimidated at first," he said. "But in a couple of weeks, they will be up to speed."

The new system also has benefits not immediately noticeable to customers, including 270-degree scanners that can record "near misses" with speed and accuracy. Cashiers can now scan in the majority of coupons. "This is a big time

saver," Nickolai said. "In the past, cashiers had to enter coupons by hand. Today more than 60 percent of coupons are bar-coded for scanning and that number is climbing rapidly."

The construction of the new checkouts is better for customers and employees. Cashiers face the customers and the reach across the scanner is shorter, making for faster scanning and less physical strain.

"Customers were a little frustrated because the first day they had to wait a little while. By the end of this week, we think patrons will see a big change in service," Burchfield said.

"I think the new registers are great," Donna Bartlett, a cashier at the commissary, said. "We can go a lot faster. The customers seem to like it. We can print their checks for them right here at the register. All they have to do is sign them."

When commissary stores worldwide are up on the new checkout system, DeCA will be equal to, or ahead of, many retail grocery chains, Nickolai said.

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DoD reports latest findings on Gulf War illnesses

By Douglas J. Gillert

WASHINGTON — Pentagon officials said American service members likely weren't exposed to chemical weapons or agents when they occupied Tallil Air Base, Iraq, in 1991.

During the ceasefire at the conclusion of Desert Storm, units of the Army's 82nd Airborne Division occupied the airport, according to the latest case narrative released by DoD Nov. 13. Bernard Rostker, DoD special assistant for Gulf War illnesses, also released three information papers about procedures and equipment used by soldiers to detect chemical agents.

Before their withdrawal from Iraq, U.S. forces destroyed facilities, equipment and munitions at and around Tallil that weren't damaged during air and ground combat operations. Chemical warfare and explosive ordnance disposal personnel first searched the area but found no evidence of chemical weapons or agents, according to the narrative.

The information papers provided information on:

- Procedures used to protect against nuclear, biological and chemical contamination on the battlefield;
- Military effectiveness in conducting medical surveillance during Desert Shield/Storm; and
- The M-8A1 automatic chemical agent alarm and how it was used during the Gulf War.

These information papers and the current, as well as past, case narratives can be reviewed in their entirety at the GULFLINK web site (www.gulflink.osd.mil). The site also contains supporting documentary evidence and transcripts of personal interviews with Gulf War veterans.

The Pentagon uses the case narratives and information papers to encourage an open dialogue with Gulf War veterans who may have more information about possible chemical warfare incidents. Rostker

See WAR on page 21



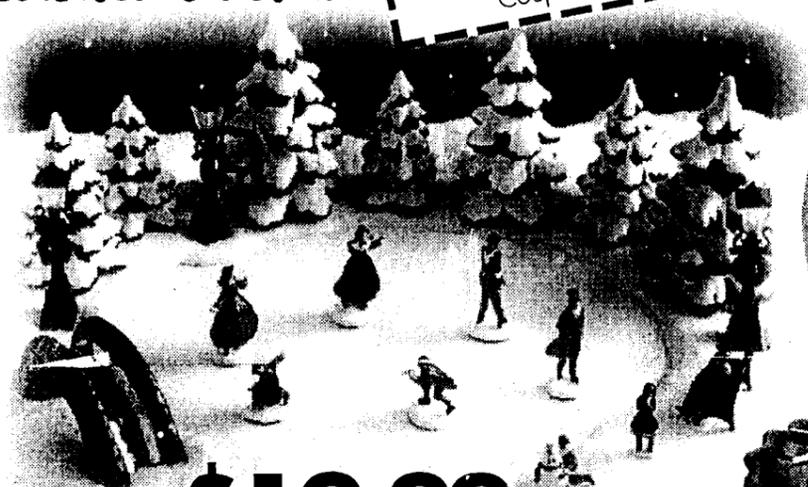
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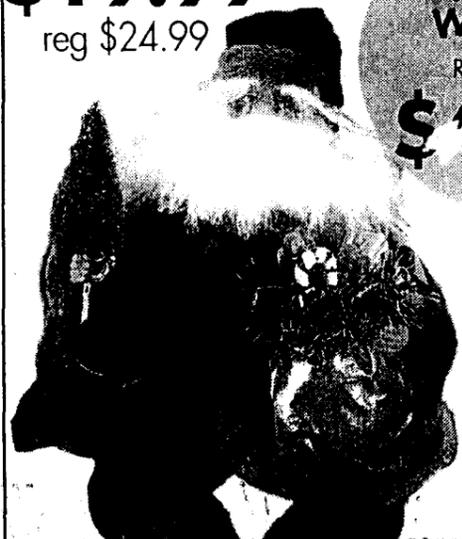
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HILLIARD

Training conference draws AMC official, congressman to Huntsville December 4

An AMC official and a congressman are among the scheduled speakers at the Huntsville-Madison County Chapter of Blacks in Government's annual training conference Dec. 4 at the Huntsville Marriott.

George L. Jones, deputy chief of staff for personnel

at Army Materiel Command, is to give a special presentation titled "Building on the Past as We Look to the Future."

Earl Hilliard, a congressman from Alabama's 7th district, is the scheduled keynote speaker at the luncheon.

The theme for this year's conference is "Opportunities and Challenges of the New Millennium." There will be 15 presenters conducting about 30 workshop sessions.

Howard Wallace, author of "Federal Plantation, Affirmative Inaction Within

Our Federal Government," is to present three workshops on how to effectively deal with discrimination in the workplace.

Registration begins at 7 a.m.; and the workshop sessions begin at 8. For registration information, call Kim Smith 551-7230.

\$12 million awarded for Gulf War illness research

By Douglas J. Gillert

WASHINGTON — DoD, in conjunction with the departments of Veterans Affairs and Health and Human Services, has awarded \$12 million for 12 new Gulf War illness research projects.

Projects will provide medical research to conduct animal studies to assess the possible long-term or delayed effects of low-level exposure to chemical warfare agents. Others will investigate relationships between Gulf War veterans' reported illnesses and their possible exposure to hazardous material, chemical warfare agents and stress. The studies will also look at the potentially hazardous combinations of inoculations for anthrax and botulinum toxin and the investigational drug pyridostigmine bromide that DoD administered to troops during the war.

This makes 35 currently active projects into the as yet unexplained illnesses. Eight of the new projects

are funded under a special \$10 million fiscal 1997 congressional appropriation to DoD for nonfederal scientific research. DoD solicited the other four projects from all sources and funded them from the department's science and technology account.

Officials said projects were selected on the basis of scientific merit and relevance to better understanding Gulf War illnesses.

DoD sought, but did not receive, proposals for projects to determine the feasibility of epidemiological studies of veterans who served at or near Khamisiyah, Iraq, in March 1991. U.S. soldiers destroyed captured Iraqi munitions there, accidentally releasing a toxic plume of nerve agent into the air. Instead, the department will work with the Institute of Medicine a part of the National Academy of Science, officials said, to better understand possible health outcomes among those veterans. (American Forces Press Service)

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RIFphobia? Here's step-by-step process to civilian layoffs

By Douglas J. Gillert

WASHINGTON— To federal civilian employees, one of the most-feared words is actually an acronym, RIF — reduction in force.

Statistics show that work force reductions are a fact of post-Cold War DoD life. By Sept. 30, 1996, DoD had reduced its civilian work force from 1.1 million in fiscal 1989 to 813,000. However, the department must cut an additional 85,000 civilian employees by the end of fiscal 2001, for a total reduction of 35 percent.

Although the steps may vary, agencies facing a potential reduction in force must first exhaust all other means of reducing their work force, according to the Civilian Personnel Management Service. To help reduce the trauma of forced separations, DoD offers a variety of tools managers can use to reduce staff. These tools are sequential — the occurrence of each draws employees closer to the RIF precipice, then governs their rights after they get a RIF notice. They include:

- Hiring limitations. During downsizing, organizations may limit hiring new employees or moving employees to new jobs inside the organization. They also may freeze promotions.

- Outplacement assistance. Programs managed by DoD and the agency include the Defense Outplacement and Referral System, through which DoD

refers the resumes of registrants to non-DoD federal agencies, private sector employers, nonprofit organizations, and state and local governments. Employees and their spouses can volunteer, and DoD pays relocation costs for employees placed in other federal agencies.

- Voluntary Early Retirement Authority. The Office of Personnel Management delegates this authority to agencies to help them reduce staff. Participants can retire under reduced age and service requirements (age 50 with 20 years of service or any age with 25 years of service). The retirement annuity is reduced by 2 percent for each year the employee is under age 55.

- Buyouts. Through Sept. 30, 1999, DoD will issue lump sum payments of up to \$25,000 to encourage employees to resign or retire. Buyouts target employees in specific grades, series or locations. Generally, activities must offer Phase I buyouts at least 30 days before they issue RIF notices.

Once an activity issues notices, DoD begins Phase II, where it looks for employees at other installations who are the same grade and occupation as employees with RIF notices and who are willing to volunteer for early separation. This creates vacancies for employees with RIF notices who don't want to leave federal service. This option is best known as Voluntary Separation Incentive Pay or separation pay.

- Priority Placement Pro-

gram. DoD established this automated referral program in 1965 to match employees facing forced separation with vacant positions. Participants register in an automated system in Dayton, Ohio.

As vacancies occur, personnel offices use a computer bulletin board to tell Dayton to refer resumes of employees who match the title, series and grade of vacant positions and who've indicated availability for those locations. In general, employees receiving priority placements also receive relocation expenses.

Registration in this program becomes mandatory after employees receive RIF notices. Employees can remain in the program for

one year after separation.

- Reduction in force. When a RIF is ordered, affected employees may be separated or reduced in grade. RIF actions are based on length of service and performance; veterans generally have priority over nonveterans. Those last hired are usually the first fired. Agencies must notify employees at least 60 days before the force reduction takes place. For larger RIFs affecting more than 50 people, employees must be given 120 days' notice.

- Office of Personnel Management interagency placement program. This program refers applications of employees facing separation to other federal agencies. Agencies must consid-

er these applications before they select new employees from the OPM register.

Agencies can select employees from other agencies, applicants returning to government work, or applicants eligible for direct hire (some veterans and disabled people) before considering inter-agency placement program registrants.

- Nonfederal hiring incentive. Following congressional approval in fiscal 1995, DoD established a pilot program at closing installations to reimburse nonfederal employers for training expenses when they hire DoD employees facing separation. DoD also pays employee relocation expenses. Total costs per employee cannot exceed

\$10,000.

- Employee assistance after separation. Most employees separated by reductions in force are entitled to payment for unused annual leave, severance pay (based on salary, years of service and age) and unemployment compensation. If these employees elect to continue their health insurance for up to 18 months, DoD will pay the employer portion of the premium and any administrative costs.

Local civilian personnel offices can provide more details and assistance to employees and agencies facing possible reductions in force. (American Forces Press Service)

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NATIVE AMERICANS CELEBRATE

By Debra Valine

Amidst the twirling greens, yellows, reds and blues of the colorful Native American dance costumes, the steady drumbeat pounded as Native Americans showcased head dancers Stephanie Lewis and Lee Lawrence at the eighth annual Native American Inter-Tribal Celebration held Thursday at the Recreation Center.

