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St. Paul District

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Union contract successfully negotiated

by *Blanche H. Fong, PA*

While State of Minnesota employees, air traffic controllers, professional baseball players and other groups were on strike, a contract negotiation was successfully conducted in the St. Paul District recently between management and a labor union.

The previous contract of Local 1441, National Federation of Federal Employees (NFFE), expired July 30, 1980. Since critical rights of both parties were automatically included by law, there was no need to meet for a negotiation. Thus, a one-year extension of the contract was agreed upon by management and the union.

When the extension period expired, both parties agreed to renegotiate a new contract. There was a spirit of cooperation to resolve the issues that made the negotiation period of July 20-24, 1981 go smoothly, said acting civilian personnel officer Charles Foye.

The union members of Local 1441 include all Wage System and GS employees located at the locks and dams, on the floating plants and at the Fountain City Service Base on the Mississippi River, under the jurisdiction of the St. Paul District.

Even if the eligible employee is not an actual member of the union, the employee is still covered under the conditions and agreements of the union contract, emphasized Foye.

However, according to Public Law 95-454, Title VII of Federal Service Labor Management Relations, each employee has the right to refrain from joining union activity.

THE NEGOTIATION

The official members of the St. Paul District management team during the negotiation period were spokesperson Dennis Cin, chief of Maintenance Branch; Charles Foye; and David Costanzo, personnel management specialist.



Col. Badger (seated) reviewed the new contract; he is expected to sign the contract in the near future. From left to right are Charles Foye, Roy Jetter, Carl Brommerich, Dennis Cin, Robyn Tangeman and David Costanzo. (Photo by Lyle Nicklay, AS-P)

For local 1441 of NFFE, the official negotiation team members were spokesperson Roy Jetter, Lock and Dam 10, president of Local 1441; Carl Brommerich, Fountain City Service Base; and Robyn Tangeman, Lock and Dam 10.

Several staff members were admitted into the negotiation to provide technical advice on specific issues. Dennis Erickson, chief of the Locks and Dams Section, and Ron Scott, safety officer, assisted the management team while Robert Beier, Lock and Dam 1, and Jim Gallup, Dredge William A. Thompson, assisted the labor union team.

The discussions were lengthy as the negotiation continued for five days. Time and

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Travelers restricted

Consumer gamesmanship--the offering of prizes to lucky customers--will always be with us. But when it comes to official government travel via the nation's airlines, the traveler must be aware of restrictions on participating in the point-accumulations games now being offered by a number of airlines.

The games in question entitle frequent travelers to various amenities, gifts, and/or free tickets upon reaching certain point plateaus.

If the winner be a government person under official travel status, he/she must relinquish any prizes of value. This policy is based on rulings by the U.S. Comptroller General, say Department of the Army Transportation officials.

Any prize conveyed through this official travel must be turned in to the nearest transportation office, which will handle it in accordance with existing regulations.

Officials point out that the regulations barring government employees' acceptance of free gifts/gratuities/compensation also prohibit them from accepting non-transferable free tickets from a commercial source.

If a government person does choose to participate in the games, he/she will be reminded that the local transportation office is under no obligation to favor that participation through use of a particular airline. Indeed, say officials, any effort by travelers to coerce the transportation office in this regard cannot be condoned.

Symposium scheduled

The Water Resources Support Center is sponsoring the third Corps of Engineers Remote Sensing Symposium in Nashville, Tenn., on Nov. 30 through Dec. 2, 1981.

The symposium is designed to demonstrate the potential application of remote sensing and satellite communications technologies to the mission areas of the Corps.

Early response indicates that Corps employees will present approximately 50 poster papers covering actual use of these technologies and that employees of other federal agencies will present an additional 25 on topics relating to Corps activities. These papers will be supplemented by panel discussions covering advanced sensor design, data processing techniques and future acquisition systems.

Each of the previous symposia has been attended by over 200 Corps employees, and plans for the Nashville symposium are predicted for an attendance of 300.

Since Corps offices have substantially increased their use of remote sensing systems and satellite communications in the past several years, the symposium is expected to stimulate the exchange of information on all aspects of this interdisciplinary field and to encourage increased application of the technology.

For more information on the remote sensing symposium, call the Water Resources Support Center at (202) 325-0670.

**The next deadline for all articles to
be submitted to Crosscurrents is Sept. 25.**

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*Commander
Public Affairs Officer
Editor*

*Col. William W. Badger
James E. Braatz
Blanche H. Fong*

Union contract negotiated

(From page one)

care were taken to clarify and reword the contract to avoid misinterpretations. A poorly worded contract can cause problems if not understood, said Foye.

