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HEADQUARTERS REPORTER

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REPORTERS: 5th Floor, Vicki Cole / 4th Floor, Eleanor Nagy / 3rd Floor, Santa Dimiceli / 2nd Floor, Daisey Williams / 1st Floor, Muriel Breitenback / Lower Level, Denisse Baldwin / 716 Rush, Terry Walsh.

EDITOR: Marjorie E. Weissman

UPDATING 1969

Due to events that combined to frustrate all editorial efforts, the Staff Association Headquarters Reporter has not been published since April. We regret the hiatus, and will make every effort to bring you up to date on all the activities and news of a busy and eventful summer and early fall. It was a time of more real business, more farewells, more parties, more happenings, than we have seen in quite a while.

First, a report from the Executive Committee.

During the ALA Executive Board meeting, the week of November 10, Marjorie Weissman, president of the Staff Association, Ruth Bull, past-president, and Nancy Knight, chairman of the Personnel Committee, met with the Visiting Committee. The chairman, Miss Bella Shachtman, and the two members, Mrs. Augusta Baker and Hoyt Galvin, spent nearly two hours talking with the Staff Association representatives. Many subjects were discussed very pertinent to staff welfare and interest, among them: Staff morale, personnel practices and procedures and the use and definition of terms, salaries in the lowest grades, observance of religious holidays, tenure, compensation for secretaries working in certain circumstances, the constitution of the Personnel Appraisal Board, and several other subjects. Through the summer, the Executive Committee worked closely with other Staff Association Committees on such problems as tenure, personnel practices, grievances, etc.

In response to the request of one member of the Staff Association, the Executive Committee held a special meeting on November 4 to vote on whether or not it should publish its minutes.

Because of the confidential nature of some of the questions (especially regarding personnel) discussed at Executive Committee meetings, it was voted unanimously that:

1. Agenda for Executive Committee meetings be posted on the Staff Bulletin board at least two days previously;
2. A report of action taken on the agenda by the Executive Committee be posted on the staff bulletin board; and
3. The Executive Committee report to the membership on its activities in general on a regular basis in the Headquarters Reporter.

Vietnam Moratorium

In addition to a great deal of effort expended in various directions, two issues were put to the vote by secret ballot, both in October. One was whether or not members of the Staff Association wished to send a telegram to President Nixon supporting the Vietnam Moratorium on October 15. The vote in favor of doing so was 33 to 16. It was also voted to hold a small exhibit explaining what the Moratorium was about. Included were newspaper clips, a small book exhibit and a reading list compiled by Ruth Heuman, Booklist. The telegram read:

"To: The President of the United States

"As citizens and as members of the Headquarters Staff Association of the American Library Association, the undersigned express their support of the Vietnam Moratorium, and urge that you seek and employ all peaceable means to bring to a rapid and just conclusion our government's participation in the Vietnam hostilities."

(Signed)

"Marjorie E. Weissman, Peggy Blasage, Ruth E. Heuman, Helen K. Prince, Sally C. Estes, Anne Echols, Barbara J. Duree, William Rutter, Susan Grosse, Pauline Cianciolo, Gerald Shields, Edith McCormick, Flora D. Colton, June Whipple, Helen Cline, Virginia N. Baker, Danielle Kubicz, Marion Dittman, Don S. Culbertson, Esther Potts, Robert N. Case, Helen McGregor, Marguerite Kettering, Herbert L. Hanna, Edward T. Fulton, Donald H. Trottier, Pauline J. Love, Nancy H. Knight, Jeanette H. Swickard, Ruth Tarbox, Janice Zibas, Wilma Brooks, Andrea L. Balcken, Joan Odom, Richard Davis, Judith F. Krug."

Ballot on Membership

The second ballot was on a recommendation regarding free membership in ALA for headquarters staff. The vote was 62-22 in favor of the recommendation which had already been taken to the ALA Executive Board. Complete details of the proposal were published in the last issue of Headquarters Reporter.

and were also attached to the ballot. The matter was further discussed with the Visiting Committee in November.

Are You Participating?

While both these votes passed by clear margins, they pointed up the lack of wholehearted participation in Staff Association activities other than party going. It appears to the Executive Committee that greater participation in all the other activities would benefit everybody. When there is a vote--get out and vote, even if you want to say a thunderous "NO!" It is the people who go to the meetings, return the ballots, make suggestions, ask the questions, who really run the Staff Association. And if you don't belong, you cannot help run it.