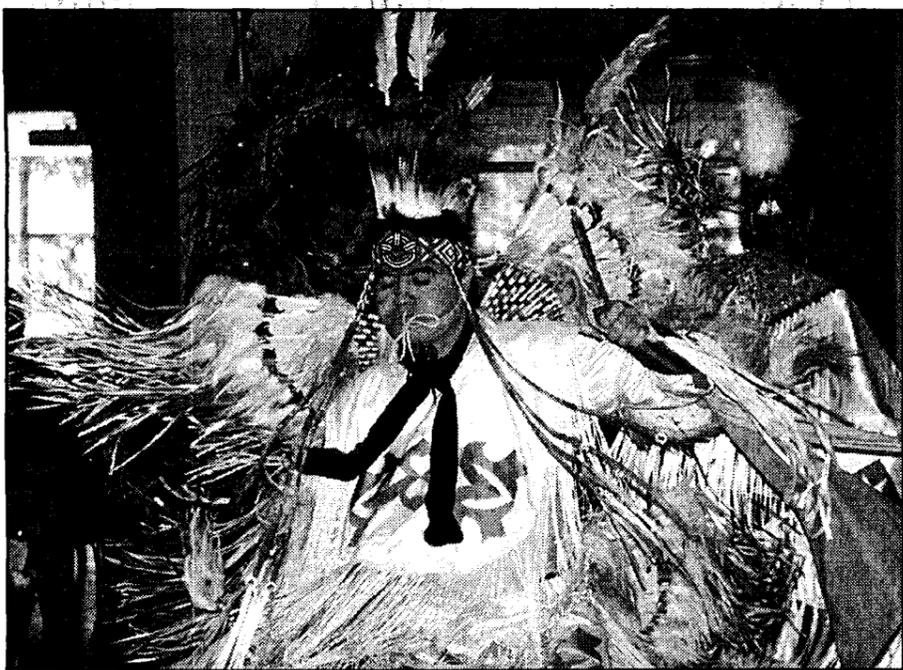
Also on hand were the Gray Eagle Singers who sang a tribute to soldiers and Native American storyteller Shirley, Carney.

"Today we are celebrating a proud past and a promising future," Col. Clifton Broderick, AMCOM chief of staff, said in his

welcome address. "Native Americans have played a vital role in the development of our country. We are a stronger nation because we have become aware of our roots."

After the dancing, guests sampled jackrabbit stew, venison and wild rice, fry bread, cactus salad and other tasty Native American dishes. Artisans displayed hand-carved flutes— on which Mark Barfoot played music composed completely of sounds found in nature — and jewelry. Local high school teachers demonstrated how to make dream catchers and "God's eyes."

November is Native American Heritage Month.



FANCY DANCERS— Jamie Pheasant "fancy dances" to the delight of the audience.



THE GRAND ENTRANCE — Stephanie Lewis and Lee Lawrence lead the procession of dancers in Native American costumes to kick off the Eight Annual American Inter-Tribal Celebration held Thursday at the Recreation Center.



NEXT GENERATION— Young Shawna dressed in her Native American finery dances in traditional style.

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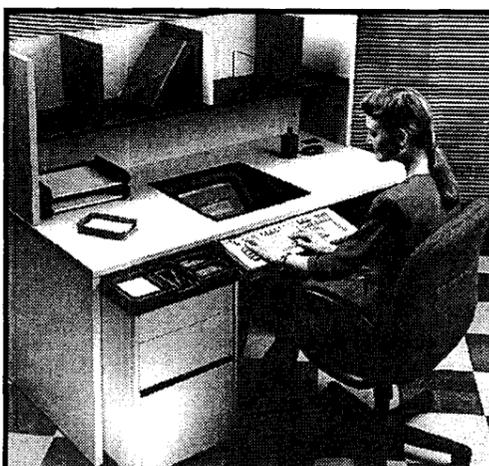
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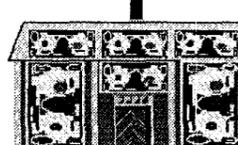
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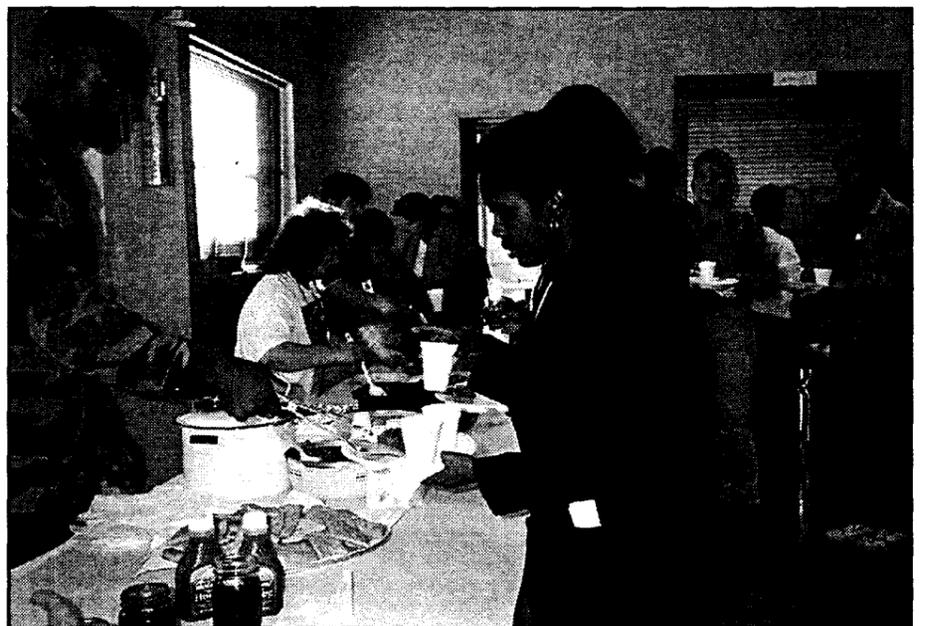
STEPPING TO THE BEAT— Stephanie Lewis, a national dance champion, demonstrates her award winning style.



EVERYBODY DANCE — Children from the audience participate in traditional Native American dancing during the celebration.



GRAY EAGLE SINGERS— The Gray Eagle Singers performed a tribute to soldiers and provided accompaniment for the dancers.



LOOKS GOOD!— Guests sampled Native American dishes such as jackrabbit stew, venison and wild rice, cactus salad, fry bread and other tasty treats.



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Sports & Recreation

Delta Company gets late score to win flag football championship

By Debra Valine

A two-point conversion as time ran out on the clock clinched the 28-26 victory for D Company, 832nd Ordnance Battalion, over B Company, 832nd on Nov. 20 in the championship game of the postseason flag football tournament.

Sgt. Anthony Johnson carried the two-point conversion to win the game after SFC John McLean scored the game-tying touchdown with only four seconds remaining. McLean, a tight end, scored on a clear-out play to the right corner of the end zone.

Quarterback Sgt. Stephen Seymour scored the other three touchdowns for D Company during the game. Johnson scored the

only other two-point conversion.

"We carried out the fake real well," Seymour said. "SFC McLean ran to the right corner of the end zone on a tight end delay route. Everybody else went to the left."

D Company breezed through the double-elimination tournament bracket undefeated to claim the victory in the first event of the 1998 Commander's Cup competition. D Company also won the preseason flag football tournament.

"We had a real good team this year," Seymour said. "It was real hard for us to practice because we are permanent party and we have people working part-time jobs and going to school at night. It was real

special that we could have a team. With all the military commitments and extra responsibilities, we never did get to practice."

B Company was led in the championship game by SSgt. George Landreth who caught two touchdown passes from quarterback SFC Jerry MacIntyre. Key players for B Company during the season and tournament included Pvt. John Meyer, offensive guard/defensive tackle; and Pvt. Alvin Walters, running back. Walters averaged two touchdowns per game during the season.

(Editor's note: Men and women are needed for the post's basketball teams. If you are interested in playing, stop by Pagano Gym to sign up. For more information, call 876-6701.)

Just Havin' Fun II increases its lead

Just Havin' Fun II is still having fun in the RASA Bowling League.

The team increased its lead in the Tuesday night league Nov. 18. At week 11 of the 15-week season, the standings were as follows: Just Havin' Fun II, 30.5-13.5; Hooters, 27.5-16.5; Roll Tide, 26-18; Has Beens, 18-26; Four For Kids, 17-27; and Strike Force, 13-31.

Last week's top scorers included:

- Men— John Howard 684 scratch series, Bob Bertoldi 231 scratch game, Barry Collins 611 handicap series, and Jeff Wiessner 221 handicap game.
- Women— Kris Wiessner 522 scratch series, Nancy Keeton 187 scratch game, Debbie Seymoure 653 handicap series, and Christal Siebert 236 handicap game.



Education honorees...

Eight students from area schools received honors in an art and essay competition Nov. 17 during the kickoff luncheon for American Education Week. American Education Week, Nov. 17-21, is a cooperative effort between the Huntsville City Schools, Madison County Schools, local colleges and universities, local businesses and Redstone Arsenal. From left, top row: first place essay, Alecia Mitchell, Hazel Green Middle School; third place essay, Allie

Esslinger, Hazel Green Middle School; second place essay, Mark Mladineo, Butler High School; middle row: fourth place art, Jorja Wright, Highland Elementary School; second place art, Sabir Robinson, Highland Elementary School; bottom row: third place art, Marcus Hamerlink, Riverton Elementary School; first place art, Ashleigh Hawkins, Riverton Elementary School; fourth place essay, Lillian Davis, West Mastin Lake Elementary School.

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Sports & Recreation

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- **Golf Course hours**— Beginning Dec. 1, the Redstone Golf Course, Pro Shop, and Snack Bar will be closed on Mondays. For more information, call 883-7977.
- **Golf Course customer party**— The Redstone Golf Course will hold its annual Customer Appreciation Christmas Party on Dec. 19. The Snack Bar will close at 4 p.m. to prepare for the party. The Pro Shop will open at 5:30 p.m. and the Snack Bar will reopen at 6 for the party. For more information, call 883-7977.
- **Youth Center sewing class**— If you are 10 years old or older and want to learn to sew, call the Youth Center 876-2255 and enroll in its Sewing class.
- **Sparkman Center food court**— The grand opening of the Sparkman Center Food Court was scheduled for Nov. 25. This facility will feature stuffed baked potatoes, sub-sandwiches, pizzas, and Mexican foods. Meal prices will range from \$1.75 to \$5.50. The facility is located next to the Sparkman Center Cafeteria in building 5302. Hours of operation are from 10:30 a.m. to 1:30 p.m. The facility is open to the entire Redstone community. The food court will accept cash, travel checks, and personal checks. No credit cards will be accepted.
- **Officers Club tree lighting**— The Officers Club annual Christmas Tree Lighting ceremony will be held Dec. 2 at 6 p.m. Group singing, complimentary hors d'oeuvres and a visit from Santa Claus will all be among the featured events. This event is open to Officers Club members only.
- **Newcomers orientation**— The Redstone Arsenal Newcomers Orientation will be held Dec. 2. Speakers, information booths, free child care, and a bus tour will be available to all participants. To register for the free child care, call Mary Breeden or Theresa Mack 876-5397. Child care will be provided at the Child Development Center, building 3146. Child shot records are required. To register or for more information, call Mary Breeden at Army Community Service 876-5397.
- **Redstone community Christmas party**— Get your tickets now for the annual Redstone Community Christmas Party to be held Dec. 12 at the Officers Club. The social hour begins at 6 p.m. with dinner following at 7. Door prizes follow at 8:10 and the entertainment, provided by the Johnny Mack Band, will begin at 8:20. The cost is \$20 per person. Dress code is coat & tie; optional Dress Blue/Mess. See your Directorate for tickets.
- **New Year's Eve party**— The Officers Club will hold its annual New Year's Eve Party Dec. 31 for its members. The club is rolling back the price for club members to \$24.95 per person. Separate tickets for non-member guests are \$27.95 per person. Admission to the party is by ticket only. Seating arrangements are by "first come, first serve" purchase. Tickets are normally sold out by Dec. 15, so hurry and get your tickets today. Tickets are on sale now at the club cashier's office. For more information, call 830-CLUB.
- **Challenger bingo program**— The Challenger center holds its Bingo program Tuesday through Saturday nights from 6:45-10, and 1:45-5:30 p.m. Sunday. This program is open to the entire Redstone community. Package Games are guaranteed a payout of \$2,000; specialty games are guaranteed to pay out \$1,175; and four major jackpots are offered at \$5,000, \$10,000, and \$12,000 with numbers increasing weekly. For more information, call Ann Hudson 837-0750/0751.
- **Redstone club system**— Plan to celebrate the holidays at your Redstone Club System facilities. Designed to accommodate any size group, the Redstone Club System can provide parties for groups of 2 to 600 with great food, entertainment, and fine service. To schedule or make arrangements for your next function with the Redstone Club System, call 830-9227/9175.
- **Bowling center**— Open bowling special is held every