One example of an area which needed clarification and rewording dealt with changes in duty location of employees. In the previous contract, the procedure included a provision for the union to annually furnish the personnel officer names of personnel desiring a change in duty location.

This caused problems when the Personnel Office had to process the applications of those employees for vacant positions by Jan. 31 each year, while the union sometimes furnished names through April.

In the new agreement, the text was reworded to clarify that the union is to furnish the names to the Personnel Office prior to Jan. 31 each year.

Along with clarification and rewording portions of the contract agreement, there were many new changes and additions made. New concerns and issues were addressed; for example maternity leave, environmental pay, contracting, employee assistance program and training.

THE MAJOR ISSUES

Some of the major issues of importance to union members were dealing with work schedules and overtime. The ability to exchange shifts is an issue pending interpretation by management, said Roy Jetter.

Another major issue of importance to union members is the provisions of change in duty location which applied only to lock and dam personnel in the previous contract, said Jetter. A consultation meeting will be held in the future to develop a Memo of Understanding to extend the change of duty location provisions to include floating plant and Fountain City Service Base employees.

A critical concern expressed by management was the establishment of union rights and management rights, said Dennis Cin. Under the present authority of Title VII, various rights are now entitled to both parties; whereas when the previous contract

was under the authority of President's Executive Order 11491, union rights were greatly restricted.

Another important issue management sees as a major change in the new agreement is the grievance procedure, said Cin. In the previous contract, the district commander was the final deciding authority in all grievances. The new agreement now allows for mediation and arbitration.

THE AUTHORIZATION

Before the new contract agreement went into effect, the Office of the Chief of Engineers (OCE) reviewed the document to identify any violations of laws or regulations.

Two minor violations were sighted by OCE. One was the need to mention management's arbitration rights. The other was the need to reword the involvement of the Federal Labor Relations Authority in the grievance procedure.

These two minor issues will be renegotiated between management and the union and are not expected to cause any lengthy delays, said Foye.

Other than the minor violations, Foye stressed that the new contract agreement is essentially final. Both parties have accepted the contract, he said, and only the negotiation team signatures on the document are needed.

District commander Col. William Badger will sign the new contract agreement, probably in early September, as part of the formalities involved in the authorization, explained Foye.

THE FUTURE

Once Col. Badger signs the new contract agreement, the document is in effect for three years.

Should a new issue arise or if there is a need for clarification of an existing concern in the contract, renegotiation or consultation meetings between management and the union can be held during the three-year interim period.

At the end of the three years, the existing contract can be extended for one year or undergo a renegotiation.

Army reservists visit the Corps

A briefing of St. Paul District operations and mobilization planning and tour of Upper St. Anthony Falls Lock and Dam were recently presented to members of the 575th Mobilization Designee Detachment, Research and Development, headquartered in Minneapolis, Minn.

Lynn Cuyler, chief of the Emergency Management Office, and Lt. Col. John Atkinson, deputy district commander, met with the unique Army Reserve group on Aug. 17.

The reserve unit is composed of reserve officers who work in the Minneapolis-St. Paul research and development community, representing the University of Minnesota, as well as such firms as 3M Company and Honeywell, and have research and development mobilization assignments.

As part of a district annual interchange and information program involving military, governmental and private groups, the briefing and tour reflects this year's effort to involve field installations.



Lynn Cuyler



Lt. Col. Atkinson briefs the group.

(Photos by Bill Banks, AS-P)

People

CONGRATULATIONS go to Wanda and Stuart Dobberpuhl, ED-GH, on the birth of daughter Mary Rose on July 31 at 9 lb., 19 oz.

GET-WELL WISHES go to Wallace Voss, L/D 5A, who had an extended illness.

FOND FAREWELL and best wishes go to geologist Samuel F. Stansbury, ED-GH, who retired on Aug. 7 after approximately 28 years with the Corps.

FOND FAREWELLS and good luck go to the following who left the Corps recently: Nina K. Dukerschein, DC-FE; Debra L. Lopshire, AS-R; Darwin J. Mietalati, Sandy Lake Reservoir; Joe E. Gelhar, Sandy Lake Reservoir; Thomas K. Petersen, AS-M; Stefan Sarles, ED-PB; and John L. Bohlinger, L/D 5A.

SINCERE SYMPATHY is extended to Marvin L. Pedretti, L/D 10, whose father died recently.

DEEP SORROW is felt on the death of Francis W. How on Aug. 5. He worked with the Corps from mid-1940s and retired approximately 1968 from the Design Branch. He resided in Palo Alto, Calif.

CONGRATULATIONS go to Roy Jetter, L/D 10, who was recently appointed chairperson of the Clayton County Conservation Board, Iowa.

Around the district

AT LAKE ASHTABULA, N.D., the second annual Water Ski Show was sponsored by the Valley City Elks Lodge, on Aug. 2. Performances by the Heart Butte Water Ski team were featured.

