



192D TACTICAL FIGHTER GROUP

VANGUARD

VIRGINIA AIR NATIONAL GUARD



27th Year, No. 12

Byrd IAP, Sandston, Virginia

December 1983

From the Commander

As this holiday season approaches and we close out another active year, it is appropriate that we pause for a minute from the ever increasing pressures of the day-to-day demands on our time and attempt to put things into perspective.

Throughout the past year we have faced many challenges, an occasional adversity, and numerous proud moments as Unit Members serving together for a common goal. Solutions may not have always been to our personal liking, but we have continued to perform our duties in a professional and competent manner. This approach is, of course, part of our heritage. We may stagger under the load, sometimes even fall, but we will never stray from the accepted goal of being the best trained combat ready unit in the Air National Guard.

The Ninth Air Force Inspection Team will be with us during the December UTA to evaluate the Management Effectiveness of the Unit. We should all strive to display the cooperative attitude and character this unit has become known for. The end result being one of an even better organization moving into the future. I am extremely proud of each and everyone of you and the part you have in making this a professional unit. History will document that the Virginia Air Guard was strong, willing, and able to meet the challenge and played a vital role in the national defense structure of this great Nation.

I wish each of you and your families a happy and safe holiday season and I look forward to a productive and safe 1984.

Hartwell F. Coke, IV
HARTWELL F. COKE, IV, Col
Commander

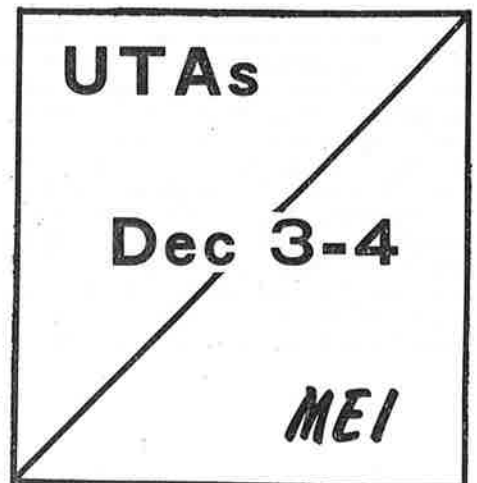


Group organizational emblem approved

The Group has received final approval for an Organizational Emblem from the Institute of Heraldry. The main ideas for the design were provided by TSG Bernard "Beetle" Bailey, Maintenance and Sgt Mary Halapatch, Graphics. Plans are in the process for ordering patches for issue to unit members and a flag to be used at appropriate events.

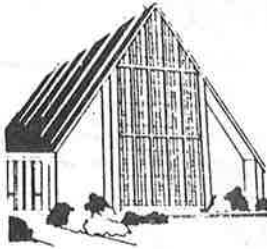
The emblem is symbolic of the Group and its primary mission, which is to fly and defend freedom and democracy. On a background blue and gray to represent aerospace, the theater of operation, and Virginia heritage, two white aircraft depict the dual state/federal role. The yellow lightning bolt indicates speed, and force and the ability to accomplish the mission. The horse and rider facing the theater of operation with sword raised symbolize readiness.

The rider on the pedestal of granite indicates the strong foundation on which the unit is built and the monument alludes to the unit's city of origin, Richmond, Virginia, the city of monuments.



Sunday Services

Sunday 0830 - General Protestant
0915 - Mormon
1300 - Catholic Mass



Your Chaplain is available to you and your family 24 hours a day. Do not hesitate to call him if you think he can help or assist you in any way. His telephone numbers are: "A"-387, "C"-66, or 737-0635 (Home) and 737-1527 (Church).



Six VaANG personnel participated in the CPR instruction course instructed by Major Joan Brumfield and SSG Denise Jones, and assisted by TSG Brenda Bell, TSG Frank Helander and TSG Edward Knight. The course was evaluated by LTC Marlene Ausen and TSG David Gay. The new CPR instructors are (L-R) SSG Kenneth Clark, Comm Flt; SSG Sandra Archer, CSS; Maj David Gossett, Gp Hq's; SSG Pam Dyer, CSS; TSG Robert Wheeler, CAMS; and TSG Donald Foster, CAMS (not in photo).