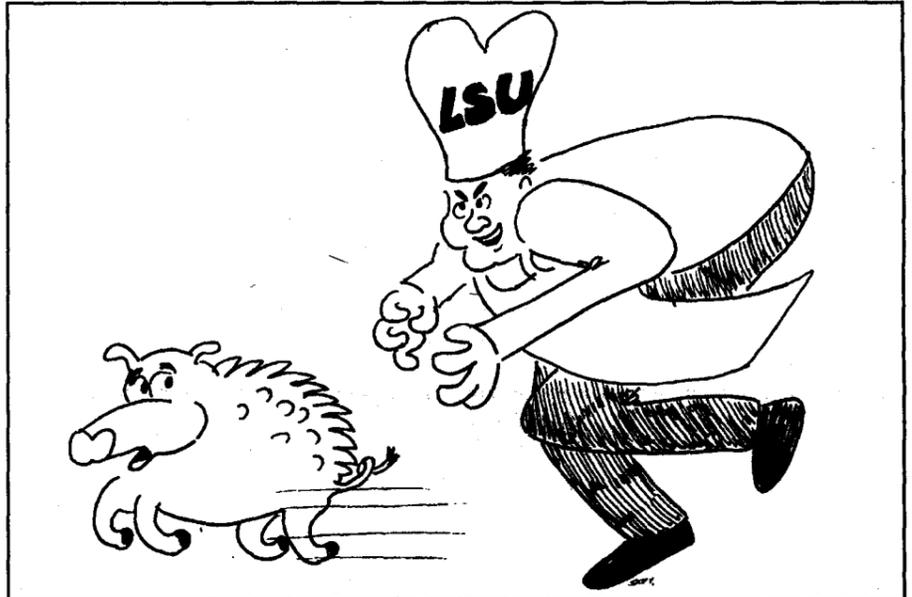
See MWR on page 26

LSU should roast visiting Arkansas Razorbacks

By Skip Vaughn

Skip's Picks in the Nov. 12 issue went 32-9, bringing the season totals to 331-107 for 76 percent. Here are my predictions for selected games this week in college football:

- Arkansas at Louisiana State— **LSU**
- Georgia at Ga. Tech— **Georgia**
- Ole Miss at Miss. State— **Miss. St.**
- Vanderbilt at Tennessee— **Tenn.**
- Arizona at Ariz. St.— **Ariz. St.**
- Nebraska at Colorado— **Neb.**
- Notre Dame at Hawaii— **Syracuse**
- Penn State at Mich. State— **PS**
- Syracuse at Miami— **State**
- Pittsburgh at West Va.— **Texas A&M**
- W. Va.— **Va. Tech**
- Texas at Texas A&M— **Va. Tech**



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Sewing more than stitch in time hobby for Army worker

By Margaret Banish-Donaldson

Sewing is a hobby that enriches off-duty hours for Randy Nash, equipment specialist for the Multiple Launch Rocket System Project Office.

He took his first sewing class in college for credit. "I made an awful polo shirt. After I received my grade for the class, I threw it away in a box," Nash said.

The next semester, Nash made a dress for his sister from a Vogue pattern. He didn't think anything about it until he took it to the dry cleaners. The lady at the cleaners looked at the inside of it and made a comment on how nice it was put together.

Nash didn't do any more sewing again until seven years later after he got married in 1990. He decided to make a robe for his wife, Beth. She still loves wearing it today.

Afterwards, Beth and Nash started selling at craft shows. Nash would sew the dresses for the bunnies they sold.

When their daughter Chelsea was born six years later, Nash started to sew dresses for her. Then the two boys Austin and Zachary were born and he began making smocked outfits for them. When their next daughter Allison was born five months ago, Nash decided to make her a christening (blessing dress) gown.

First, Nash bought a magazine, which showed him different patterns. Next, he went to a couple of heirloom stores in town for silk ribbon embroidery and a



DADDY'S LITTLE HELPERS— Zachary, 2, and Austin, 4, help dad, Randy Nash, with his sewing in the evenings before going to bed.

fabric store for the material. Then he designed his own pattern and starting sewing the gown.

Nash works on an old regular mechanical sewing machine. However, when he reached a certain point on the christening gown, he borrowed a computerized sewing machine. He used it for some of the block work on the top of the gown. It took eight hours to make each of the six blocks.

The children love to help Nash by pushing the pedals on the sewing machine for him. His daughter Chelsea also helps with the embroidering. She likes to pull the needle through the fabric. However, he gets most of his work done after 7 p.m., when he puts them into bed.

"I started making the gown two months before

Allison was born and was still working on it after her birth," Nash said. "I have spent more than 50 hours of time on this gown."

After the gown was done, some people from Hambrick's Fabric Store suggested he take it to Martha Pullen, an heirloom sewing store in town. It was several weeks later before Nash finally had enough nerve to take it to Pullen's store.

Twice a year, people from all over the world attend classes held by Pullen. When Nash finally took the gown to Pullen's, she asked him to have a photo taken of his daughter in the gown. She told him this would be used in one of their bimonthly 1998 magazine editions called "So Beautiful."

In addition to sewing, Nash does hand quilting. His grandmother used to



EYE CATCHER— This is one of Nash's hand-made quilt wall hangings.

quilt and since neither of his two sisters was interested in carrying on the tradition, he decided to learn.

"One year as a Christmas present, my wife signed me up for a hand-quilting class," Nash said. "I now have made four quilts, two wall hangings and two bed size, including one full and

one queen." His dream for the future is to sell. Nash has applied for a business license. It's going to be called "Twickenham Heirlooms." He chose that name because it was the original name of Huntsville from Dec. 22, 1809 until Nov. 25, 1811.

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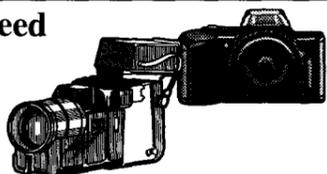
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Dec. 1 a day for teaching world's children about AIDS

By Mary B. Johnston

The pandemic of Human Immunodeficiency Virus (HIV) infection and Acquired Immunodeficiency Syndrome (AIDS) has produced a worldwide challenge to increase communication, education, and prevention activities to halt the transmission of the HIV retrovirus and the spread of AIDS.

Since 1981 when the disease was first identified, an estimated 29 million people have been infected with HIV worldwide. According to the Joint United Nations Programme on HIV/AIDS (UNAIDS), every day 1,000 children worldwide died of AIDS in 1996 while 1,000 more became infected with

HIV.

In the United States, through December 1996, 581,429 cases of AIDS have been reported to the Center for Disease Control by state and local health departments; 7,629 were children under the age of 13. Over the last decade, the proportion of women infected with AIDS has steadily increased from 7 percent in 1985 to 20 percent in 1996. As the incidence of AIDS has increased in women of childbearing years, larger numbers of infants have become infected through perinatal transmission.

The Army started screening the military service for HIV in 1985-86. During the period from 1985 through 1996, 4,688 active and

Reserve soldiers were diagnosed with HIV infection. However, due to the HIV/AIDS education and prevention program, the Army has shown a decrease in the incidence of HIV infection at the same time that the national figures have shown an increase. The Army incidence rate for HIV went from 2.83 per 1,000 in 1985-86 to 0.22 per 1,000 in 1996.

World AIDS Day

World AIDS Day is the only international day of coordinated action against AIDS; it is observed throughout most of the countries of the world. The goal of the observance is to expand and strengthen the global effort to stop AIDS. Activities such as candle-

light ceremonies and poster displays are held worldwide.

The idea for World AIDS Day emerged in 1988 from the World Summit of Ministers of Health on Programmes for AIDS Prevention. Their vision was to open channels of communication, strengthen the exchange of information and experience, and forge a spirit of social tolerance. Since then, World AIDS Day has received the support of the World Health Organization, the United Nations, governments, communities, and individuals around the world.

Observance theme

The theme of this year's World AIDS Day, Dec. 1 is: "Give Children Hope in a

World of AIDS." This theme emphasizes the importance of increasing the understanding of the magnitude of the HIV/AIDS epidemic and to minimize its impact on children, their families, and communities. The observance of World AIDS Day is intended to challenge people around the world to think about the long-term repercussions of the AIDS pandemic, without losing sight that AIDS affects everyone.

What you can do

Educate yourself and your family. It is our responsibility to be knowledgeable about the disease so that we can share accurate, current information with friends, co-workers

and family. Read about current HIV/AIDS information and research. When talking to children about HIV and AIDS, it can be uncomfortable because issues such as sex and drugs can be raised. However, accurate information from caring, concerned parents can prepare children and especially adolescents in coping with the peer pressures of the school world. In the war against this pandemic, everyone should be well educated and committed for the battle. Give Children Hope in a World of AIDS!

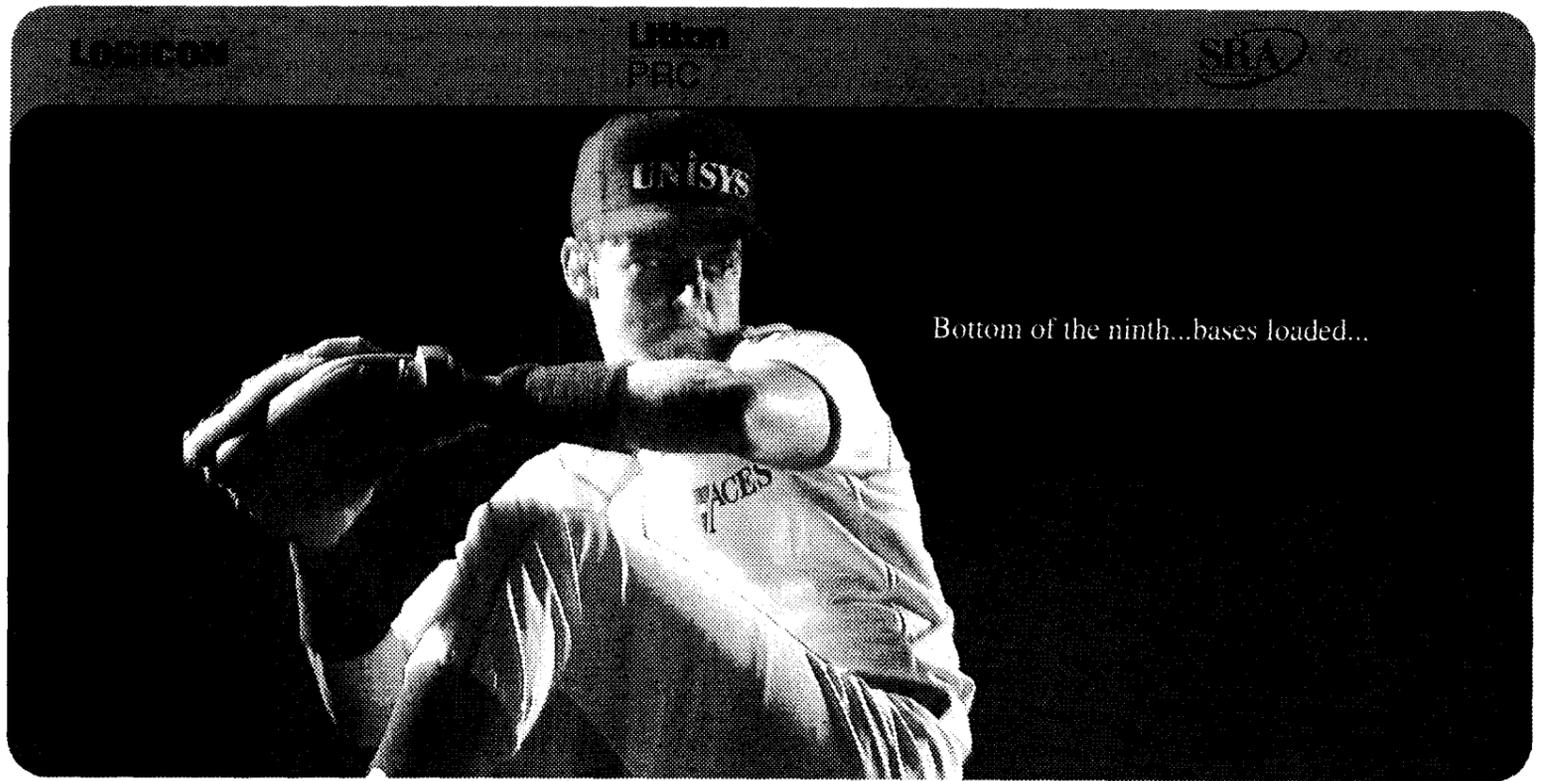
(Editor's note: Lt. Col. Johnston is chief of public health and education at Fox Army Community Hospital.)