IN ORTONVILLE, MINN., Lem Kaercher, 89, a newspaper publisher, former legislator, radio station founder and theater operator, died on Aug. 13. Kaercher was a strong advocate and active participant for many years on the Big Stone Lake-Whetstone River project. He befriended many Corps personnel over the years and will be sadly missed.

IN THE ST. PAUL DISTRICT OFFICE, the Federal Women's Program Committee sponsored Women's Equality Week on Aug. 21-28. The activities included guest speakers, a film, potluck lunch and an exhibit display.

Incentive awards

Outstanding Performance Rating:

Amy Gabbert, ED-GH

Bruce Heide, ED-ER

Outstanding Performance Rating and Sustained Superior Performance Award:

Bob Stahl, St. Anthony Falls Locks and Dam

Jacqui Mueller, DC-FA

Judy Parnell, DC-FR

Lyle Nicklay, AS-P

Maurice Geiken, Message Center

Paul Martinez, AS-R

Leonard Lohmann, AS-M

Jean Schmidt, AS-L

Outstanding Performance and Quality Increase:

Don Kohler, CO-RF

Quality Increase:

J. Donald Bonneville, ED-D

Sustained Superior Performance Award:

Eugene Schuppel, L/D 3

Mary McConnell, CO-RF

John Olson, CO-A

Special Act Award:

Vicki Adams, AS-G

Bob Mike, CO-A

Al Geisen, ED-D

Charles Spitzack, ED-D

Dave Valen, ED-D

Gerry Enger, ED-D

Robyn Prow, EP

Vicki Demo, EP-S

Suggestion Award:

Dave Haumersen, ED-PB

Book available

Copies of the Water Resources Development in North Dakota 1981 book are now available free to anyone interested.

The 48-page, soft-cover book was produced by the Corps of Engineers, Omaha District. The book describes Corps projects and activities within the State of North Dakota.

The book also includes Corps projects within jurisdiction of the St. Paul District.

To obtain your copy, contact the Public Affairs Office, Room 1530, 725-7505.

Why a Women's Program

There are people who say, "We don't have a Men's Program, why do we need a Women's Program?" The truth is, in our cultural background we've always had a Men's program beginning in 1215 when King John of England signed the Magna Charta which gave the rights of life, liberty and property to free Englishmen.

Women and minority people have known for centuries that most areas of endeavor were closed to them. Schools, trades, professions, guilds and unions simply refused them permission to enter.

Any positions that were open to them were almost universally on a much lower level of pay, a fact that is still true today.

Over the centuries many laws have been passed which reinforce the discrimination of women, and many are still on the books.

But changing laws doesn't change people. It takes time and effort to change the attitudes of a lifetime. The important thing is that we can change. That is why we have a Women's Program and other Affirmative Action Programs.

If you're one of the people who has asked, "Why do we need a Women's Program?" you are probably one of the open-minded people who has always valued others and didn't realize the problems many of us have faced.

Andrew Young, former representative to the United Nations, has said, "The insight, energy and talent of working women are absolutely necessary for this nation's survival. No society can face the complex problems of our times without utilizing one-half of its resources."

To utilize the resources of America--that is why we have a Women's Program.

For more information, contact Denise Blackwell-Kraft, CO-RF, at 725-7775.

Thank you expressed

The following letter of appreciation was recently received from Michael Truman of Minneapolis:

"On Aug. 3, at about 6:30 p.m., my boat broke down in the Lower St. Anthony Lock. The two operators on duty were very helpful to me in a very embarrassing situation.

"It is a great compliment to your organization that two of your men were willing to do more than their basic duty. I really appreciated the help."

Unhealthy appetite suffered

by Bob Mike, CO-A

When the 11th floor Xerox copier machine recently suffered a breakdown, trained technicians were called to open it up. The close examination revealed a mess of paper clips and staples in its bowels.

Users of these extremely delicate machines are reminded to keep paper clips and staples out of reach because sharp metallic bits and pieces can harm the machines. They can cause serious problems when swallowed!

Please keep the Xerox copier rooms clean; use the wastebasket for all waste materials.

Photo contest underway

With a flick of his pen, deputy commander Lt. Col. John Atkinson recently signed his approval to the St. Paul District 1982 Amateur Photographic Contest. His endorsement officially gave start to the third annual competition.

All active district employees are encouraged to participate in the photo contest. The previous contest lured 61 entries and the year before, 32 entries. Field employees are especially invited to participate in the contest because few entries were received from them in the past.

Generally, the rules are simple. You must be an active St. Paul District employee. If you are qualified as a professional photographer, you may not enter into the contest.