Training key to Disaster Preparedness

By MSG MICHAEL WOODY

In order to maintain a state of preparedness, everyone should retain certain knowledge concerning Disaster Preparedness. The following is a sampling of that knowledge; see if you are prepared.

The standard warning signals in CONUS are a three-to-five minute wavering tone, which is the signal to take shelter or other protective action, and a three-to-five minute steady tone, which signals peacetime emergency. These signals differ some what from the USAFE standard alarm signals. You should know the distinction between the two. Be familiar with the proper stage of dress and the proper actions under the yellow, red and black colors of the USAFE signals.

It has been determined that none of the buildings on Byrd IAP with the exception of the operations building (3661) which is an emergency war operations shelter, is worthy of being an effective protective shelter. The buildings we use as shelters during our exercises, buildings 3649 (hangar), 3652 (O&T), and 2851 (corrosion control) are just for exercises. In an actual emergency, non-essential personnel would be sheltered off base.

The antidote for nerve agent poisoning is atropine. The number of shots to be administered will be told to you at the time of issue by the medics.

The M258 kit is used for decontamination when the skin is exposed to nerve or blister agents. Contamination avoidance is the process of minimizing or preventing contact with contamination by seeking shelter if outside, and avoiding areas of suspected contamination. Expedient decontamination can be accomplished by decontaminating areas that require handling by using hot soapy water, rags, brooms, mops, pressurized air or water or individual decontamination kits.

Each squadron has a Disaster Preparedness representative who handles all DP-related matters, such as training and squadron information. Look on your squadron bulletin board if you are not aware of who is your squadron representative.

The first thing to do when an attack takes place is to stop breathing, don your gas mask and take cover. Remember, the three things your mask will not protect you against are carbon monoxide, ammonia, and any atmosphere that does not have sufficient oxygen to

sustain life. To don your gas mask put your chin in first then pull the head harness over your head. Check the seal by placing the palms of the hands over the inlet valves on each side of the mask. Be sure your mask contains green ring filters. These filters are the only ones that will protect you from chemical agents.

The VANGUARD is an official monthly newspaper published by and for the personnel of the 192d Tactical Fighter Group, Virginia Air National Guard, Byrd IAP, Sandston, Virginia. The opinions expressed herein do not necessarily represent those of the Adjutant General of Virginia or the Virginia Air National Guard.

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Inspector General to hold waste, fraud and abuse session

The Ninth Air Force Inspector General will be available to receive information concerning fraud, waste and abuse between 1400-1500 hours, Sunday, 4 December 1983, Room 1, O&T Building.

Any unit member desiring to meet with the IG during this time should contact any inspector or the IG administration office at Ext. 477 for an appointment. Supervisors should ensure personnel who desire to meet with the Inspector General are afforded the opportunity to do so. Personnel who desire an appointment should attempt to complete an AF Form 635, USAF Fraud, Waste and Abuse Disclosure, prior to the scheduled period. Forms can be obtained from Major Evans, O&T Bldg, Rm 3, Ext. 368, if desired. Completion of the form is not a prerequisite for an appointment.



Star is born

Hollywood is still 'talking' about the outstanding performances in supporting roles of (l-r) MSG Charlie Udriet, TSG Neal Woods and TSG Robert Lamb. The three 192nd members were extras in the making of the MGM TV mini-series, George Washington, recently filmed in Yorktown and scheduled for airing next Spring.



Bonus program realigned

The management of the ANG Incentive Bonus Program for FY 84 has been revised to place even more emphasis on precision recruiting and reenlistment of personnel with critical skills. To achieve this, enlistment and reenlistment bonus eligible AFSCs have been divided into three categories: A, B, and C. Category A has the highest priority to receive available monies followed by Category B and C. All other requirements for the Incentive Bonus Program remain the same and program participants must meet all other requirements of the program before a bonus can be paid.

Effective 1 Oct 83, the following AFSCs are designated as Bonus AFSCs for the 192d Tactical Fighter Group for the first half of FY 84.