WAR

Continued from page 13

said people with such information should call the Gulf War incident hot line at (800) 472-6719.

Gulf War veterans with health problems can get free screenings through the DoD or Department of Veterans' Affairs health registries. Active duty service members, military retirees and reservists can arrange for a medical exam through the Comprehensive Clinical Evaluation Program at (800) 796-9699. Those no longer affiliated with DoD should apply for an exam through VA's Persian Gulf Registry at (800) 749-8387. (American Forces Press Service)



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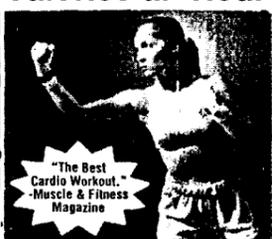


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MILITARY

Continued from page 1

functioning as a two-parent home to a single-parent home which is extremely stressful."

"They put up with a lot to be a part of the military lifestyle," Ivy Downs, quality of life coordinator at Redstone Arsenal Support Activity, said. "And because they're so unique it's important that we give them recognition" through observances such as Military Family Week.

The Army does more than just recognize military families for the sacrifices they make. It offers various support programs through Army Community Service and other organizations.

"Army Community Service remains steadfast in supporting soldiers and their families, in assisting with their day-to-day activities," Sue Paddock, the ACS chief, said.

Some of the programs connected with ACS include the following:

- **New parent support**— A Department of Army contract that was developed to meet the need for extended families for young couples

just starting out.

- **Army Family Team Building**— A program to help train spouses left behind by deployments to function independently while their sponsor is away.

- **Family advocacy**— Services aimed at preventing family violence through parenting, stress management, anger control, and other such seminars.

- **Exceptional Family Member Program**— This helps the Army to tailor a soldier's assignments for a family member who requires specialized care, to ensure that a soldier is sent to an assignment where services will be available to meet that family member's special needs.

- **Army Emergency Relief**— Aid in the form of a grant or loan to meet emergency needs for military families.

- **Total Tots**— A program that will pay for up to 24-hour a day child care, based on emergency need. This program is funded entirely through volunteer donations from the Thrift Shop, the Officer and Civilian Women's Club, and the Active and Retired NCO Spouses Club.

- **Relocation assistance**—

Provides information about upcoming assignments and help for newcomers.

- **Employment assistance**— Helps teach people how to market themselves and develop a resume.

"I'm sure that a lot of problems that my family had would've been either eliminated or reduced by having services such as these available," Riccardi said.

Downs, a member of RASA's business management division, serves as the Army Family Action Plan coordinator. She plans the annual Family Symposium where people can discuss quality of life issues. The next Family Symposium will be held March 24-25 at the Sparkman Center. Anyone interested in serving as a delegate can call Downs 876-3376.

"Military families have to endure a lot of challenges that the average family doesn't even think of," Paddock, the wife of a colonel stationed in Cleveland, said. "And in today's world you need to be flexible, resilient and prepared for the unexpected. And family support is a vital part of any community."

ARMY

Continued from page 8

quality of today's recruits being lower," he said. "I don't find that at all. The kids today are very smart. They know what they want."

To make sure it keeps abreast of changes in the marketplace, the Army offers a wide variety of options for today's recruits — from delayed-entry programs for high school seniors to college tuition programs to advanced pay for college graduates.

"Most kids today who enlist are looking for adventure, then college money, then bonus money — and usually in that order," Gonzalez said. "Another big question they have is 'where will I be stationed?' We try to fit their interests with their score qualifications with the Army's needs. That way, everybody wins."

Asked whether recruiters still have quotas to meet, Gonzalez winced. "They have a mission," he said at last.

He added that the exact



GONZALEZ

number of recruits a recruiter is expected to sign up varies depending upon the station and the region of the country in which he is located. But wherever the recruiter finds himself, his basic mission remains unchanged.

Said Gonzalez, "The role of the recruiter is to recruit quality kids. We have over 200 jobs that kids today can choose

from, depending on how they do on their military tests."

He noted that Huntsville recruits a much higher percentage of females than does most other stations.

"It's around 35 percent," Gonzalez said. "That's high, high, high. That's way above the national average."

DoD reform promises easier travel, better moves

By Linda D. Kozaryn

WASHINGTON — Servicemembers can expect to see easier travel rules and a better system for moving household goods as DoD revamps the way it does business, Deputy Defense Secretary John Hamre said at the Pentagon Nov. 8.

The head of DoD's Task Force on Defense Reform said he's heard servicemembers complain about the travel system at every installation he's visited, and he doesn't blame them. "There are countless steps," he said. "It takes hours to go through it. No one trusts you, so you have to produce all this paper."

Last year, DoD processed 370 million pieces of back-up paper documentation for travel, Hamre said. "All those little receipts stapled together, photocopied, submitted in quintuplicate — five copies. The average travel reimbursement was only \$250. For every dollar

we spent on travel, we were spending an extra 30 cents on a system to manage travel, which is really crazy."

DoD has fielded a prototype travel system at 25 sites around the country. Customer satisfaction improved 75 to 150 percent and costs dropped 65 percent, Hamre said. "We're going to save about \$200 million a year from this, and from the average servicemember's perspective, they're going to get dramatically improved service."

Hamre said he's also heard many complaints about the military's transportation system for household goods. Most servicemembers have either had their household goods damaged or know of someone who did, he said. About 25 percent of DoD's 800,000 moves a year result in damage claims, compared to the private industry average of only 10 percent, he said.

"We had a system that only looked at one small

part of the household goods process — the cost of the carrier to move it from Point A to Point B," he said. "We ignored the transaction cost associated with managing that move, taking care of the damage claims, etc. And because we've gone with the lowest cost supplier, we tended to get lower quality."

DoD plans to change the present system by adopting the modern procedures business has developed — relocation services, member-arranged moves. "Let the

member decide what they want in services and buy it themselves. We'll give them the money, and they can manage the move if they want."

In the past, DoD made do-it-yourself moves painful instead of easy, Hamre said. It was "a humiliating process," he said. Servicemembers had to rent a truck, weigh it empty, load their goods, go back to the weighing station to weigh it full, certify the documents at the old location and the new, and in the end, the finance

office reimbursed only 80 cents on the dollar.

"So what's the incentive for somebody who wants to move themselves with that kind of a system?" Hamre asked. "We've got to clean that up. And that's one of the things we'll be doing in this change of business practices."

The new plan will give service members more flexibility, Hamre said. "If a ser-

vice member wants us to arrange their move, we will do that. But if they want to have the freedom to move themselves and not be bound by a lot of rules and regulations on how to do that, we're going to let them. If they want to arrange their own move and not be stuck with the moving company we give them, we're going to let them do that." (American Forces Press Service)

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DoD tests tag-like computer chip for keeping medical records

By Alicia K. Borlik

WASHINGTON— Servicemembers may soon carry their medical records in dog-tag-like computer chips if DoD field testing goes well.

The device is the Personal Information Carrier, or PIC, Army Surgeon General Lt. Gen. Ronald Blanck said during a Pentagon briefing Nov. 6. The small, rugged carrier stores an individual's medical status and history, including medical documents, X-rays and vaccination records.

Blanck said the Army has tested the device at Fort Detrick, Md., and Fort Gordon, Ga. Tests of the newest version begin next year at a small medical treatment facility yet to be chosen, he added. He said a critical factor in field testing has been durability.

"You have to have technology that folks can use in the field that can withstand the extremes of cold and heat, go through mud and all kinds of things that soldiers, sailors, airmen and Marines are faced with, and still be able to be used," Blanck said.

The 1998 operational test will demonstrate whether carriers can totally replace paper medical records, film images and analog audio/video recordings, according to DoD officials. If yes, Blanck said, all personnel — and family members — treated at military medical facilities

in the future will have the tags.

Two possible concerns Blanck addressed were sensitive information and security. The military services, under the auspices of the assistant secretary of defense for health affairs, are developing policies to cover those areas.

"You can't just get this thing and take it to any personal computer and read it," he said. The information will also be encrypted.

Blanck said he expects carriers could be deployed as early as 1999. Service members would wear them just like today's metal dog tags. Medical personnel will update the chips using portable computers whenever service members are examined or treated.

Today's carrier can hold hundreds of pages of medical information as well as X-rays, video and voice. It fits into an adapter that slides into a standard computer PC Card slot. Blanck expects future carrier chips to have a storage capacity of 256 megabytes.

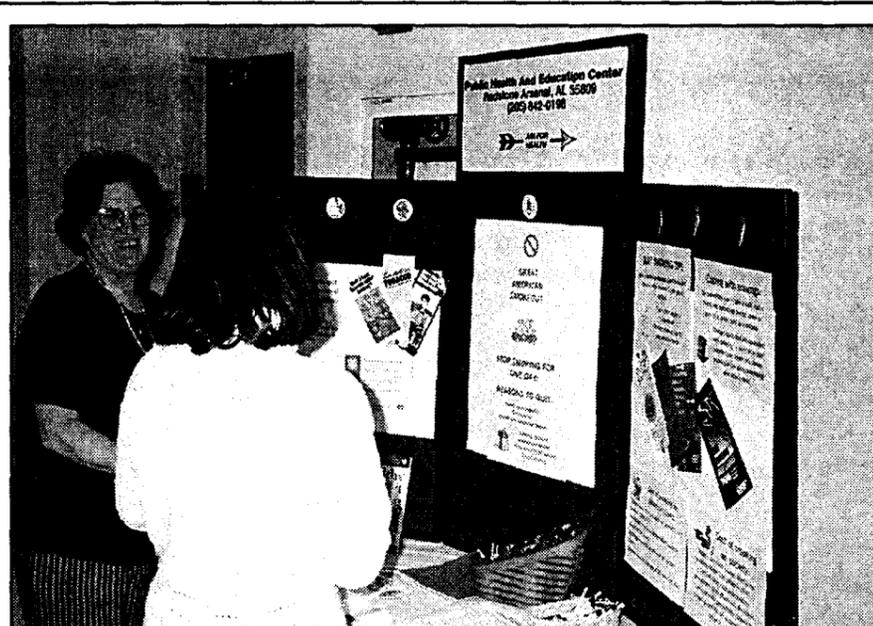
He said the high-tech tag is the answer to easily documenting care during deployments. Also, deployment processing should speed since the carriers will hold the wearers' entire medical history, including predeployment health status, he added.