You may submit photos taken during the one year period beginning June 1, 1981, ending June 1, 1982.

You may compete in two groups--black and white prints and color prints--and in four categories--general, people, scenic and experimental. You are allowed to submit up to two prints per category. All prints entered should be 5 x 7 inches in size or larger.

Winners will be announced and winning entries displayed at the annual Engineer Day celebration in June 1982.

For a complete set of contest rules, contact the Public Affairs Office, Room 1530, 725-7505.

Corps honors the Hispanic heritage

by Phil Campbell, EE

The U.S. Congress, by joint resolution, has authorized the president to annually proclaim the week that includes Sept. 15-16 as National Hispanic Heritage Week.

In observance of this occasion, the St. Paul District will present the documentary film, "The Latino Profile: Living In the United States Today." The film will be shown in Room 1033 at 12 noon on Sept. 17. The film lasts approximately 20 minutes. All employees are urged to attend; brown bags welcome.

There will also be a Hispanic exhibit in the 12th floor display case during mid-September.

Another observance of National Hispanic Heritage Week will be a program presented by the Federal Executive Board Equal Employment Opportunity Subcommittee on Hispanic employment. The program will be held at the St. Paul Federal Building, Main Lobby, 10 a.m., Sept. 16.

The program includes entertainment by Los Allegres Bailadores (The Happy Dancers), directed by Rebecca Moran. The dancing group has operated out of St. Paul for the past six years. The members range in age from pre-school to adult, and includes both amateurs

and professionals. Wearing native costumes, they will perform dances representative of different states in Mexico.

The featured speaker at the less than an hour-long program will be Rafael Esparza, State of Minnesota coordinator for minorities and Equal Employment Opportunity specialist. Esparza will speak on "Contributions of Hispanics, Past and Present."

These official observances and recognition of National Hispanic Heritage Week is appropriate, well deserved and is applauded by the Corps.

The St. Paul District also takes the position that the most meaningful recognition is what happens during the other 51 weeks of the year. The district has gone beyond the proclamation and looks with satisfaction at the variety of occupational series with employees of Hispanic heritage.

The following office branches and sections are represented: Environmental Resources, Drafting, Advance Planning, Training and Development, Regulatory Functions, Locks and Dams, Maintenance and Reprographics in the positions of clerk-typist, laborer, artist technician and scientist.

Los Hispanos saludamos.

Students visit construction site



A group of students and their teachers recently visited the Lock and Dam 1 rehabilitation Project as part of the Industry Exposure Program, sponsored under the University of Minnesota.

Mike Schwalbe, project engineer (far left), guided the tour group. (Photo by Sharon Brown, EE)

Reference book available

by Jean M. Schmidt, AS-L

Despite the large quantities of literature devoted to energy policies and new technologies, rarely is it possible to find a single source which succinctly describes the location, quantity and future or potential use American energy resources.

The United States Energy Atlas, recently added to the St. Paul District Technical Library's reference collection, is an exhaustive source of information on nonrenewable and renewable resources, including coal, crude oil, natural gas, nuclear fuels, solar radiation, wind and hydroelectric power and biomass.

More than a dry compilation of statistics, key aspects of each specific resource is discussed concisely, terminology is well defined and measurements are expressed in common units.

There is hardly a page without a map, figure or illustration to aid in presenting the most comprehensive discussion of energy resources available.

The American Association of Publishers awarded the reference book as the "Outstanding Book of the Year In Earth Sciences" for 1980. It is well deserving of the praise.

The book's usefulness will not be outdated because close attention is paid to future trends, patterns of consumption and production, projected well beyond the present.

To obtain use of the book, contact the library in Room 1120 at 725-5921.

Toastmasters supports women

by John Blackstone, ED-GH

In October 1924, a group of men gathered together in the basement of a Santa Ana, Calif., YMCA to organize around a new idea. Out of this first gathering grew what is today known as Toastmasters International.

Gradually as this group grew from one group to two and then many groups, it was recognized that this idea was central to the progress of the modern world. Communications!

Everyone uses it, but not many places offer an opportunity to develop an expertise in the field through a self-help program. As time passed, more material was developed and the program was improved. Individuals were able to join and then improve themselves by helping others.

Later, it became apparent that something was missing. The nation had gone through a major depression, three wars and a significant population shift from rural to urban.

In 1973, Toastmasters International began admitting women to its membership. Times had changed and it was no longer reasonable to deny admittance to a valuable half of the population.

The recent Supreme Court nomination supports women as a valuable resource.

In the Toastmaster's local district, a woman was elected to be the Central Division Lieutenant Governor, District Six. Without question, Toastmasters is a better organization because of its support to women.

You are invited to attend a meeting of Heritage Toastmasters in the PEDC training rooms, sixth floor, next Thursday, at noon.