<u>CATEGORY A</u>	<u>CATEGORY B</u>
461X0	12250
	32550
	46250
	81152

A holiday message to the members of the armed services

From - Secretary of Defense Weinberger:

For all Americans, and for countless other people all over the globe, this holiday season is special.

Customs, traditions and ways of marking this season may vary, but for all these people it is a festive time of warmth and sharing.

As Americans, we are especially fortunate to be citizens of a prosperous, peaceful Nation in which we can observe this time according to our own traditions. For this, you, the members of the armed forces, deserve much of the credit.

Throughout this troubled world, the vigilance and readiness that you personify act as a shield to protect our legacy of peace and freedom. Because of your duty and sacrifice, our Nation and our allies are more secure.

I join with your commanders in thanking you for a job that is very well done.

No matter where this special time finds you, may you, your families and friends and our many dedicated civilian employees around the world have a Joyful Holiday and a Healthy and Happy New Year. The Nation is very grateful to all of you, and I am personally extremely proud of your great service to us all.



Recent enactment affects guardsmen

By CMS JACK MAYNARD
Senior Enlisted Advisor

On 24 September 1983, President Reagan signed the Defense Authorization Act into law; 1 October 1983 was its effective date. Some items of interest to the Guard and Reserve - a new position in the DOD an Assistant Secretary of Defense for Reserve Affairs (not yet selected) - a 4% pay increase effective 1 April 1984. However, if the Federal Employees receive their 4% pay increases 1 January 1984, the effective date for the military increase will also become 1 January 1984 - portal-to-portal medical coverage if injured enroute to or from training assemblies - initial military obligation extended from six to eight years if directed by the Service Secretary - no more VHA payment for tours of less than 140 days - authority to conduct a test by the Guard and Reserve in use of the commissary at times other than Annual Field Training. This test program has not yet been written and the areas have not been selected. Congress wants a complete report and recommendation by 30 June 1984. Military retirees will in all likelihood not get their cost of living adjustment unit 1 January 1985.

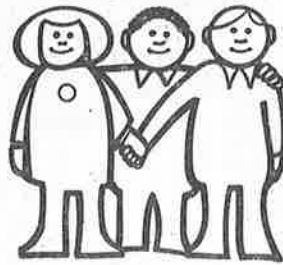
APPROPRIATIONS BILL

The House and Senate conference may have much work to do before defense money becomes available. The Senate is directing retirees and military dependents pay \$10 a visit to clinics for outpatient care, \$100 limit annually, and for active duty folks a cap on VHA. Both House and Senate Committees agree to pay an IRR enlistment bonus. Both at this time agree not to provide funds for Hazardous Duty Pay for certain toxic fuel handlers.

Tuition assistance

All requests for tuition assistance for the winter quarter or spring semester must be submitted to the Base Career Advisor not later than 4 Dec 83. New application forms may be obtained from the BCA, Ext. 381. Late applications will not be accepted.

Human Rights Day
Dec. 10, 1983



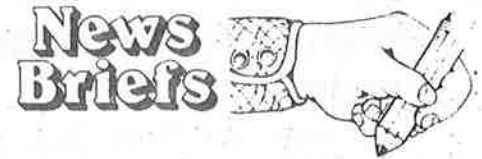
Human Rights Week
Dec. 10-16, 1983

Unit vacancies

The Virginia Air National Guard currently has vacant positions within the unit in the following listed positions:

AFSC	TITLE	#	PSNS
201X0	Intelligence Spec1	1	
322X2B	Avionic Sensor Sys Spec1	1	
325X1	Avionic Inst Sys Spec1	1	
328X1	Avionic Nav Sys Spec1	1	
328X3	Electronic Warfare Sys Spec1	1	
423X0	Acft Elect Sys Sp	1	
423X1	Acft Environmental Sys Mechn	1	
423X5	Aerosp Gnd Equip Mechn	4	
461X0	Munitions Maint Spec1	16	
462X0	Acft Armament Sys Spec1	21	
551X0	Pavements Maint Spec1	1	
552X0	Carpentry Spec1	2	
552X1	Masonry Spec1	1	
552X2	Metal Fabricating Spec1	2	
552X2	Metal Fabricating Spec1	1	
552X5	Plumbing Spec1	1	
553X0	Engineering Asst Spec1	1	
571X0	Fire Protection Spec1	1	
622X0	Food Service Spec1	6	
631X0	Fuels Spec1	1	
672X2	Financial Svcs Spec1	2	
753X0	Small Arms Spec1	1	
702X0	Administrative Spec1	9	
811X0	Security Spec1	4	
811X2	Law Enforcement Spec1	1	