COMMITTEE ACTIVITIES

Two Staff Association Committees have been particularly busy since the last Headquarters Reporter appeared in April. They are the Personnel Committee and the Social Committee. Chairman of the Personnel Committee Mrs. Nancy Knight, and members Mrs. Louise Brewer and Herbert Hanna worked diligently, often over weekends, on problems brought to them.

The manner in which two employees left ALA in the summer focused attention on the Personnel Committee, and resulted in that committee getting established an appeal procedure for employees who believe they have been unjustly dismissed, or that their resignation was not completely voluntary.

Such appeals go to the Personnel Appraisal Committee, which was established by the ALA Executive Board. The membership consists of the personnel manager, the president of the Staff Association or his delegate, and the head of a department other than that in which the employee worked.

Staff Association Position

This summer, both parties who used the appeal mechanism brought complaints to the Staff Association Personnel Committee regarding the manner in which they left Headquarters, and asked if there was not some recourse. At a special meeting of the Staff Association Executive Committee on September 2, it was decided that it was not within the power of the Executive Committee to carry out an appeal, but the correct course would be to ask the Administration if such an appeal or hearing could be arranged. The Executive Committee felt that it should try to ensure only that proper and adequate procedures to protect the employee be carried through.

The Administration told the Staff Association that an appeal could be made by an employee who had been dismissed, but not by one who had clearly resigned. The Administration also offered a second choice of action: The employee could write a letter or statement explaining his point of view, and this document would be put into his personnel file.

Hearings Held

The two employees in question each selected the former course, and hearings were held. One was regarding a dismissal, the other to determine whether in fact the employee was dismissed or resigned. The committee in each case consisted of Mr. LeRoy Gaertner, department head; Miss Beverly Roberts, personnel manager; and Mrs. Marjorie Weissman, Staff Association president. Mr. Gaertner was chairman on one occasion, Miss Roberts on the other.

The committee unanimously upheld the actions that had occurred. However, in one case, there appeared to have been a defect in the manner in which the decision to terminate (and, in a minority view, the termination itself) was brought about, i.e., without previous written warning to the employee. In the other case, there appeared to be circumstances which provoked a technical resignation.

The committee made the following recommendations:

"That in resignations such as this (i.e. doubtful or hasty) a written resignation be obtained and a period of discussion and "cooling off" be provided, if circumstances permit; and

"That in any future hearing, all principals be present."

"Procedures . . . of Serious Concern"

The Committee also expressed the opinion that the principal benefit of the appeals might be the focusing of attention on the need for a policy in writing regarding the manner in which unsatisfactory performance is brought to the attention of the employee, and that proper termination procedures should be of serious concern to those responsible for personnel practices at Headquarters.

This report is given for two reasons: To inform Staff Association members that, if requested, their Personnel Committee will cooperate with them to bring their grievances to the attention of the Administration, and in so doing, attempt to get established good personnel practices that will protect or aid the employee; and (2) to inform the membership of Personnel Committee activities and their outcomes.

Staff are reminded that they can get a copy of the Performance Appraisal Program from the Personnel Office. It explains the use of the employee appraisal form, and the appeal procedure regarding salary and rating. The appeal procedure for dismissal is not mentioned in the booklet, but has now been established and used. For other employee information, don't forget the "Blue Book" - the Headquarters Staff Manual.

Personnel Memoranda

In addition to many, many man-hours spent on the two appeals, many more were devoted to examining two memoranda that were published by the Per-

sonnel Office on July 28 and August 29. Both the Personnel Committee and the Executive Committee had special meetings regarding these memoranda in response to quite numerous unhappy comments.

The two committees, working jointly, took their suggestions for clearer wording of the memoranda, and some further suggestions that the committee believed should be carefully considered in forming any personnel procedure. They felt these suggestions to be of particular importance in order to ensure the compatibility of the two memoranda with previously written personnel and tenure statements. For example, it was pointed out that dismissal for "insubordination" with no notice whatever, appeared to be inconsistent with the tenure policy of ALA. This has, it is understood, now been rectified.

Definition Rejected?

As another example, the Committee asked that terms used in the memoranda be defined, and especially in view of specific complaints, that the term "insubordination" not be used. This, in view of the Committee and numerous staff members, is extremely difficult to define, and the phrase "refusal to carry out duties" was offered as an alternative. This, the Administration indicated, would not be accepted, as "insubordination" was broader and could include disrespect and attitude.