ON A FUN-FILLED AUG. 14 EVENING, Heritage Toastmasters began its 1981-82 program and ended its summer program with a banquet. The featured speaker was Irv Fong (center) while Pat Larsen (left) and John Blackstone (right) listened. (Photo by Leonard Gloeb, DO)

Undertows

by Henrik Strandskov, CO-RF

There are lots of good things about working for the Corps. One of them is that we are given the opportunity to take a wide variety of training courses to improve our job skills.

A list of courses for Fiscal Year 1982 was recently circulated; it represented a real smorgasbord of interesting and useful subjects. However, a few courses were inadvertently left off the list. In order to keep you up-to-date about what is available, listed below are additional classes with a brief course description.

EFFECTIVE MICROENVIRONMENTAL ORGANIZATION FOR OFFICE WORKERS

This intensive 24-hour course is designed to make the microenvironment of each worker as attractive and productive as possible. State-of-the-art efficiency techniques have been incorporated into every phase of instruction.

Subjects include Chair Positioning (3 hours); Rubber Band and Paper Clip Storage (6 hours); Telephone Cord Placement (2 hours); Family Photograph Mounting (7 hours); Circular File Logistics (1 hour); Coffee Pot Repair (4 hours); and Chewing Gum Disposal (1 hour).

INITIATION AND TERMINATION OF INTER- AND INTRA-GOVERNMENTAL TELEPHONIC COMMUNICATIONS

The telephone is a vital tool for government workers. This course utilizes ultra-modern linguistic theory and assertiveness techniques to enhance your telephone abilities.

Subjects include Hello (4 hours) and Good-bye (4 hours). Hi and Bye-bye will be covered in a future course.

UNDERWATER BASKET WEAVING

This is mainly a refresher course for those who went through college on athletic scholarships. The course combines video cassettes and workbook materials that were prepared by the University of Western North Dakota at Hoople.

EFFICIENT APPLICATION OF HYDROLOGIC RESOURCES FOR MAXIMIZATION OF VEGETATIVE DEVELOPMENT

This 40-hour block of instruction is designed to enhance the aesthetic qualities of ambient conditions in typical office environments.

Required texts include African Violets and Chlorinated Water; Death In the Afternoon: Overwatering Your Shamrock; and Water Can Spout Design: A Technical Manual.

REMOTE NONVERBAL INTERPERSONAL COMMUNICATIONS FOR OPERATORS OF GOVERNMENT VEHICLES

This course will be especially helpful for those who spend a significant amount of time driving through rural areas.

Subjects include Waving At Juvenile Pedestrians (2 hours); Waving At Adults On Tractors (6 hours); Appropriate Gestures When Passed By Speeders (3 hours); and Smiling At Small-Town Police Officers (5 hours).

WRITING THE SUPERVISORY IMPACT STATEMENT

For those employees faced with the task of writing follow-up reports on their supervisors' mishaps.

Course work will include tripping, catching fingers in office furniture, falling down stairs and bumping after turning corners. The course does not include deliberate desk pounding.

WRITING-IMPLEMENT TIP EFFECTUALIZATION BY MECHANICAL MEANS

A vital course for those who require erasure capability when preparing draft documents.

A new feature of this course is an intensive block of instruction on electrical sharpeners. This was added at the request of many employees who found themselves reducing brand-new pencils to nicely sharpened stubs in a matter of seconds.

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Phone monitoring prohibited

Army policy prohibits the acquisition by mechanical or electronic means of communication, either oral, wire or non-public radio, without the consent of all parties to the communication. This policy applies to all military and civilian employees of the Department of the Army.

Included in this policy is the prohibited act of listening to telephone conversations through the use of telephone extensions, speaker phones and intercommunication systems. Also prohibited is the recording of telephone or private face-to-face conversations without consent by all parties.

Many offices within North Central Division districts have speaker phones, and the use of telephone extensions and intercoms is commonplace. The following applies:

- * Identify all parties present or listening at both ends of the conversation.
- * Insure all parties, present or listening, give their consent.
- * If even one party does not consent, discontinue the use of the intercom, speaker phone or extension phone.

Any violations of the wiretap, eavesdropping or electronic monitoring policy must be reported as a Serious Incident Report in accordance with Army Regulation 190-40.

Undertows

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OPTIMIZING THE NUTRITIONAL SELECTION PROCESS IN GOVERNMENT FACILITIES

This course will help you avoid those regrettable afternoons when your bio-feedback system makes you wish you had put the feed back before leaving the cafeteria line.

Subjects include Goulash Guidance (3 hours); Sauerkraut Symptoms (2 hours); Baco-Bits and Your Pancreas (1 hour); and Mystery Meat Mastication (2 hours).