The positions listed above are located in the various units within the VaANG. Positions listed above provide for some upward mobility for individuals who are interested in retraining into another career field. Information about these positions (i. e., qualification requirements, authorized grades, unit of assignment, etc.), can be obtained in the CBPO from either the Base Career Advisor or the Customer Service Center, Ext. 309/310. If you are interested, stop in and see us.



The Audio Visual Services Section will conduct Projectionist Training classes on a regular basis. Instruction will be given in 16mm film projection and videotape playback equipment. All sections which require this type of equipment for training purposes should have at least one qualified projectionist. To schedule individuals for the projectionist training class contact MSG Robert Flournoy or TSG Marshall, Ext. 342.

Any administrative personnel interested in performing Annual Field Training at McGhee Tyson should contact 1LT Ralph Barker on Ext. 318.

More than 44 passengers, most of them wives of 149th TFS pilots, spent part of the November UTA watching the Virginia Air National Guard put its A-7D's through their paces. The passengers were treated to orientation flights aboard K1 135's from the New Hampshire Air National Guard's 157th Air Refueling Group. Each of three two-hour flights took the passengers over southeastern North Carolina, where they watched mid-air refueling operations. They then flew over the Dare County range where they observed gunnery exercises.

MOENUS

SATURDAY LUNCH

- Beef Tips Over Rice
- Buttered Broccoli
- Bread
- Salad Bar with Assorted Dressings
- Coffee Iced Tea Milk
- Pudding

SUNDAY LUNCH

- Meat Loaf or Baked Ham
- Sweet Potatoes Macaroni Salad
- Biscuits
- Salad Bar with Assorted Dressings
- Bread and Butter
- Coffee Iced Tea Milk
- Chilled Fruit

OPSEC Update

By LTC GEORGE W. DAVIS



UNION OF SOVIET SOCIALISTS REPUBLICS
KOMITET GOSUDARSTVENNOY BEZOPASNOSTI (KGB)
COMMITTEE FOR STATE SECURITY
STATE SECURITY BUILDING, MOSCOW

REPLY TO ATTN OF: CPSU/KGB

7 November 1983

SUBJECT: Letter of Appreciation

TO: 192d Tactical Fighter Group -OPSEC Monitor

1. In celebrating the 66th Anniversary of our Great October Socialist Revolution, both my staff and I would like to take this opportunity to congratulate your unit on another very successful year. When I recently became Chairman of the KGB, replacing Vitaly Fedorchuk, I had a great deal of apprehension about the support I would receive from units similar to yours. My very good friend, Yuri V. Andropov had assured me that I could depend on your unit for support -as usual, he was correct. He spoke very highly of your unit, and the assistance rendered by your personnel during the 15 years he was Chairman of the KGB. During the past few months, I have learned a great deal about your unit, and am looking forward to monitoring your progress in the years ahead.
2. Although our two societies are somewhat different, we both share the same primary goal: world peace. Of course we think that our methods are more effective than yours. The Soviet Union has not experienced the numerous disruptive demonstrations which have taken place in the United States. Our people are more dedicated than yours, and are willing to make more sacrifices in order to achieve our objectives. As you are aware, it was through this dedication and sacrifice of our citizens during the Great Patriotic War (WWII), that we were able to defeat the Axis Powers.
3. We are most appreciative of the fact that in your open society, we are able to obtain vast amounts of information, whereas, in the Soviet Union this information is not readily available. Security in the Soviet Union, is a key factor in our outstanding readiness posture. Contrary to popular belief, we are still interested in the information which your personnel can provide our agents. Information such as problems with your computer systems, availability of parts, fuel contamination, deployment problems, aircraft capabilities/limitations, weapons and tactics, and attainment of unit training objectives. All of these factors provide our staff with an excellent idea of your capability. Through telephone conversations and discussions with some of your personnel, we have developed a very comprehensive package on the 192d TFG. A lot of information which your personnel seem to think is unimportant or non-sensitive, has proven to be quite significant in developing our program on your unit. It is this type of support which makes my task both productive and rewarding.
4. It almost seems as if some of your personnel are totally unaware of our existence. Since the United States is so easy, one of our biggest problems is determining which of our personnel will be assigned to operate in your country. Although we have made considerable progress in Afghanistan, Cuba, Iran, Nicaragua, Poland, and even in some NATO countries, the U.S. remains the number one choice of our agents.
5. In closing, I would like to thank all of the members of your unit for the contributions which they have made on behalf of World Socialism and peace. I look forward to hearing from the members of your unit. KEEP TALKING -you have a receptive audience.

