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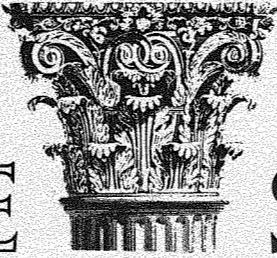
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JAN., 1969



THE SACRAMENTAN

THE OFFICIAL PUBLICATION OF SACRAMENTO CHAPTER NO. 2, CALIFORNIA STATE EMPLOYEES ASSOCIATION



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Governor Reagan Speaks to the State Employees
SEE PAGE FOUR

PRESIDENTIAL COMMENTS

by
Ted Thatcher



President
Sacramento Chapter No. 2

The old year is over and the new one begins. For state employees it was a year of accomplishment and defeat, success and failure, three steps forward and two steps back, like other years and yet different as we continue for the most part to move forward toward accomplishment of our objectives. Even in defeat there is partial success. While we were yet unable to obtain full state payment for our health insurance, we were able to increase the payment from \$6 to \$8 per month—\$24 a year more. State employees' salaries were also increased; not as much as they should have been, but some.

Even in our complete failures, groundwork is laid and progress is made toward the recognition of ideas and legislation, so that later this year, or in future years, the program will gain acceptance as opposition gradually diminishes. A climactic change takes place.

This year could be a big one for state employees. This could be the year that we gain the right to sit down and discuss problems with management on an equal basis. This may be the year for formal representation legislation.

As a chapter, this must be the year we encourage and strengthen our ties to the state organization and to the community. Let us in every way present an image of accomplishment, dedication, and awareness of ourselves as an integral, important part of the economy of our city and our state.

Happy New Year!

THE  SACRAMENTAN

WALTER R. RANK—Officer in Charge

E. W. ROBESON—Editor

RICK PARROTT—Staff Photographer

PUBLICATIONS COMMITTEE

ANNE MUMA
Chairman

VINCENT STREI
RON SMITH

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Chapter Headquarters Office

1108 O Street - Phone 443-6217

CECELIA STAMPHAR
Administrative Assistant

CHAPTER 2 OFFICERS

TED THATCHER
President

RALPH LEHMAN
Vice President

SAM RICE
Secretary-Treasurer

GEORGE VOGEL
Junior Past President

WALTER RANK
Director of Organization

VIVIAN PLANK
Director of General Welfare

HELEN MATHENY
Director of Membership

MARIAN NEUBERGER
Director of Activities

The Chapter 2 business office is open from 8 a.m. to 5 p.m. weekdays (excluding state holidays), except for lunch hour from 1 to 2 p.m.

New Institute on Government, March 12-13, Offers State Workers a Variety of Subjects

The 28th Annual Institute on Government, to be held on March 12 and 13 in the El Dorado Hotel, will offer an exciting program, according to Paul Hays, program chairman. The 1969 theme, "Your Government, Today and Tomorrow," reflects the broad array of panel discussions planned for the event. General Chairman Byron Moss of Chapter 2, sponsor of the annual event, has promised the finest Institute ever, and the results of the planning thus far indicate his optimism is well founded.

Hays, of Chapter 146, along with co-chairman John Hannon, Chapter 134, has released a tentative list of panel discussions available to this year's participants:

California, 2000 A. D.—A look at what we may expect in the Golden State 41 years hence

The Public Employee and the Public—The all-important relationship in public service

The Changing World of Education—The problems now confronting us, and what's in store

Do You Have a Problem?—How CSEA works to help the employee who needs guidance and advice

Are You a Supervisor or a Superman?—A candid look at the roll of the supervisor in state service

Value Analysis—How the consumer can get the most value for his ever-shrinking dollar

Are We Really Different?—An analytical approach to the real and imagined differences between people

The Promotional Process—A frank discussion and evaluation of the existing system in civil service

Public Employees in Politics—The employees' rights and restrictions under the law regarding political action

Communications Workshop—The many facets of communication with our fellow man

Human Understanding—How well we understand the other fellow—and ourselves

Taxes and the Little Man—That constant contribution to government by the man in the middle

The State's Role in the Poverty Program—An examination of what the state does, or should do, with the problem of poverty

Instant Intelligence—A panel discussion guaranteed to make you think

Employer-Employee Relations—An enlightened approach to the oldest of relationships

Law Enforcement—More information on an area of growing concern in the nation

This list of panels is by no means complete—others will be announced shortly, along with the moderators and panel members. It is, however, a good indication of what is in store for those state employees who want to learn more about what's going on in state government.