"We learned a number of lessons in the Persian Gulf War and that experience," Blanck said. "One [was] we

needed something better than the same paper record we've used in deployments since World War I.

"We think this is really an advance and will allow us to continue to provide quality health care and do it on the leading edge of technology using our information automation system in ways that support the deployments of tomorrow," he said.

Though complete, the tag won't be the wearer's only record— medical personnel will transmit carrier information to consolidated databases so it's not lost if tags are lost or damaged. (American Forces Press Service)



Smokeout Day...

Eileen Bailey, a community health nurse, shows anti-smoking literature to a visitor Thursday during the 20th annual Great American Smokeout. The Public Health and Education Center at Fox Army Community Hospital provided an informational booth outside the hospital cafeteria.

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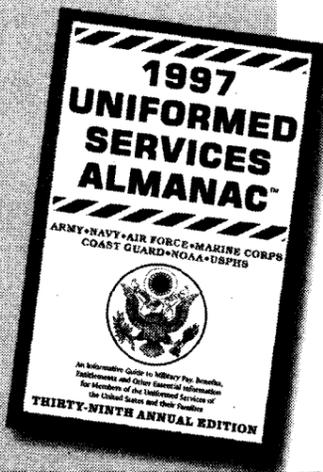


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AFGE

Continued from page 1

When, for example, he first transferred to what was then the Space and Strategic Defense Command in the early 1980s, Brothers says it was not uncommon for workers there to be assigned to TDY for weeks at a time in often remote locales under difficult conditions.

He recalls, "They would sometimes be required to work seven days a week, 12 to 15 hours a day. Upon their return, they were never given any comp time or any overtime."

Brothers credits his predecessor as Local 1858 president, Bill Watts, with playing an instrumental role in changing that practice.

"When he first approached management about it," Brothers says, "they more or less laughed at him. But he took that issue on, and won."

Today, he adds, management is much more open to discussing compensating workers for TDY assignments that call for extraordinary hours or working conditions.

"Bill Watts changed the way management does business and the way they treat employees," Brothers says proudly.

Brothers also credits Watts for motivating him to become involved in union work.

"I was not even a member of the union when I came to SMDC," he confides. "But after observing Bill and admiring his dedication for a couple of years, I decided I wanted to be involved in what he was

doing, too. He believed in employee rights and in fairness — to the extent he was willing to give generously of his personal time and energy."

Brothers believes that the fact employees who are not members of AFGE share equally in the benefits negotiated by the union may account for the apathy many feel toward union membership.

But that line of thinking, he warns, leads to a self-defeating trap.

"You have a stake in this whether you pay dues or whether you don't pay dues," he points out. "If you don't join the union, then my ability to lobby for you is weakened. I have less resources, I have fewer people to fight for your rights."

He likens union membership to a ball team. For any team to do its best, it must field its best players.

Says Brothers, "We look at it that you're not really a player unless you're a dues-paying member. You're what we sometimes call 'a free rider.'"

The struggle for better working conditions, he adds, is by no means over. It continues even today.

"Take the alternate work schedule," Brothers says. "The alternate work schedule did not exist until the union went out and negotiated with management to get it. If you didn't have a union, you wouldn't have an alternate work schedule. It's that simple. At this very moment there are some in management here that want to kill the alternate work schedule."

Brothers points to the recent rounds of downsizing, reorganization and cross-leveling at many federal agencies as cause for continued concern and vigilance. He argues that federal workers can best protect their individual rights through the collective bargaining power of unions.

"I think we're going to go through some trying times with this downsizing and doing-more-with-less business," Brothers predicts. "Instead of life getting better, it's probably going to get more difficult — at least in the short run."

Although unions are prohibited by law from striking against the federal government, neither are they toothless tigers. Brothers cites Presidential Executive Order No. 12871 as just one example of the power unions bring to the bargaining table with government.

Signed by President Clinton shortly after he took office, Executive Order No. 12871 requires the Army to negotiate such issues as the number of people, the types of people, and the techniques and technologies used to perform various work assignments.

It also calls for the establishment of "partnership councils" to deal with labor-management issues.

"Formerly," Brothers says, "it was at management's option whether or not to negotiate on those issues. Now, Presidential Order 12871 removes that option. Now, it's the law that management shall negotiate."

While he gives AMCOM commander Maj. Gen.

Emmitt Gibson generally high marks for his handling of the impending force reduction called for in the latest Quadrennial Defense Review, Brothers says there is room for improvement.

"General Gibson has tried to keep us informed about what's happening," Brothers says. "I don't think he's happy about it. We're not happy about it, either. But I think it could be improved if they included us more in the decision-making up front. Sometimes when you just brief people after the fact, there's little or nothing you can do about it. I don't think that's partnering."

In an ideal world, Brothers says, labor and management would work together in perfect harmony — not against each other. In an ideal world, there would, in

fact, be no need for unions.

"But," he adds, "we do not live in a perfect world. We do not have perfect employees, and we do not have perfect managers. That's why we need unions."

One of management's biggest shortcomings, contends Brothers, is its inability or simple unwillingness to police its own ranks. He cites several instances in which managers of questionable ability were allowed to continue in authority long after their effectiveness as managers was lost.

He sighs, "The government is bad to take people out of the working ranks and try to make managers and supervisors out of them — without ever providing them with the tools and skills to manage people.

They have the technical skills; they just don't have the people skills."

But, he adds, bad management does not relieve employees of their responsibility.

More than once, when counseling union members who have come to him with grievances about supposed management wrongdoing, Brothers has quietly closed the door to his office and let them know in no uncertain terms that the problem lies with them, not management.

"Even if you work for a lousy manager," Brothers says, "you've still got a responsibility to do your job. That's what we owe the taxpayer, and that's what he has a right to expect."



Volunteer helpers...

Approximately 600 Care Assurance System for the Aging and Homebound (CASA) volunteers participated in the weatherization of 249 elderly and homebound client homes in Madison County during November. Volunteers from the American Society of Military Comptrollers winterized homes for the CASA program by putting plastic and

weather stripping on windows and replacing batteries in smoke alarms. From left are Tim Shields, Ron Lloyd, Riley Monroe, Kay Patton, Pepper Takayama, April Brooks, Betty DiLullo and Don Clingerman. Not shown are volunteers Dennis Summers, Chris Cassimus and Bill Richardson.

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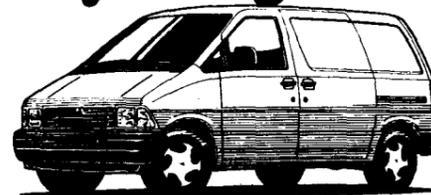
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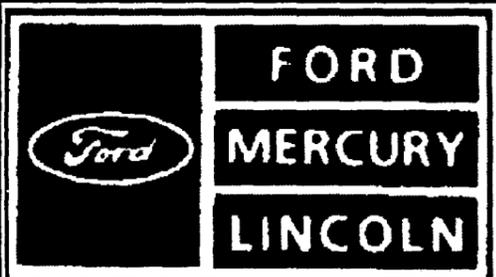


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Clinton pledges continued care for Gulf War veterans

By Douglas J. Gillert

WASHINGTON— President Clinton pledged a "new benefits system" to aid the recovery of veterans suffering as yet unexplained Gulf War illnesses.

Responding to a special report on the ongoing government investigation of the illnesses, Clinton said the benefits will provide treatment and compensation for all Gulf War veterans suffering from the illnesses. The president also promised more money for research and new oversight of the government's investigation.

"We will ask the National Academy of Sciences to review ongoing scientific research regarding the connections between all reported illnesses and Gulf War service so we have the fullest understanding of the health consequences of that service," Clinton said in a Nov. 8 White House statement. "In addition, we will work with Congress on legislation to guarantee that this system of benefits is maintained in all administrations to come."

The president pledged \$13.2 million for new research on the effects of low-level exposure to chemical warfare agents and other possible causes of the illness. He called on former U.S. Sen. Warren Rudman of New Hampshire to lead a new oversight board to ensure DoD's investiga-

tion "meets the highest standards."

Finally, Clinton directed DoD and the Department of Veterans Affairs to create a force-protection health plan to give all service members a comprehensive, life-long medical record of all illnesses and injuries they suffer, the care and inoculations they receive and their exposure to different hazards. "These records will help us prevent illness and identify and cure those that occur," Clinton said.

His actions follow closely recommendations contained in the Oct. 31 special report issued by his advisory committee on Gulf War illnesses. Committee Chair Dr. Joyce Lashof said the government "must demonstrate through constructive public policy that it will do all it can for the men and women who served in the Gulf War."

The report severely criticizes DoD's investigative approach, which it concludes has betrayed the public trust. The report says the federal government "must reinforce and renew its commitment to Gulf War veterans in order to begin erasing the perception of governmental inattention to them."

Responding to the special report, Secretary of Defense William Cohen said he and Clinton have discussed the Pentagon's response to Gulf War ill-

nesses on several occasions. "I have assured [the president] that the Department of Defense is committed to doing everything possible to explain and treat Gulf War illnesses and to

improve health care for the men and women in the military," Cohen said.

"We will use the recommendations in the [presidential advisory committee] report, along with the guid-

ance of Sen. Rudman and others on his board, to help direct our continuing investigation ... as well as our efforts to improve medical care," he said. (American Forces Press Service)

A Military Family Prayer

*Let me meet with grace and skill
The tasks that face me day to day;
And when the darkened hours intrude,
Recall the gifts of strength I've known.
The strength of family and hometown friends.
Those happy times and sometimes sad.
Their memories help me even now;
The dreams I had of times to come --
Adventures vaguely hinted at, I live today.*

*And friends, may I remember them,
The ones whose lives I've come to trust;
The ones who share our common fears
When the unit leaves for foreign lands.
They help us with our urgent chores,
Watching kids and wiping tears.
I've come to trust those helping hands.*

*Among the gifts we're grateful for,
An ever growing list,
Benefits are right up there
-- a normal thing I guess.
But if I may be right up front,
Some things I think rank higher.
Like pride in our work, in the job that we do --
And knowing our nation shares pride in that, too.*

*Nor will I forget those other fine gifts:
The fact that I'm loved and love in return,
That someone respects me, and I respect in return.
For babies and children -- a special high gift.
And for staying my temper in times of duress.*

*For all the demands, may we be prepared,
Each family member for each chore ahead.
And, when the unit leaves our base,
May a strong, healthy family remain in its place.*

*Good leaders remind us, strength springs from within.
Let me recall that, as parent and friend,
When weaving life's fabric from everyday threads.
And as the flag's lowered at the close of each day,
May I know that I've given my best to the game.
May I know that my family and country are stronger
For the skills that I've practiced
And the grace that I've shown.
For service to country starts not at the gate,
It starts from the strength that is found in the home.*

By Ralph Blanchard for the Armed Services YMCA.
Military Family Week

MWR

Continued from page 19

Saturday from 11 a.m. until 11 p.m.; cost is \$1 per line. Snack bar is open for breakfast and lunch every Saturday.... Youth leagues bowl every Saturday morning at 9. Openings are still available for all age groups 6-21.... Adult leagues are held every night. Openings are still available in most leagues.... The Bowling Center is closed today and Thursday for Thanksgiving and will reopen Friday at 4 p.m. It will open Saturday at 1 p.m.

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Classifieds

PX news— The Post Exchange will be open at 6 a.m. Friday, Nov. 28. "We will be open until midnight for late-night shoppers as well. Lots of excitement this day," a prepared release said. Friday's schedule includes: 11 a.m. to 1 p.m., Santa's first visit of the season; 10-11 a.m., face painting; 11-noon, balloon twisting fun; 11 a.m. to 3 p.m., sea of balls (outside); 1-3 p.m., train ride in the parking lot; 3-4 p.m., magician; 10 a.m. to 2 p.m., register to win a 1997 Holiday Barbie, drawing at 2; 10 a.m. to 2 p.m., register to win a chance to purchase a 1997 Holiday Barbie; 5-10 p.m., register to win two roundtrip tickets from American Airlines, good in continental U.S., drawing at 10. "For more details, pick up a flyer at the Redstone PX ID Desk today," the release said. "Join us the day after Thanksgiving for lots of fun!"