Secretarial Compensation - No Decision Yet

In response to a suggestion from members, on July 24 a recommendation was submitted to the Personnel Office that suitable compensation be given to secretaries who carry additional responsibilities and work load because their direct supervisory position is vacant. The president was informed on September 10 that the report had been reviewed and was in process of "recommendation for action stage." The Personnel Office has since been requested to inform the Executive Committee as to what action is contemplated, but a reply has not yet been received.

The work on this recommendation was done by the Personnel Committee with Mrs. Peggy Blasage as consultant. She carried out a survey of the prevailing practices pertaining at headquarters under the given circumstances.

Lower Level Complaint Handled

A complaint by personnel working in the central mailing, shipping and mailroom areas about their working conditions was investigated by the Personnel Committee which submitted a report and recommendations for changes which were felt necessary to improve conditions. The Staff Association Executive Committee in turn forwarded the report to headquarters management.

A follow-up by the Personnel Committee revealed that most of the needed changes had been made (some were already being planned when the report was submitted), and the personnel in the areas stated that conditions had greatly improved. Since that time, with the understanding and assistance

of Carl Swanson, Manager, Office Services, aided by Mrs. Marguerite Barker, at that time supervisor of the mailing room, the remaining difficulties were tackled and appear to have been cleared up. (Even so, everyone who uses the storage area on the lower level can help by keeping materials tidy.)

SOCIAL COMMITTEE

The Social Committee, with Bob Case (School Manpower Project) as chairman, has organized an almost unprecedented number of parties and luncheons this summer and fall. But they were preceded by an art show.

For three weeks in May, the staff lounge was changed into a gay world of color. Oil and tempera paintings, and hand colored and color photographs, needlepoint, knitting, embroidery, dresses and drawings, were among the dozens of entries. A number of the paintings were sold, and in one case, a little nagging got Bev Roberts the loan of a Bob Case seascape. Everyone who was hung, of course won a blue ribbon.

Since everybody seemed to enjoy a real "lift" from this colorful and interesting show, how about the Staff Association purchasing a painting or drawing every year or so to establish its own permanent gallery?

Quite late in the spring Bob organized a grand picnic for departing Peggy Sullivan. Cosette Kies, a member of the committee who has since left ALA, even supplied it with ants - painted on bright red or white paper table covers. They were so intriguing, someone "bagged" them after the party.

Afterwards Peggy wrote: "The Headquarters Reporter is the best place I know to say thank you and goodbye to all members of the ALA staff. I have surely enjoyed the 6-1/4 years I have worked here, and the nice part of leaving is knowing that I will still see many of you often - whether on the el, at concerts, running into you in the Loop, or at farther flung points like Atlantic City and other conference sites.

"The picnic on May 26 was the greatest one I'd ever been to, and I am grateful to the Staff Association, especially to Bob Case and his committee, and to Mrs. Weissman and the other officers for making it all such fun. It was a wonderful combination of surprises for a party that wasn't a surprise party.

"Thank you all - goodbye - and cheers!"

Surf's Up, Baby

Then there was the ALA Conference party. Traditionally, staff remaining "back at the ranch" during conference week have celebrated either their good fortune to miss the slogging work that conventions usually turn out to be, or their being left behind to follow the usual routine while others take off for an exciting week in some exotic locale. It all depends on which way you look at it.

This year was no exception, and the salty air of the staff lounge gave the stay-puts as good an appetite for a lunch of hot dogs and the trimmings, lemonade and salt-water taffy, as the hungriest habitué of the boardwalk at Atlantic City.

Tom Smith (formerly Social Committee and now a student at Wright Junior College) was the originator, decorator, and factotum of the party, providing ballons, beach balls, and floats--auctioned the next day in the staff lounge--and the suitably beach-party music (recorded, but where was your guitar, Tom?)

Helen Cline (Social Committee) ran the 11:30 kitchen operation with volunteer Vicki Cole (Office for Recruitment), Lynn Murphy (Personnel) and Danielle Kubicz (Library Education Division). For the 12:30 lunch period, Louise Brewer, (Special Programs) took over with the help of Wilma Brooks (Accounting). Mili Urosevic provided her usual efficient kitchen back-up service.

Lighted pumpkins on the Staff Lounge tables cast eerie shadows on the walls as the Headquarters staff enjoyed a Halloween Party. Frosted donuts, cider, candy, and coffee were served while colorful witches, skeletons, and bats watched from the walls and ceilings.