Your Friend,

Viktor Cherbikov

Rollings selected new Career Advisor

On 1 December 1983, MSG John C. Rollings became the new Base Career Advisor for the 192d Tactical Fighter Group.

Sergeant Rollings brings with him many years of experience in the military personnel career field. Prior to his joining the Virginia Air National Guard through the "Palace Chase" program, he served with the active Air Force for 10 years, from 8 April 1966 to 27 May 1976.

During that time, he served in Turkey, where he was NCOIC of the Base CBPO, with responsibility for all office functions. He held several other active duty assignments at various bases, most recently as Training NCOIC at Tactical Air Command Headquarters, Langley AFB.

Sergeant Rollings joined the Virginia Air National Guard on 28 May 1976. His latest assignment with the unit was NCOIC of the Customer Service Center. As the new Base Career Advisor, he will be tasked with aiding unit commanders in establishing sound retention programs; providing training to individual Unit Career Advisors; counsel and conduct career planning sessions with unit members; conducting staff visits to all units; evaluating recommendations and suggestions that have an impact on retention; and providing briefings on the various retention programs, entitlement benefits, etc. These are only a few of his many duties.



Sergeant Rollings is a graduate of the Strategic Air Command NCO Academy. His military awards and decorations include two Air Force Commendation Medals, the Small Arms Expert Marksmanship ribbon, the Air Reserve Forces Meritorious ribbon, two Air Force Longevity Service ribbons, and the National Defense Service medal.

Sergeant Rollings is single and resides in Elberon, VA, where he and his parents own a fertilizer and grain sales business. John spends much of his free time with the local volunteer fire department where he is department fire chief.

MSG Rollings' office is located in Room 22 of the O&T Building, Ext. 381. Stop in and see him, or give him a call.

'Ask the BCA'

- Q. I have been told by my supervisor that I can't get promoted because there are so many overages. Yet, I still see the recruiters enlisting new people into the unit. I feel like I am not getting a fair shake. Can you tell me the truth?
- A. First of all, your supervisor is telling you the truth. Current group policy states that to be considered for promotion to the grades of E-5 thru E-7, there must be no overages, either body or grade, within an individual's AFSC. Of course, all other requirements of ANGR 39-29 must be met. At the present time, manning within the 192d TFG is 95% of our authorized strength. Most AFSCs are full and because of the Special Promotion Program, most AFSCs are overgrade. This is your problem. We are very fortunate that the recruiters are able to bring in those new people. They are being enlisted into the lower graded AFSCs, which no one wants to cross train into, such as Weapons 46XX0 and Food Service 622X0. With the new NGB's goal of no overages within any AFS by 1987, we must face the fact that promotions will be slower than in the past. However, as retirements increase, coupled with normal attrition, promotions are likely to again open up.

FRAUD-WASTE & ABUSE

FRAUD - WASTE - AND ABUSE

LOCAL HOT LINE

EXT 368

NATIONAL TOLL FREE NUMBER

1-800-452-7500

Center geared to assist members

Are any of these questions applicable to you?

1. Do you have questions about military retirement?
2. Do you want to know about military promotions?
3. Have you changed your marital status?
4. Have you moved recently?
5. Are you interested in retraining?
6. Are you unsure of the awards and decorations you are authorized?