Retired officers— The Retired Officers Association annual Christmas Party will be held at 6 p.m. Dec. 3 at the Officers Club. The program will consist of the Stars and Clowns from the Academy for Academics and Arts. Reservations must be made by Nov. 29. For more information, call retired CWO 4 Ancieto Bagley 852-7973.

Citywide gallery tour— Six Huntsville art galleries, along with the Huntsville Museum of Art and the Jazz Factory, invite the community to join in celebrating the upcoming season with a Holiday Citywide Gallery Tour, Dec. 5 from 5-9 p.m. Admission is free, and participating galleries and the Museum will serve light refreshments. This year's featured locations include Art Galore, in the Century Office Center, building 600, suite 109, at 3322 South Memorial Parkway; Artistic Images, 2115 Whitesburg Drive; Connie Ulrich Gallery, 2327 Whitesburg Drive; Holland Smith Gallery, 301 Jefferson St.; Huntsville Art League Gallery, in Parkway City Mall; Huntsville Museum of Art, in the Von Braun Center; and Signature Gallery, 2364 Whitesburg Drive.

Fox Hospital— Fox Army Community Hospital will limit services Thursday and Friday for the Thanksgiving holiday. FOXCARE Team 3 Clinic, for urgent and same day care, will be open from 10 a.m. until 4 p.m. on Friday.

scheduled appointments. The Pharmacy will be closed. Triage advice nurses will be available 24 hours a day at 955-8888 or 1-800-223-9531. If you have an emergency, dial 911 or go immediately to the nearest emergency room.

Quarterly retirement ceremony— The next Retirement Ceremony will be held at 4 p.m. Jan. 15 at

the Youth Center gymnasium. Rehearsal is scheduled for 8 a.m. Jan. 14 at the Youth Center gymnasium. If you wish to participate in the retirement ceremony call SFC Jones, of Support Operations, 842-2500 by Jan. 2.

Special Forces recruiting— The 1st Special Forces Operational Detachment - DELTA (Airborne) will visit

Redstone Arsenal looking for soldiers interested in planning and conducting a broad range of special operations. Briefings will be held in the Post Theater, building 3712, on Dec. 3-4 from 9 a.m.-1 p.m. For more information, call SFC Duwayane Thompson 876-7387.

AER scholarships— Army Community Service has brochures available

detailing the Maj. Gen. James Ursano Scholarship Fund for Dependent Children of Soldiers. The scholarship is available through Army Emergency Relief whose primary mission is to assist soldiers and dependents in times of valid emergency needs. An AER secondary mission is to help Army families with financial expenses of secondary vocational training and

undergraduate college education for dependent children. Scholarship applications with eligibility requirements are available by mail from Headquarters AER now. Applications will be available by web site www.aerhq.org from Nov. 1 through March 1 for the following school year. For more information, call **See ANNOUNCEMENTS on page 28**

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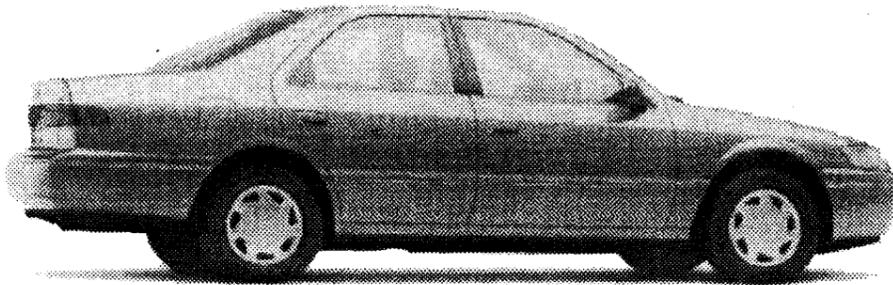
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Announcements

Juanita Adams 876-5468. Brochures and applications can be picked up at AER (building 3491) on Honest John Road. The deadline for submission of the completed scholarship application is March 1, 1998.

Blacks in government

— The Blacks in Government fourth annual training conference will be held Dec. 4 at the Huntsville Marriott. Scheduled keynote speaker is Congressman Earl Hilliard. "Four major tracks to be covered are: career development, management and leadership, EEO/personnel, and quality of life. These tracks will increase productivity, better communications, increase teamwork, improve skills and motivate employees for the challenges and opportunities of the new millennium," a prepared release said. For more information, call Kim Smith 551-7230.

Newcomers orientation

— The Redstone Arsenal Newcomers' Orientation will be held Dec. 2 from 8:30 a.m.-noon at building 3447. Attendance is mandatory for military personnel permanently assigned to Redstone. Spouses are encouraged to attend. The orientation includes speakers, information booths, a bus tour of Redstone, hospital briefing, and free child care. To register for free child care, call Mary Breden of Army Community Service 876-5397.

Housing office— The Family Housing Office and Housing Management

Office in building 111, room 128, will be closed on the following dates and times: Day after Thanksgiving, Nov. 28, from 7 a.m. to 4:30 p.m. (all day); and Day after Christmas, Dec. 26, from 7-4:30 (all day). "These closings are to enable our staff to enjoy directorate functions and holiday time with their families," a prepared release said. "We apologize in advance for any inconvenience this may cause you."

Officer/civilian women

— The Officer and Civilian Womens Club will hold its annual Holiday Brunch at 9:30 a.m. Dec. 9 at the Officers Club. Reservations should be made by Dec. 5 by calling Glenda Moeller (A-L) at 772-0977 or MaryEllen Myers (M-Z) 464-0583. Child care arrangements should be made by Dec. 5 by calling Debbie Barrett 721-0445.

Professional logisticians

— The Certified Professional Logistician (CPL) Exam will be given May 2, 1998. Applications for the exam must be postmarked by Feb. 2. Anyone retesting must have a written notice

to retest postmarked by March 1. The Tennessee Valley Chapter of the International Society of Logistics is planning to conduct a CPL preparation course to start in January-February time frame. If you are interested in either the exam or the preparation course, call Jimmy Hill 955-9914.

Florida Tech

— Florida Institute of Technology is accepting registration for the spring 1998 semester in building 5304, room 4326. FIT offers more than 25 master level classes per week leading to a master's degree in management or a professional master's in business administration. Each class meets weekly for three hours from 5-8 p.m. For more information, call 881-7878.

Aviation conference

— A "Global Aviation Safety and Security" conference and exhibition, presented by Aviation Week, will be held Dec. 10-12 at the Renaissance Hotel, Washington, D.C. For more information, call (212) 512-3225.

Holiday musical

— DanzArtz Col's production of

"The Nutcracker of the '90s" will be presented at 7:30 p.m. Dec. 4 at the Von Braun Center Concert Hall. "This contemporary version with a variety of dance forms promises you and your family an evening of entertainment with classical Tchaikovsky interspersed with a few contemporary musical surprises, including holiday melodies from the Grissom High Showcase Choir," a prepared release said. Tickets— \$6.50 to \$11.50 — are available at VBC and all Ticketlink locations.

Merit awards

— The Officer and Civilian Women's Club will present one or more Merit Awards to eligible graduating high school seniors who plan to attend an accredited college or vocational school and to undergraduate or graduate students who are presently enrolled in a college and working toward a degree. Applicants must be family members of active duty, retired, Reserve, or deceased commissioned or warrant officers. All applicants must hold a valid military identification card.

Their primary residence must be with parents or parent residing in the Huntsville area. Students on fully paid scholarships or who have previously received this award are not eligible to apply. Merit Award applications are also available for spouses of active duty, retired, Reserve, or deceased commissioned or warrant officers who have been accepted or are presently attending an accredited college or university as an undergraduate or graduate student. All applicants must hold a valid military identification card and their primary residence must be in the Huntsville area. Previous recipients of this award are not eligible to apply. The deadline to apply for Merit awards is March 9. Applications can be obtained by written request to Kitty Ware, Merit Awards chairman, 140 Hunington Chase Drive, Madison, 35758. Include your phone number and the type of merit award you are applying for (i.e., high school, college or spouse) on all requests.

Thrift shop

— The Thrift

Shop has an immediate opening for a custodial position: approximately eight hours per week at \$5.15 an hour. Applications may be picked up at the Thrift Shop. For more information, call Nancy Goss 881-9807.... The Thrift Shop will be closed for the holidays Dec. 22 through Jan. 5. The new hours for the Thrift Shop in 1998 include: Tuesday from 9 a.m. to 2 p.m., no consignments; Wednesday from 9 a.m. to 5 p.m., with consignments 9-4; Thursday from 9-5 with consignments by appointment only 11-4; and Friday from 9-2 with consignments 9-12:30.

Holiday luminaries

— Holiday Luminaries are available now through Dec. 23 in a fund-raiser which will support Huntsville's Kids on the Block, a program of Family Services Center. Each box contains twenty 10-hour candles, 20 white bags and a gallon of sand for \$10 a box. "Start or continue a holiday tradition in your neighborhood and help us continue to serve 100 percent of the third and fourth graders in

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Announcements

Madison County through the unique use of Bunraku puppetry to teach us all to appreciate and accept differences, whether physical, mental, emotional or social in ourselves and others," a prepared release said. For more information on reserving your luminaries, call 880-1967.

Protestant women of chapel— Through November, the Protestant Women of the Chapel is collecting the following items at Bicentennial Chapel for "New Futures": laundry detergent, toothpaste, toilet paper, and Kleenex. You are invited to drop off any of the aforementioned items at any time to donation boxes in the chapel. For more information, call Susan Rawls 883-0144. New Futures is a Madison County organization which works with homeless families with minor children to provide them with the boost to ensure a new future. New Futures is currently working with 68 families in Madison County.

CFC ceremony— Maj.

Gen. Emmitt Gibson, commander of AMCOM and Redstone Arsenal, is to present awards to organizations that contributed to the Combined Federal Campaign in a ceremony at 9:30 a.m. Dec. 10 at the Sparkman Auditorium. He serves as chairman of the Tennessee Valley CFC.

Warrant officers— CWO 4 Richard Storie, assignment manager for Ordnance warrant officers for PERSCOM, will present the annual State of the Warrant Officer Corps briefing to the students and permanent-party Ordnance warrant officers assigned to Redstone Arsenal on Dec. 9 from 8-10 a.m. at building 3301 in room 217 (auditorium). All other branch warrant officers, retired or active, are also welcome. For more information call CWO 3 Samuelson, Leader Development/Personnel Proponent Office OMMCS, 876-6618.

Bosnia children— Lt. Col. Mark Littel, stationed as a ground force commander in eastern Bosnia, has

requested that people send donations "for the beleaguered people here, specifically the children." School supplies and toys— old or new — would be appreciated. Send them to Lt. Col. Mark Littel, commander, 2nd Squadron, 2nd Armored Cavalry Regiment, Camp Dobol, Operation Joint Guard, APO AE 09789.

Resource managers— American Society of Military Comptrollers (ASMC) will hold its third annual Christmas Social on Dec. 11 from 4.30-8.30 p.m. at the Officers Club. Cover charge will be \$3 per person. There will be hot and cold hors d'oeuvres served and lots of door prizes. Entertainment will be DJ-Joe Embrey. Everyone is welcome to attend. For more information, call Tammy Moore 876-3033 or Dennis Summers 876-3899.