For more information of the above write your congressperson.

6.5% dividend declared

by Al Rosenberg, CO-A

The Board of Directors of the Corps of Engineers, St. Paul District Credit Union declared a 6½% dividend for the last six months, from January through June 1981.

Do you realize we're still offering loans at 12% per year! And we're offering 9% on loans pledged with shares! What a deal--deal with us!

For those who are on payroll deduction, be sure to bring in your books at least every other month for updating and also to enter your 6½% dividend.

For more information, contact me at 725-7542.

Protect your auto

Don't leave your keys in the car. Many people do. That's why their cars are stolen. When you have to leave your key with a parking lot attendant, make sure it's only the ignition key. Take the trunk key with you.

Lock all the doors when you park. Roll up all the windows and lock all vents. Even a slightly opened window or a bad window seal provides enough space for a thief to open your car with something as simple as a coat hanger.

Keep your dome light working. It attracts attention when the car door is opened and can protect your person as well.

Park your car in well lighted areas. If you park in your garage, lock the garage. And lock up tools. Don't make it any easier for vandals.

Keep packages and other valuables out of sight. Store them in your trunk or on the floor.

Don't nametag your car keys. Then they can't be matched to your car if you lose them.

Use locking gas caps or invest in one of several inexpensive gas syphoning prevention devices on the market.

Know your license number or other pertinent auto data. Write it down just in case you do have to report your car stolen.

West coast recreation sites offer adventure

by Pam McFaden, PA

"All walking is discovery. On foot we take time to see things whole," said Christopher Morley. (From the Minnesota Walkbook, Vol. 1, by James W. Buchanan.)

Let me take you to the West Coast, from the Oregon border to the Mexican border. Hopefully, you will see the beauty and solitude the coast has to offer. For, this is the Year of the Coast!

Just imagine walking down the beach picking up shells and driftwood and watching the waves come in. Finally, the temptation is overwhelming and you take a running dive into the waves.

Finishing your swim, you go and sit along the coastal bay. The wind softly blows your hair and you can smell the salt from the ocean fill the air. A wave comes hurdling in and crashes against a rock; birds are soaring about and you can hear far away horns of ships passing. Here's a few popular spots to visit on our way down the coast, starting at the Oregon border and working our way down the coast.

The first stop is at Pelican Beach State Park, a place for beachcombers, for surf fishing and agate hunters. Or come to the "Easter Lily Capital of the World" on the mouth of the Smith River, also a prime fishing center for steelhead trout, salmon, flounder, smelt and ling cod. For the hiker, there is a four mile coastal trail at the Lagoon County Park, which passes by sea lion caves and ends at the Klamath River overlook.

SAN FRANCISCO BAY

What a better place to begin a tour of marvelous San Francisco Bay than from Vista Point, where you can see the San Francisco skyline, Alcatraz, Angel, Yerba Buena and Treasure Islands, the Bay and Golden Gate Bridges and the East Bay Hills.

Our next stop will let you walk through grasslands and marshy areas, to go bird-watching and in winter, harbor seals can often be seen resting nearby and it's all yours at the Richardson Bay Wildlife Sanctuary and Education Center.

A stop at Paradise Park, with its sloping grassy hillsides, sandy beaches and fishing pier provides another worthwhile opportunity for enjoying San Francisco Bay. Palo Alto Bayland Nature Preserve, provides a year-round home for numerous species of

local birds and serves an important feeding and resting area for migratory waterfowl. Fall and winter months provide the optimum times for bird-watching, since more than a million shorebirds are believed to rest and feed in the area.

Excellent fishing grounds lie along the Fort Point seawall and the south tower of the Golden Gate Bridge. At Catrillo Beach, on a few magic nights just after the full moon, a multitude of silver-sided fish called grunion make a shimmering carpet on the sand as they wriggle ashore to spawn.

The Cabrillo Museum offers richly stocked marine aquariums, as well as numerous ship models and historical exhibits. The museum also is headquarters for a variety of activities, including excursions to watch the migration of the gray whales and guided tours of tide pools along the base of the Point Fermin cliffs.

BIXBY PARK

Lovely Bixby Park is made up of rolling lawns shaded by oak, pine, cypress and palms. The park affords excellent views of the half-mile long Belmont Pier, the Queen Mary, the Derrick Islands and the Long Beach and Middle Breakwaters.

Although the Huntington Beach area is perhaps best known for its oil reserves, the city is also famous for its surfing beaches. Corona del Mar State Beach is noteworthy for its clean, fine sand; surfing is also enjoyed here.

At Laguna Beach, La Jolla and Point Loma, the shoreline features scenic coves and headlands backed by hills prized for their ocean vistas. Doheney State Beach offers camping, swimming, diving, fishing and picnic facilities. At Oceanside Harbor and Coastal Lagoons, picnic facilities, walkways, benches and fishing piers are available in the harbor area.