7. Do you want to change your SGLI coverage?
8. Have you recently acquired a new dependent?
9. Do you have questions about On-Job-Training?
10. Are you eligible to enroll in the Community College of the Air Force program?

If any of these questions apply to you, you should stop by the CBPO Customer Service Center in the O&T Building, Room 24, or call Ext. 309/310. Remember, the Customer Service Center is there to help y

Winter wonderland exposure may prove fatal

By TSG L.P. DUTTON

Cool weather is once more upon us and once more we must be alert for signs of cold weather-type injuries. Most cold weather injuries are not immediately noticed by the victim until after it has occurred. There are two types of cold injuries, local and generalized, and both are caused by the body's inability to replace the heat that has been lost.

The local type injuries include frostnip, frostbite, and trenchfoot. Frostnip and frostbite can occur involving the hands, arms, feet, legs, nose, and ears mostly. Trenchfoot is often called immersion foot. This is a problem where the feet and lower legs remain in water that is at or near freezing temperatures. This affects the circulation and can damage the skin, muscles, and nerves in the feet.

These local type injuries can be treated by the removal of any wet clothing, gently rewarming the affected parts, and seeking medical attention, especially for frostbite and trenchfoot. DO NOT open any blisters that form and DO NOT rub or massage the affected part. The ice crystals in the skin acts like broken glass and can damage the skin more than by letting it rewarm slowly.

The generalized cold injury differs from the localized type in that the localized affects the surface of the body and the generalized affects the whole body. The medical term is "hypothermia" (below normal temperature) and an older, better known term is "exposure". This condition can occur at temperatures well above freezing.

The survival range of temperature in the human body ranges from 75°F

to 112°F (normal body temperature is 98.6°F). As the body temperature decreases, so does the body's ability to function. When the body temperature falls below 91°F, the body cannot replace the heat that it

has lost by itself, muscle movement becomes jerky, and the person cannot think clearly. Below 85°F, the heartbeat and breathing slows and the person loses consciousness. When the body temperature falls below 75°F, the heart and breathing centers in the brain fail and death results.

-The victims should receive the following care:

**Remove any wet clothing and replace with dry clothing if possible (wet clothing loses heat about 240 times faster than dry clothing). Prevent further loss of body heat.
**Seek medical attention.

-The best treatment of cold weather injuries is prevention. To help to prevent cold weather injuries:

**Recognizing the problem before it becomes critical.

**Avoid fatigue or exhaustion. Avoid sweating.

**Prevent excessive heat and energy loss with the insulation of dry clothes and windproofing.

**Rewarming to normal those who are shivering before further activity.



WIND CHILL CHART

ESTIMATED WIND SPEED MPH	ACTUAL THERMOMETER READING °F											
	50	40	30	20	10	0	-10	-20	-30	-40	-50	
	EQUIVALENT TEMPERATURE °F											
CALM	50	40	30	20	10	0	-10	-20	-30	-40	-50	
5	48	37	27	16	6	-5	-15	-26	-36	-47	-57	
10	40	28	16	4	-9	-21	-33	-46	-58	-70	-83	
15	36	22	9	-5	-18	-36	-45	-58	-72	-85	-99	
20	32	18	4	-10	-25	-39	-53	-67	-82	-96	-110	
25	30	16	0	-15	-29	-44	-59	-74	-88	-104	-118	
30	28	13	-2	-18	-33	-48	-63	-79	-94	-109	-125	
35	27	11	-4	-20	-35	-49	-67	-83	-98	-113	-129	
40	26	10	-6	-21	-37	-53	-69	-85	-100	-116	-132	
WINDS OVER 40 MPH HAVE LITTLE ADDITIONAL EFFECT	LITTLE DANGER FOR PROPERLY CLOTHED PERSON			INCREASING DANGER				GREAT DANGER				
				DANGER FROM FREEZING OF EXPOSED FLESH								



Library opens in Social Action's office

By 1Lt Gary A. Wood

The Social Actions Office has opened a library offering books dealing with a multitude of subjects. These books deal with subjects directly related to the work we do in the Social Actions Office. These subjects are related to Human Relations and/or Drug and Alcohol Abuse. The system will allow you to check out a book on a UTA weekend with it being due back in the library the next UTA weekend. These books are excellent reading and very informative. The following is a listing of some of the books we have on hand. Come see us and read and learn.