Civilian welfare fund— The Civilian Welfare Fund Council now has tickets available for various Von Braun Center events. The council is now taking orders

for the Cats performance Jan. 11 at 7:30 p.m. Tickets must be ordered and paid for by Dec. 12. Ticket price is \$36. To order tickets call Mary Ann Meyer-Schuck, in building 5687, at 313-1698. Tickets sold by the CWFC are available for purchase by any employee of Redstone Arsenal (civilians, military, contractors and retirees). Upcoming events include Disney on Ice in February, the Globe-trotters in January, and the Broadway Theater League presentation of A Chorus Line and Stomp. "To explain a little more how this program works: We, the CWFC, place an order for a minimum of 20 tickets, we take orders and money, then the VBC (point of contact) does the seating and provides the number of tickets ordered. The CWFC is allowed to order a number of tickets prior to the sale to the general public; therefore we are guaranteed best available at the time the order is placed," a prepared release said. "Not only do you get a discount on tickets, you don't pay the Tick-

etlink upcharge, nor do you have to hassle with the box office and driving over there." For more information, call Meyer-Schuck 313-1698.

Experimental aircraft group— Huntsville Chapter 190 of the Experimental Aircraft Association holds its monthly breakfast every third Saturday at 7:30 a.m. at Moontown Airport; and it meets every third Tuesday at 7 p.m. at various locations. For more information call Duane Ridenhour 498-3454, Jon Moore 882-6672 or Charles Cozelos 722-8585 (ext. 19).

Book fair— The Civilian Welfare Fund Council announces sponsorship of the upcoming "Reading's Fun" Book Fair to be held 8 a.m. to 4 p.m. Dec. 17-18 in the Sparkman Center, building 5300, rooms 5140-5141. This sale will feature premium quality, hardcover books at wholesale prices. Featured are "New York Times" best sellers, children's books, educational/reference books, cook-

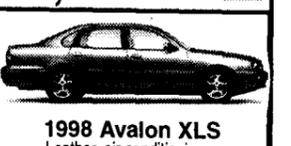
books, and more.

Contract managers— Huntsville Chapter of the National Contract Management Association (NCMA) will hold a seminar titled "Managing Technical Services Contracts," Dec. 11 from 8:30-11:30 a.m. at the Huntsville Marriott. Following the seminar, the monthly luncheon meeting of NCMA will be held from 11:30 a.m. to 1 p.m. Scheduled speakers for both the seminar and luncheon include Ken Sateriale, from NASA Headquarters Procurement Office, and Harry Chaffee, president of Huntsville Chapter of NCMA. Cost for the seminar is \$50 for members, \$60 for non-members (refreshments and lunch are included in seminar cost). Register for the seminar by Dec. 5 with Darralyn Williams 895-1157. Cost for the luncheon is \$10 for members and \$12 for guests not attending the seminar. To register for the luncheon, call 533-3954 by Dec. 8.

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'95 TOYOTA TACOMA EXTENDED CAB Automatic, power windows, locks and more \$11,995	'88 BMW 325I CONVERTIBLE Low miles, red and ready at \$9,995	'97 TACOMA Automatic, cassette, bedliner, 8,000 miles, factory warranty, red & ready \$12,995	'95 CHEVROLET CAMARO Automatic, loaded, sporty, low miles \$10,995	'92 PONTIAC GRAND PRIX Automatic, low miles, loaded, very nice \$8,795

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According to the Inspector General, the use of office phone numbers in classified advertising is contrary to regulation. Please submit home phone numbers only.

• Auto •

'98 Oldsmobile Intrigue. Red, loaded, PW, PDL, PM, power seat, spoiler. I can't afford it, maybe you can. 882-7409.

'97 Chevrolet Cavalier LS. 2.4L, auto., air, cruise, tilt, stereo, anti-lock brakes. \$11,800. 828-9814.

'96 Cirrus LXI. V6, 4 dr., loaded, blk. w/camel leather int., PW, PDL, PS, tilt, cruise, CD player, 35K mi. \$15,000. 355-4218.

'96 Pontiac Firebird. 18,820 mi., loaded, white, exc. cond., black int., stereo sys. \$16,800. 233-0076.

'96 Toyota Tercel. 2 dr., red, auto., air, AM/FM/cassette, 12K mi. 461-9831 after 6pm.

'95 cars for \$100 seized and sold locally this month. Sports, 4x4's, etc. 1-800-522-2730 x 4411.

'95 Ford Mustang. V6, auto., full power, air, stereo, 39K mi., \$12,000. 882-0749 after 5:30 pm.

'95 Mazda Protege'. 4 dr., 5 sp., all options, exc. cond., equity \$400, take over payments. Payoff \$7.7K. Wholesale \$10,000, retail \$12,000+. 721-9123.

'95 Mitsubishi Eclipse GS. Exc. cond., lots of extras. \$11,500 obo. Must sell. 851-1920.

'95 Pathfinder 4x2. 44K mi., extra clean, security system, 5 sp., 20+mpg. Cl III hitch, brand new tires. \$16,950 obo. 852-4495.

'95 Taurus SE. 4 dr., sedan, loaded, blue, 27K mi., under warranty, exc. cond. \$11,900. 534-0224 evenings.

'94 Mazda B2300 SE pickup. Matching camper shell, 5 sp., 52K mi., local, NADA value \$10,175 asking \$8,200. 883-6894.

'93 Ford Crown Victoria. Police interceptor, looks new, garaged, air, PW, PL, AM/FM cassette, 117K mi. \$7,850 obo. 230-6430, pager 920-1235.

'93 Ford Ranger XL. V6, 5 sp., air, cruise, AM/FM, 78K mi., 1 owner. \$6,200. 837-3301 after 5pm.

'93 Toyota Camry LE. V6, auto., 4 dr., emerald green, ABS, 80K mi., runs exc. \$11,000 obo. 883-6288 lv. msg.

'92 Jeep Wrangler 4WD. 4.0L engine, red, soft top, 28K mi., exc. shape. \$9,900 obo. (205) 773-0674/509-8643 evenings.

'92 Mazda Miata. 64K mi. White, air, 1 owner, highly dependable, looks great. New tires. \$7,900. 895-9376 Rob.

'91 Ford Probe GL. 4 cyl., auto., air, cassette. \$3,800. (205) 586-5422 after 5pm.

'89 Ford Bronco II XLT. Auto, air, sunroof, power, AM/FM cassette, exc. cond., red and white. \$4,150. 534-1116, 656-5909.

'89 Lincoln Towncar. Reduced. Blue ext., navy leather int., 1 owner, well maintained. \$4,800. 539-2771 after 5 pm.

'78 Mustang II. V6, 4 sp. manual trans., T-Tops, 83K mi., runs good. \$495. 533-4672.

'76 Triumph TR6, green, orig. owner, less than 60K, garaged, new tires, newly rebuilt carburetor/generator, factory hardtop rollbar fits under top. 851-7286.

'67 Mustang II. '94 302 5L engine, T5 transmission, Holley carb., make offer. 498-5278.

Buy Cars for \$100! Seized and sold locally this month. Trucks, 4x4's, etc. Call 1-800-522-2730 x 4410.

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• Miscellaneous •

Apartment size washing machine. Great for apartment without washer hookup or RV use. \$150. 837-9026.

Buy cars for \$100! Seized and sold locally by IRS, DEA, FBI. Trucks, 4x4's, RV's and more! Call toll free 1-800-522-2730 x 4281.

Camper. '96 21' Innsbruck, sleeps 4, gas and electric, heat and air, bath w/shower. Used 1 time. \$9,600. 420-8338.

Computer 386 Packard Bell CPU w/monitor, printer all for \$500. Same as new cond. 830-6476.

Contemporary 5 pc. living set. "Must see", exc. cond., asking 1/3 original cost at \$600 obo. 837-9677 for more info.

Contemporary solid oak bedroom suite. Triple dresser w/hutch mirror, 2 night stands and chest. \$650. 931-433-9858.

Couch - contemporary style. Loose back pillows. Blue, mauve and white. Large poppy flowers print. \$300. Oak cont. sofa table, round corners, \$150. 883-9913.

Cream colored, heavy duty Hotpoint. Gas dryer in good cond. \$75. 883-6484 evenings.

'85 Alfa Gold 32 ft. 5th wheel. Front twin beds, center kitchen, air, sleeps 6. \$4,900. (931) 937-8704.

Entertainment Center, \$50. 883-9086.

Entertainment center, \$45. Full size bedsprings, \$20. Storm door, \$20. Wicker coffee table w/glass, \$15. 881-6118.

Firewood, mixed hardwood, any length, \$55 pickup load. 828-6090 or 420-8338 lv. msg.

486-DX40, new case, pwr. supply, VIP motherboard, PCI video and new floppy, runs 586-133. Only \$189. 533-3792

Internet access for sale. 1 "Web -TV" unit with keyboard. Best offer. 536-4678 after 8pm.

JC Penny 5 in 1 table, \$30. Karaoke machine, \$35. Fisher Price Great Adventures Castle, \$20. 233-1068 after 5pm.

King size waterbed, new sheets, dresser hutch, \$200. Full size bedroom set, \$150. Washer/dryer, \$100. Wood coffee table, \$50. 895-9330.

Ladies 26" bicycle. Chrome wheels, balloon tires, basket, \$45. New Oster electric juicer with pulp extractor, still in box, \$40. 895-9138.

Lazy Boy swivel rockers. 2 slate blue rockers. Exc. cond. Both for \$200. 830-4191.

London Fog winter coat, men's size 42 reg., \$59. Leather jacket, men's size 44, \$29. 883-6951.

Magnavox compact AM/FM stereo, turntable, dual tape decks w/remote, \$95. Fluke model 8020 DVM, \$65. Dual bike rack w/trailer hitch mount, \$35. 533-4672.

Marquise, 1/2 carat diamond engagement ring, gold setting. Appraised \$2,200, selling \$1,200. 885-2382.

Microwave oven. Panasonic, black front w/woodgrain side, \$30. Recliner, Barcalounger, striped material - dark orange and red, beige and gray, \$75. 883-2757.

'97 Holiday Barbie first brunette. 10th anniversary Holiday Edition, \$75. 230-0971 or 881-5294.

'93 Sea-Ray 170. 125 HP, I/O Merc. with trailer, depth finder, new battery, exc. cond., \$83. Must sell, moving. 851-0689.

Northwest Airlines. Travel voucher, valued at \$600, asking \$400. 461-7658 lv. msg.

Oak furniture. Coffee table, end tables, wing back chairs, dinette set w/hutch, used one season. \$2,700. 519-6867.

Panasonic KX-P1123 24 pin dot matrix printer, \$50. Smith Corona personal word processor, \$125. Girl's 10 sp. 26" bicycle, \$40. 837-7561.

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Power Wheels Suzuki Quad Racer. Like new, 12 volts. 3-5 mph, \$75. 882-0820.

Sofa, brown contemporary style with loose back pillows, \$100. 883-1051.

300 Winchester Magnum Mark X w/3x9 Simmons scope. Premium Douglas barrel, light-weight mountain rifle. \$400. 851-7314.

Want to buy dog hair cutting/clipping tools and unused (still wrapped) MS Office software for PC. 880-8681.

Homes to Rent/Sale

Arab - Motivated seller. \$116,500. 3 BR, 2 BA traditional brick home w/1800 sq.ft. 2 car garage w/workshop area, tray ceiling, large closets. Golfview Estates subdivision. Call Lachun Burgett, COLDWELL BANKER GRABEN REAL ESTATE. (205) 586-2717. AR746.

Arab - Reduced. \$116,900. 4 BR, 3 BA located conveniently in town. Tiled foyer, family room w/fireplace. Corner lot w/fenced backyard and workshop. Call Lachun Burgett, COLDWELL BANKER GRABEN REAL ESTATE. (205) 586-2717. AR753.

Acreage: 2 adjoining lots, sloped and trees. Approx. 7 acres each, 5 min. from Hampton Cove. Utilities available. 852-1817.