SAN LUIS REY RIVER

At the mouth of the San Luis Rey River you'll find palm trees, picnic facilities and a long fishing pier. Occasionally, dolphins taking advantage of excellent surfing waves can be sighted.

At Agua Hedionda, surf fishing is a popular sport and you can stay at one of the many campgrounds and beaches to enjoy the

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West coast

(From page 11)

crashing waves on the steep cliffs. The city of La Jola's superlative natural setting has made it a favorite beach resort area, with popular sandy beaches and surfing areas, which includes the famous Bommer Beach for surfing.

Mission Bay Park offers fine-grained, white, sandy beaches, biking and jogging paths and grassy parklike areas. Sea World, an oceanarium, features performing whales and the world's largest collection of live sharks.

For fun and excitement, this is the place for you. Come and enjoy all the fine attractions the West Coast has to offer!

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blood...
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is counting
on you**

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Can you retire yet?

Federal employees covered by the Civil Service Retirement system are generally eligible for optional retirement at age 55 after 30 years of service, at age 60 after 20 years of service or at age 62 after 5 years of service. These regulations are administered by the Office of Personnel Management.

Both age and service requirements must be met at the time of separation. For instance, an employee who separates at age 53 with 31 years of service will not be eligible for annuity at age 55 but will have to wait until age 62 when he/she will be eligible for a deferred annuity.

Generally, the amount of annuity depends on the "high-3" average pay (highest average annual salary for any three consecutive years) and length of service.

Benefits are computed at the rate of 1.5% of average pay for the first five years, 1.75% for the next five years and 2% for each year of service beyond 10.

The following are selected questions and answers on the Federal Civil Service Retirement Law:

Q: How many kinds of retirement are provided for in the retirement law?

A: Five. They are known as mandatory (restricted to firefighters, law enforcement officials, etc.), optional, disability, discontinued service and deferred retirement.

Q: Are there any prohibitions against the payment of an annuity?

A: Yes. Sections 8311-8322 of Title 5, U.S.C., prohibit payment of annuities in the case of employees who have committed certain specific offenses involving the national security of the United States. A person who is barred by this law cannot receive annuity.

Q: Must an employee apply for retirement?

A: Yes. The employee must complete an Application for Retirement (Standard Form 2801).

Q: Is there an age when an employee must be separated?

A: Unless an employee is covered under a special provision of the retirement law, he/she is not subject to mandatory separation because of age.

Racquetballers ranked in Corps tourney

by Dave Christenson, ED-PB

Three employees won top honors in the First Annual St. Paul District Racquetball Tournament, held Aug. 7 at the Northtown Racquetball Club.

Al Kean, John Plump and Dana Gauthier each won the final competition in their respective classes. Kean won Class A for experienced racquetballers, while Plump took top spot in Class B for semi-experienced players. Class C, for those just starting out in the four-walled game was taken by Dana "Lucky" Gauthier.

Twenty-eight people entered the tourney, with eight people in Class A: Scott Ketelsen, Ed Fick, Col. William Badger, Jim Danielson, Al Kean, Ron Schultz, Pete Hoogenboom and Dave Christenson.

Fourteen were in Class B: Dave Rydeen, Steve Schwager, Tom Montgomery, Randy Wendt, Neil Schwanz, Stan Kummer, Paul Madison, Dave Miller, Mike Leshner, Dan Reinartz, Chuck Spitzak, Gary Beck, John Plump and Tim Fell.

Six were in Class C: Dana Gauthier, Dave Ekstrand, Marsha Risch, Sue Johnson, Vera Golenzer and Janie Badger.

TOURNAMENT HIGHLIGHTS

One of the highlights of the evening was the Class A finals match between Al Kean and Col. Badger. The match went three games featuring the "dive and dink" style of Kean against the "commanding consistency" of Badger.

The action started off hard and fast, and continued fast-paced during the 45-minute match. Both players used ceiling shots, kill shots, corner shots, touch shots, Z-serves and other shots which awed the onlookers.

"I played three good matches, but those young guys just wore me out," said Badger afterwards.

Retorted Kean who sat exhausted after the match, "I wore holes in my new shoes."

The Class B finals featured Tom Montgomery against John Plump. The match was a battle of power shots and long rallies. Each player tried many parrying shots, but their "long reach" made it difficult to serve.

Plump outlasted Montgomery to win by 11-8 and 11-10.

In the Class C finals, Dana Gauthier won



John Plump, Al Kean and Dana Gauthier. (Photo by Steve Schwager, ED-PB)

over Marsha Risch. Risch's only comment after the game was, "He was lucky."