1. Strangers at the Door, by Ann Novotny, 250 pg, about migrants to America.
2. A Nation of Immigrants, by John F. Kennedy, 111 pg.
3. Ethnicity In American Life, by J.H. Franklin/T.F. Pettigrew/R.W. Mack, 47 pg.
4. Understanding You and Them (Ethnicity), by Carlos E. Cortes, 61 pg.
5. Race Awareness In Young Children, by Mary Ellen Goodman, 323 pg.
6. A History of Women In America, by Carol Hymowitz and Michaele Weissman, 400 pg.
7. Anti-Semitism Awareness, by Nathan M. Landman, 14 pg.
8. Anti-Semitism: A Case Study In Prejudice and Discrimination, by Milton Yinger, 80 pg.
9. Without Bias: A Guidebook For Nondiscriminatory Communication, by The International Association of Business Communicators, 77 pg.
10. Out of Many: Cultural Pluralism In the United States, by Oscar Handlin, 32 pg.
11. Racially Separate or Together, by Thomas F. Pettigrew, 27 pg.
12. Preferential Treatment and Quotas, by B.R. Epstein and Arnold Forster, 31 pg.
13. Patterns Of Minority Relations, by R.W. Mack and T.S. Duster, 62 pg.
14. Negro American Intelligence, by Thomas F. Pettigrew, 46 pg.
15. Black Americans In Defense of Our Nation, by Department of Defense, 176 pg.
16. The Record: Black Experience In America 1619-1979, by N.A.A.C.P. and Anti-Defamation League, 16 pg.
17. Prejudiced - How Do People Get That Way?, by William V. Til, 32 pg.
18. Prejudice and Society, by Earl Raab and S.M. Lipset, 48 pg.
19. ABC's of Scapegoating, by G.W. Allport, 35 pg.
20. Prejudice and Race Relations, by the New York Times, 270 pg.
21. The Nature of Prejudice, by G.W. Allport, 537 pg.
22. The Tenacity of Prejudice: Anti-Semitism In Contemporary America, by G.J. Selznick and Stephen Steinberg, 248 pg.
23. Prejudice Project, by the University of Nebraska, 115 pg.
24. The Federal Civil Rights Enforcement Effort - 1974, by the U.S. Commission on Civil Rights, 201 pg.
25. A Guide to Federal Laws and Regulations Prohibiting Sex Discrimination, by the U.S. Commission On Civil Rights, 189 pg.
26. Statement On Affirmative Action, by the U.S. Commission On Civil Rights, 12 pg.
27. Sex Bias In the U.S. Code, by the U.S. Commission On Civil Rights, 230 pg.
28. Women, Alcohol and Dependency, by the Johnson Institute, 23 pg.
29. Chemical Dependency & Recovery Are A Family Affair, by the Johnson Institute, 38 pg.
30. The Family Trap: A Chemically Dependent Family, by Sharon Wegscheider, 22 pg.
31. Services For Children of Alcoholics, by U.S. Dept of Health and Human Services, 191 pg.
32. Alcohol and Health, by the Secretary of Health, Education, and Welfare, 170 pg.
33. How to Live With A Problem Drinker and Survive, by Dr. Gary G. Forrest, 117 pg.
34. Here's To Your Health: The Sobering Facts About Social Drinking, by Joyce Hoffman, 89 pg.
35. A New Connection: Compulsive Drug Abuse, by John H. Frykman, 116 pg.
36. Coping With Alcohol, by Gail G. Milgram, 108 pg.
37. The Drug Dilemma, by Sidney Cohen, 139 pg.
38. Narcotics - An American Plan, by Saul Jeffee, 192 pg.
39. Marijuana - The Second Trip, by Dr. E.R. Bloomquist, 434 pg.





HOT IDEAS

**ARE
YOU**

HUNTING



FOR A

SENSIBLE

Christmas

IDEA

YOU ARE NOT ALONE!

Well,

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KEY...**

**\$25.00
plus tax**



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HISTORY BOOK**

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OR CALL MAJOR EVANS, EXT 368