Available Now! Lease 3 BR, 2 BA, dbl. gar., appliances, fenced yard. Quiet neighborhood. Convenient to RSA. 3611 Nathalee Ave. Call 828-1098.

Beautiful Madison area, sale or rent. 3 BR, 2 BA, 1340 sq.ft., FP, eat-in kitchen, 2 car garage, .5 acre, fenced back yard. \$78,000. \$675 rent per month. 230-0640.

Doll House! This home has been loved and it shows. 3 BR, study area, eat-in kitchen, new carpet/vinyl, fresh paint, new Weathermaster windows, storage building, covered porch, landscaped yard w/privacy fence. Must see. \$54,900. Call Mary Marsh. 533-5917 or 707-1429 (03-3117H). COLDWELL BANKER GOLDEN REAL ESTATE.

Fleming Hills: Brick rancher w/full unfinished basement 10 min. from RSA. 1750 sq.ft. with 3 BR, 2.25 BA, deck, and many extras. Chaffee / Whitesburg / Grissom schools. \$105,000. See at 7601 Teal Dr., 539-0111.

For rent. Large 4 BR, 2 BA brick home with carport and fenced yard. Nice area, next to UAH. \$750/mo. 883-1345.



41 wooded acres with secluded year old brick home. Beautiful hardwood floors in foyer, formal dining, and eat-in kitchen. Huge great room w/fireplace, study, 3 BR, 2.5 BA. Master w/glamour bath. Bonus room, 2 car garage and much, much more. \$199,900. 539-1055. JOHN CARSON REALTY.

FSBO Hsv., behind Fogcutter, updated 3 BR, 2 BA, approx. 1750 sq.ft. \$105,000. LR w/FP, dining area, eat-in kitchen, loft w/bookcases, dbl. garage, big back yard w/storage shed. 3734 N. Crestview Dr. Call 895-1313 or 536-1411 for appt.

Hud & V.A. Repossessed homes. Hud pays closing costs, \$500 down on VA homes. Joe Jensen Realty. 830-0821.

Just right for you and your family, beautiful little home in quiet neighborhood. NE Hsv. 3 BR, 1100 sq.ft. at very affordable price, home warranty call Keith at 337-HALL(4255) 1st REALTY ERA 02-2155.

Lovely brick/vinyl siding tri-level home. 3 BR, 2 BA, fam. room, 2 car garage, storage building, underground utility, covered deck, custom drapes, home warranty. \$77,900. Call Keith at 337-HALL(4255) 1st REALTY ERA. 01-3614M.

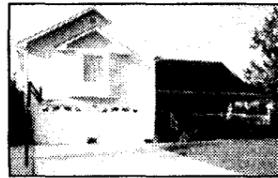
Madison. Townhouse FSBO. New paint, carpet, 2 king BR's + loft, 2.5 BA, LR w/brick FP. Separate DR. Fully equipped eat-in kitchen. 2 fenced patios, double garage w/opener. \$65,900. 772-3963 or 830-2514.

Meridianville, 3 BR, 2.5 BA 2 story brick, attached 2 car garage on .75 acre, cul-de-sac. \$119,500. 828-9814.

'92 mobile home (66'x14') and 3 acre lot. Ardmore community. Great investment property/first home buyer. \$31,800. 721-4615 after 5 pm.

No down payment, no closing cost! Totally renovated SW Hsv. home. 4 BR, 2 BA, LR, DR, eat-in kitchen, Lg. corner lot. 882-3378 N, 517-4102 pgr.

Plantation South, 5 min. from gate 1. 3 BR, 2.5 BA, 1700 sq.ft. townhouse w/FP, pool. \$825/mo. + deposit. 880-6195.



Reduced to \$123,900! Charming 3 BR, 2.5 BA, split-level home in Madison's popular Mill Creek Crossing. \$2059 sq.ft., lrg. eat-in kitchen w/bay window, deck, privacy fence. New roof and newly painted exterior. Call Jim Kaelin at 860-9822 or 880-5900 x226 (05193me). RISE REAL ESTATE.

Spacious newly remodeled 2 BR, 1 BA, central a/c, fridge w/ice, dishwasher, garbage disposal, w/d included, privacy fence. \$475/mo. 539-2951.

3 BR brick rancher, large corner lot, fenced back yard, garage, carport and deck. Owner financing. \$1500 down, \$525 a month. 851-7811.

2103 Stapp Dr. 3200 sq.ft. brick basement rancher. LR, DR, 3 BR, 2.75 BA, lg. kitchen, lg. den, lg. rec. room, oversized 2 car garage. \$144,900. 536-8736.

What a beauty! See this 3 BR, 2.5 BA home in SE Hsv. Other amenities include glamour bath, isolated master BR, formal LR, FR w/fireplace, lg. eat-in kitchen, cathedral ceilings, secluded double deck w/landscaped yard. Plus more. \$96,900. Call Mary Marsh. 533-5917 or 707-1429 (04-502F). COLDWELL BANKER GOLDEN REAL ESTATE.

Why rent? This house has all the "I Wants". 4 BR, living and family rooms, fireplace, 2 car garage, fenced backyard, swimming pool, near park and school and seller pays closing cost. Price \$72,000. Call Debra 828-8033. OMNI REALTY 01-3313 B.

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Bus to New Grand Casino and others every Saturday. Bus fare \$20. For reservations, call (205) 536-0205.

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Townhouse in Gatlinburg, TN near entrance to Smokey Mtns. 2 BR w/kingsize beds, 2 BA, full kitchen, big stone fireplace. Fishing • Skiing • Golf 10 minute walk from downtown. Reasonable rates. 1-800-436-9538 ask for unit 219

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Everything You Always Wanted

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Free classifieds (limited to 20 words) are provided to all Redstone Arsenal personnel. **PERSONAL ITEMS ONLY**

REAL ESTATE, BUSINESS AND "FOR PROFIT" DO NOT QUALIFY FOR THIS FREE OFFER.

Only one ad per week from an individual

Ads must be mailed, delivered, or faxed to **The Advertiser Company, 3315 Bob Wallace Ave., Suite 106, Huntsville AL 35805**

FAX (205) 539-9866 by 5 p.m. Friday prior to Wednesday's paper.

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Please run the following non-commercial classified ad in the next edition of the Redstone Rocket:

Please print or write legibly (including home phone no.)

Name _____

Home Address _____

Redstone affiliation _____

Daytime phone no. (not to be included in ad) _____

WOODY ANDERSON FORD

Corner of Sparkman & Jordan
539-9441

QualityCare
at your service

6561 University Drive West
721-6000

**\$1,300
Rebate**

'98 FORD ESCORT ZX-2

**2.9%
FINANCING**



- PREFERRED EQUIPMENT PKG. 327A
- AIR CONDITIONING
- DRIVER'S DOOR REMOTE ENTRY
- REAR WINDOW DEFROSTER
- 5 SPD MANUAL OVERDRIVE TRANSMISSION
- FRONT AND REAR FLOOR MATS
- DUAL POWER MIRRORS
- AM/FM STEREO W/CASSETTE

Stk#8F121

**\$11,598
AFTER REBATE**

'98 FORD EXPLORER XLT

**2.9%
FINANCING**



Stk#8T500

- 4 DOOR
- 2 WHEEL DRIVE
- PREFERRED EQUIPMENT PKG 941A
- AM/FM STEREO W/CD PLAYER
- 4.0 LITER V6 ENGINE
- AUTO OVERDRIVE TRANSMISSION
- P235 OWL ALL TERRAIN TIRES
- FLOOR MATS/ CARGO COVER GROUP

\$23,998

**\$750
Rebate**

'98 FORD MUSTANG

**2.9%
FINANCING**



Stk#8F174

- AIR CONDITIONING
- 15" ALUMINUM WHEELS
- REAR SPOILER
- AM/FM STEREO CASSETTE
- DEFROSTER REAR WINDOW

**\$14,798
AFTER REBATE**

'98 FORD F150

**2.9%
FINANCING**



Stk#8T101

- PREFERRED EQUIPMENT PKG. 502A
- XL SERIES
- CHROME REAR STEP BUMPER
- BLADE AERO MIRRORS
- CHROME STYLED STEEL WHEELS
- 5 SPD MANUAL OVERDRIVE TRANSMISSION
- 4.2 LITER V6 ENGINE
- P235/70R-16 OWL ALL SEASON
- XL SPECIAL APPEARANCE PKG
- AIR CONDITIONING
- AM/FM STEREO W/CASSETTE & CLOCK

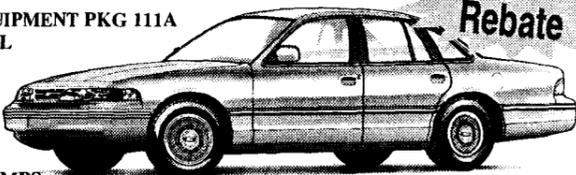
\$14,998

'97 Model Clearance - Rebates up to \$2,000

**1.9%
FINANCING**

'97 FORD CROWN VICTORIA LX

**\$2,000
Rebate**



Stk#7F667

- PREFERRED EQUIPMENT PKG 111A
- SPEED CONTROL
- ILLUMINATED ENTRY
- 4 DOOR SEDAN
- AM/FM STEREO CASSETTE
- CORNERING LAMPS
- LEATHER WRAP STEERING WHEEL
- LIGHT/DECOR GROUP
- 12 SPOKE CAST ALUMINUM WHEELS
- 4.6L OHC SEFI V8 ENGINE
- ELECTRONIC AUTO O/D TRANSMISSION
- P215/70RX15 WSWTIRES
- REMOTE KEYLESS ENTRY

**\$19,997
\$5,863 DISCOUNT**

**\$2,000
Rebate**

'97 FORD TAURUS GL



Stk#7F979

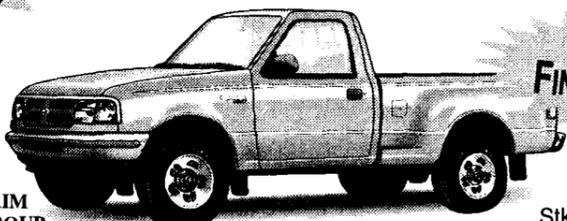
- 4 DOOR SEDAN
- PREFERRED EQUIPMENT PKG. 205-A
- SPEED CONTROL
- FRT/REAR CARPETED FLOOR MATS
- AM/FM STEREO CASSETTE
- POWER LOCKS AND WINDOWS
- 6-WAY POWER DRIVER'S SEAT
- ALUMINUM WHEELS
- LIGHT GROUP

**\$15,997
AFTER REBATE
1.9%
FINANCING**

**\$1,500
Rebate**

'97 FORD RANGER

**1.9%
FINANCING**



Stk#7T130A

- XLT TRIM
- XLT GROUP
- POWER STEERING
- FLOOR CONSOLE
- AM/FM STEREO/CASSETTE
- CAST ALUMINUM WHEELS
- SLIDING REAR WINDOW
- AIR CONDITIONING
- P225 STEEL OWL

**\$10,597*
AFTER REBATE**

**2.9%
FINANCING**

'97 MUSTANG GT CONV.

**\$6,000
DISCOUNT**



Stk#7F1109

- PREFERRED EQUIPMENT PKG.
- AIR CONDITIONING
- POWER DRIVER'S SEAT
- ANTI-LOCK BRAKING SYSTEM
- FRONT FLOOR MATS
- REMOTE KEYLESS ENTRY
- ANTI-THEFT SYSTEM
- AM/FM STEREO W/ CASSETTE & CD PLAYER
- LEATHER
- SPEED CONTROL
- REAR WINDOW DEFROSTER
- UNIQUE 17" ALUMINUM WHEELS

**\$22,997
AFTER REBATE
1.9%
FINANCING**

* SPECIAL RATES IN LIEU OF REBATES WITH APPROVED CREDIT THROUGH FORD MOTOR CREDIT.