Luncheons and ...

Temporarily, Headquarters "lost" Mrs. Anna Elafros, when she retired. The occasion was marked by a gala buffet luncheon at the Kungsholm Restaurant on May 28, attended by 90 people. Among them were six special Staff Association guests - her two sons and daughter and their spouses. The Staff Association presented Mrs. Elafros with two pieces of luggage, with the warning not to travel too far afield as she was still needed at headquarters. Anna took note, continues to turn up spry and lovely for a day's work twice a week.

In early August, nearly 70 friends attended a farewell luncheon for Mary Cradick of the Executive Office at the Penthouse West Room of the Knickerbocker Hotel--quite a glamorous occasion. David Clift presented Mary with a charming nosegay of tiny roses, and the Staff Association gave her a handsome pen, pencil and ball-point pen set, engraved with her initials. Mary left ALA to fulfill an ambition to train as a nurse.

A farewell luncheon in honor of Al Trezza, Associate Executive Director for Administrative Services, was held at the Drake Hotel on November 19. Mrs. Trezza was among the 100 guests. The Staff Association presented the guest of honor with an engraved pewter bowl. Mr. Trezza left ALA after 10 years to accept an appointment as Illinois State Librarian.

... Receptions

The Tip Top Tap room at the Allerton Hotel was the scene of two farewell receptions. Eleanor Ferguson, Executive Secretary PLA and now with the New York State Library in Albany, was the guest of honor at a reception

early in September. The Staff Association presented her with a handsome sterling silver pin and matching earrings. In mid-October there was a reception in honor of Jack Hagopian, Advertising Sales Manager, who left ALA after 10 years. His gift was a pair of engraved gold cufflinks.

Christmas Party

The Social Committee is busy making final plans for the ALA Staff Association holiday party and luncheon which will be held on Thursday, December 18, in the Boulevard Room of the Sheraton-Chicago Hotel.

I & W REPORTS

The Information and Welfare Committee is now under the leadership of Nancy O'Sullivan (AASL) following the resignation of Eileen Mahoney. Thanks to the efforts of the committee and ALA, there is no longer any excuse for slipped slips and run nylons among ALA distaffers (as though these dreadful things ever happened to us). Full-length mirrors have been installed in all the women's washrooms. And as a bonus--sturdy clothes hooks, too.

The Staff Association made possible television viewing of the two moon shots, the first on July 16, the second on November 14. In addition to television sets hired for each occasion, Staff Association member Helen Cline (Publishing, 2nd Floor) brought her set in to make it easier for a crowded house to watch comfortably on each occasion. Successful splash-downs let everyone breathe easier, too.

And now, more summertime news.

ANNUAL CONFERENCE AWARD

A major staff Association activity is the annual Conference Representative Award. At a membership meeting this spring, it was voted to change the name from "Merit Award" to "Conference Representative Award," and to include in addition to the \$150 award, up to \$25 for tickets to events of the winner's choosing. This year, all eligible members but one disqualified themselves, and on the vote of the Executive Committee, the award went to that one person--Mrs. Marguerite Kettering of the Booklist and Subscription Books Bulletin.

Here is Marguerite's story of that (eventful?) week:

KALEIDOSCOPE OF ATLANTIC CITY

MARGUERITE KETTERING

As Thornton Wilder said, "Life is terrible and wonderful." So, too, the ALA Annual Conference for me. Beginning with the night before my first flight in years - when I had to have a heating pad on my feet to counteract the chill of fear - things wonderful and terrible kept happening. The terrible things were my fault because I was truly addled by the kaleidoscope

of events. (I lead a guilt life you know.)

I lost everything - notes, a prized bracelet, and my daughter's wedding pictures which I had carried about for three days in case I ran into Frances Henne. When we finally met for lunch they were gone.

I lost my program on the way back to the hotel one day and missed a meeting I wanted to attend. I made an engagement with Mary Simon whom I really cherish, went to the hotel to rest until we met, fell asleep over my book and missed our meeting. Oh woe! Was I the person to send to Conference? On the positive side:

1. The plane didn't crash.
2. I met a number of my friends from around the country.
3. Heard Helen Hayes speak with wit for intelligible drama and literature at the Friends of the Library Luncheon, and was delighted.
4. Was privileged to attend a small dinner given by Follet Publishing Company for the widow of Countee Cullen, the poet, one of my early heroes, and Arna Bontemps, the negro author. He gave me an autographed copy of his latest book.