FUTURE GAMES

The tournament was a success, with good match-ups, good play, good beer and loads of fun. Even Mike Leshner proudly displayed the doughnut-shaped spots on his back, following his match with Gary Beck.

All tourney participants are willing to play again. If anyone is interested in setting up a match or anxious to begin racquetball, contact any one of the players. A racquetball ladder will be developed for this fall.

There is a possibility that a tournament will be played again next year.



Last words make good epitaph

Don't let your number come up on the highway. "Buckle up" before hitting the road.

The National Safety Council urges the use of this life-saving device. What follows is a series of facts and fallacies concerning auto seatbelt use:

"I USE A SEATBELT ON HIGH-SPEED ROADS, BUT IT'S A NUISANCE JUST DRIVING AROUND TOWN."

Half of all injury-producing accidents occur at impact speeds of 40 mph or less.

"THE PESKY THINGS ALWAYS NEED ADJUSTMENT FOR DIFFERENT PEOPLE AND CLOTHING."

There are adequate safety belts on the market. Official design standards include ease of adjustment. Make sure your seat belts meet official standards and are convenient to use.

"SOME PEOPLE ARE THROWN CLEAR IN A CRASH AND WALK AWAY WITH HARDLY A SCRATCH."

Your chance of survival is five times greater if you stay inside the car--secured by a seatbelt--during an accident. Thousands of deaths and serious injuries are caused by being thrown from the car, being dragged or run over by another vehicle, or being run over by one's own vehicle.

Moreover, safety belts can help prevent the second collision--being thrown around inside the vehicle.

"I DON'T LIKE THE IDEA OF BEING TRAPPED BY A BELT IF THE CAR CATCHES ON FIRE OR GOES INTO WATER."

A safety belt can help keep you from being knocked unconscious. Your chances of escaping if the car catches on fire or goes into water are vastly improved if you remain conscious.

"I DON'T WANT TO BE STRAPPED IN A CONVERTIBLE IF IT ROLLS OVER. I'LL TAKE MY CHANCES ON BEING THROWN OUT."

A rollover in a convertible is dangerous with or without safety belts. But only 10% of all serious accidents involve a rollover. In the other 90%, belts would prevent ejection.

"I DON'T NEED TO WEAR A SEATBELT JUST TO THE GROCERY STORE."

Three-fourths of all traffic accidents occur within 25 miles of home.

About one person in four is involved in an accident every year.

National Safety Council research on the lifesaving potential of lap-type safety belts indicates that if all passenger car occupants used belts all times, such use would save at least 12,000 lives annually by

preventing ejection from the vehicle and reducing collision with the vehicle interior and other occupants.

You may need seatbelts only once...but which once?

Senior citizens can fight crime

Almost everyone fears becoming the victim of a crime. You may worry because you feel you're less able to defend yourself, you may not be able to recover as quickly, or even if you're not hurt, you can't afford to lose your money to a robber. These are sensible concerns. Still, you may be surprised to know that the elderly really don't become victims of crimes any more often than younger people do.

That doesn't mean that older people never become victims. In fact, they're especially vulnerable to fraud and purse snatching. You can improve your chances of being safe with some simple, common sense steps like these:

* Protect your lifelines--have social security or retirement checks sent directly to your checking or savings account.

* Ask a friend to go with you when you go out. Some communities have "Dial-a-Ride" mini-buses especially for senior citizens or women who would otherwise have to travel alone.

* Never trust strangers or casual acquaintances who tell you how you can "get rich quick" or who ask you to give them large sums of money, even for what seem to be good reasons. Don't be taken in by their warmth or friendliness--you may never see your money again.

TAKE THE NEXT STEP

* Ask a manager where you do your banking about the Treasury Department's Direct Deposit Program.

* Persuade your senior citizens' club to get involved in some of the crime prevention activities such as free police home security checks, Operation Identification, and Neighborhood Watch.

Are you leaving the St. Paul District?

You can be kept informed of work-related activities and of your former co-workers.

Crosscurrents is a good way to keep up with the news of the St. Paul District.

Place your name and address on the Crosscurrents mailing list to receive future editions at no cost to you.

Complete the form and send to the Public Affairs Office, Room 1530.

JOIN THE CROSSCURRENTS MAILING LIST

I am leaving the district due to retirement.

I am leaving the district for reasons other than retirement.

Name:

Address:

City/State/Zip:

Effective date:

Are you receiving Crosscurrents through the mail?

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It will keep future editions of Crosscurrents coming to you with uninterrupted service.

Complete the form and send back to: U.S. Army Corps of Engineers, St. Paul District, ATTN: Public Affairs Office, 1135 USPO & Custom House, St. Paul, MN 55101.

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