The conference meetings I attended were most stimulating. I very much enjoyed Senator Case's speech at the opening session in which he asked for opposition to the MIRV weapons program and to cuts in the Federal Budget for education and libraries. Case is an extremely literate, eloquent, and dedicated man. His speech received an enthusiastic reception.

5. Members of the Congress for Change and Junior Members Round Table provided fireworks at the Council and membership meetings by attacking dues plans, ALA structure, and headquarters staff. (We are "Fat cats"). When they tried to push a motion against the ABM system, the parliamentary complexities gave the meeting an Alice in Wonderland atmosphere as amendments to amendments and corrections of amendments to amendments flew about the rostrum. The young fry, some of that dread age of thirty, went into huddles, coached each other and took turns at the microphone.

Altogether the meetings were vigorous and exhaustingly prolonged.

The membership voting seemed contradictory to me. The vote was for the statement against the war, and against publishing a resolution against the ABM system.

6. Attended the inaugural banquet and heard President William Dix speak on understanding man, the universe, the means of livelihood, the uses of leisure, of human dignity and fallibility, and of justice and humility. Altogether it was a very "stirring up" week.

And I thank you all again for the privilege of having been there.

INTERNATIONAL TRAVEL YEAR

There were several Staff Association members making extensive foreign trips this summer, for business or pleasure, to unusual and especially interesting places. Among them, David Clift and Lester Asheim (OLE), went to Japan and Korea. Dr. Asheim also traveled to Australia and New Zealand later in the season. Many people are interested in what really happens on such trips, and to give those who were not able to attend a most interesting verbal report given at a Heads of Units Group meeting, in August, Mr. Clift wrote the following report:

Japanese-American Conference

Some twenty U.S. librarians and professors participated in a conference and two seminars in Japan from May 13 to 24. Included in the American delegation were President-elect Dix, Immediate Past President Mohrhardt, Executive Board Member Thornton, Mr. Asheim, Executive Director of ARL McCarthy, and the Executive Director of ALA.

The conference, entitled The First Japan - U.S. Conference on Libraries and Information Science in Higher Education, was held in Tokyo at the Tokyo Prince Hotel. About 350 were in attendance. Simultaneous translation into Japanese and English was provided. Talks were given by all the American delegates and by representatives of Japanese librarianship and university education. Questions came freely from the floor following the talks.

Following the conference, seminars were held in Kyoto and Nagoya. At these seminars, the American delegates were seated before the audience and responded to subjects previously selected by the Japanese. The seminars were attended by over 100 Japanese.

Throughout our stay in Japan, we enjoyed very special hospitality, including a number of tours to temples and other places of interest.

Our number was drastically reduced following the last seminar in Nagoya. Those who remained - Messrs. Asheim, Mohrhardt, Swank, Welch (USIS), and Clift - flew to Seoul, Korea, on May 27 for the Asia-Pacific Conference on Libraries and National Development.

This general conference included representation from Australia, China, Indonesia, Japan, Korea, Singapore, Thailand, U.S.A, and Vietnam.

Among the resolutions adopted at the end of this conference was one calling for exploration of the possibility of an Asian federation of library associations.

We visited several libraries in Korea - student demonstrations did not prohibit this in Korea as was the case in Japan. We also were guests at "A Night of Korean Folk Music and Dance" in honor of his Excellency the President of the Republic of Vietnam and Madame Nguyen Van Thieu.

The Japan conference was planned by a Japanese Organizing Committee, chaired by Dr. Yosoji Ito, and the U.S. Planning Committee under the chairmanship of Thomas R. Buckman, who is chairman of the ALA International Relations Committee Subcommittee for Liaison with Japanese Libraries. Support of the conference came from Japanese sources and American Foundations.

More Travels, This an' That

Nancy Knight (LTP) took a leave of absence and, with her husband George, spent three months traveling in Europe, the Middle East, and Africa. Furthest--and certainly the most exotic point for Americans - was Abyssinia, where they visited friends in the capital of Addis Abbaba.

Other fourth floor news--via Eleanor Nagy, the Headquarters Reporter news scout for that floor:

Mrs. Adeline Edahl (Headquarters Library) had a most joyous event in the family, the wedding of her son Greg on August 23rd.

William, usually known as Bink, the son of Mrs. Geraldine Taylor (Headquarters Library) has enrolled in kindergarten and this year did his trick-or-treating as a skeleton.

Mrs. Barbara Sicurella, formerly secretary for the Intellectual Freedom Office, gave birth to a lovely girl on October 13th. Her name--Tina Marie.

Joyce, daughter of Eleanor Nagy, who graduated from Oak Park High School in June, entered Southern Illinois University at Carbondale this fall. One of her first requests to home was for a bicycle.

Another blessed event. This one in LTP. The family of Mrs. Marilyn Rogers have two new kittens, born November 1st, to their family cat, Francis Bryant Whitt.

Trial Run

From the third floor comes news that Eleanor Phinney (AHIL) enjoyed a New England fall vacation in her new home (new, that is, to her) on Nantucket Island, off the coast of southeastern Massachusetts. This was in the nature of a trial run before moving there next April, and she began to find out something of both the joys and trials of home ownership. Present opinion--the joys will far outweigh the trials--and the natives are very friendly!

Virginia Baker (ACRL-LAD) a newcomer to headquarters this summer, is working toward an M.A. in Library Science at the University of Chicago. Her husband is also a student there. Ginny likes to cook and sew for relaxation.

For Whodunit Fans

Tauna LeMarbe is the whodunit fiend who is trying to make people think - for goodness sake! Her Mystery Contest--follow those ghostly green foot-steps on the Bulletin Board--already has two winners. Pat Hudson solved the first mystery, and Nancy O'Sullivan the second. Both received little carved wooden animal bookmarks as their prizes. These "Cryptomeria" are handmade in Kyoto Valley, Japan, the only place where this type of wood is found.

The third case is going up and the next prize is going to be a handsome French enamel and gold bookmark.

By the way, did you know that important Staff Association announcements and information are posted on the board at the west end of the Staff Lounge? Tauna, in charge of the board, posts current information from many Chicago organizations ranging from the Art Institute to the Zoo. If you want to know what's doing around town--check the board.

First Floor Chit-Chat

Janice O'Sullivan, (Executive Office) spends Saturday mornings teaching 16 first-graders at Confraternity of Christian Doctrine at St. Bede's School.

Carl Swanson is vacationing with his wife in New Orleans, and then on to St. Peterburg, Florida for two weeks.

Mrs. Elafros is back at work after spending a week in the Hinsdale Hospital. Don't overdo it, Annie.

A dozen yellow roses from the Staff Association said "Congratulations" to Ouida Hunter (Accounting) who celebrated 25 years with ALA on November 20.

The Thanksgiving holiday for most of the people on the second floor was a "basic one" - most gave thanks at home this year. A few got busy with Christmas shopping right after Thanksgiving, and with getting the house ready for the holidays. But for the most part, folks on the second floor spent a very pleasurable holiday at home.

However, three people did go out of town to be with their family and friends. Ruth Bull (Booklist) flew to Maryland to visit her family and friends and, as she says, "to enjoy the gastronomic delights of Chesapeake Bay oysters and homemade mince pies." Helen Cline (Publishing) flew to Oklahoma to be with her family and friends and enjoy a very, very fat turkey with all the trimmings. Pauline Cianciolo (Publishing) went to Wisconsin for the holiday. Bill Rutter took some vacation time, and journeyed to Washington, D. C. for about a week. His Thanksgiving holiday was a mixture of business and pleasure.

It was good to think that on this holiday, so many were doing something perhaps they wanted to do all year and seemingly never found the time - being together and giving thanks.

Private (E1) Richard Banaszekwicz, son of Mrs. Aleksandra Banzekwicz, is presently serving his country at Fort Leonard Wood, Missouri. He was drafted into the Army recently, and has just completed his basic training. The staff would like to extend best wishes to Private Banaszekwicz.

Crusade of Mercy

Shirley Arneson (LTP) took on the work of collecting for the Crusade of Mercy in October and November. This year 48 people gave \$1,879.76, topping last year's collection by approximately \$60.00.

CLASSIFIED CORNER

FOR SALE: Udico Broilmaster. Completely new and unused portable electric broiler, baker, and toaster. List price at Fields and Carsons \$29.35. Sale price \$20.00. See Pauline Love, 5th floor.

Christmas Shopper

Lovely miniature paintings for sale
Floral, wildlife, scenic, costumes,
All hand painted, ready framed
Size: Round, 3 inches in diameter
Price: \$2.00 each, or
2 for 3.00
3 for 4.00
4 for 5.00

Call Tauna LeMarbe, Ext. 294