In addition to the panels, workshops, luncheons, and guest speakers, there will also be a continuous showing of automated equipment, in a show called (appropriately enough), "What's New in Automation?"

Governor Ronald Reagan will be the luncheon speaker on March 13, and other speakers, including the keynoter for each of the two days, will be announced as the schedules are confirmed.

State employees should plan now to attend the Institute on Government. Tickets are \$4.00 for each day, and this price includes the luncheon. No other tickets are available. Tickets may be purchased from all group chairmen and from the Chapter 2 office.

How's Your Image?

DOROTHY A. HAIGHT

Chairman, Public Relations Committee

Does your job require direct contact with the public? In dealing with the public, are you always polite, patient, and willing to give the answers to their questions? If you do not know the answer, do you endeavor to get the answer for them? Even if they greet you with a scowl, do you return their greeting with a pleasant smile and say, "May I help you?"

Sometimes this is very difficult to do, if things at home have gone wrong or if you are tired or have a headache; but if you can treat the public this way, it will help very decidedly to improve the Public Image of the state employee in general.

FOR YOUR INFORMATION

By **VIVIAN PLANK**

Director of General Welfare

This year's legislative session will find high on its list of bills to be introduced by CSEA one requesting an overall 7½ percent salary increase for state employees, plus additional increases for employees whose pay is lagging behind private industry and other governmental jurisdictions: clerical and craft salary inequity adjustments, time and one-half pay for overtime, night shift differential, elimination of salary compactions in all schematic groups, and full payment of health insurance up to a maximum of \$14.00.

Legislation will also be sponsored to improve retirement annuities by seeking the 1/50th formula, which CSEA Chapter 2 delegates have fought to achieve for so long. There will be a request for additional family sick leave and a "heart presumptive" clause for all state employees as a result of certain job conditions.

CSEA will again attempt to gain a meaningful "representation" law, a statute enacted recognizing a majority employee organization as a "one voice" in issues affecting all state employees.

Once again the dire need of an improved grievance procedure is demonstrated in the case of a 26 year employee with an in-grade status of 8 years, who is being forced out of state service on an involuntary transfer to an out of town position. The "compelling reason" given by the Department of Agriculture is that eligibles on list refused to accept promotional transfer to the southern area.

Weakness of present grievance procedure, therefore, forces a senior employee to preretirement from his state position or seek employment elsewhere.

This case clearly demonstrates the need to improve the grievance procedure by providing non-involved, uninterested individuals on the last level of review to arrive at a fair decision not partial to the department, thereby providing an equal and fair solution to the employee as well as employer.

ATTEND EXECUTIVE COUNCIL!

Chapter 2 members are urged to attend the executive council meetings on the third Thursday of each month.

Your group chairman can give you the time and place of the meeting.

Come and express your opinion on the important issues facing Chapter 2.

A Look at the Present and Plans for the Future

I want you to know how much I appreciate this opportunity to discuss with you some of the issues which I believe are of interest and significance to all of us—as employees of the people of California and as citizens of this state and nation.

As state employees, each of us has a unique responsibility; for each of us is paid by the taxpayers of California. This, in effect, means that in addition to having more than 13 million bosses, we are also working for ourselves. Let us never forget that *we are taxpayers, too.*

The job we do reflects on ourselves, in addition to the impression it makes on our friends, our neighbors, and on the millions of other citizens of this state who make possible everything connected with our jobs.

When you consider that during this next fiscal year we taxpayers will invest some *six billion dollars* in this establishment called State Government—in us, in our jobs and in what we are doing—the unique responsibility which we have as state employees becomes increasingly clear.

In April of last year, I had the distinct privilege of honoring—on your behalf—eleven of our fellow state workers for the way in which they handled themselves both on and off the job. It was a privilege which I will always remember. The event was the Medal of Valor Recognition Dinner sponsored by your California State Employees' Association.

In our own way, each of us has the opportunity to reflect our own dedication to the principles we all look for in those we respect as these Medal of Valor winners reflected through their bravery and disregard for self when the lives and safety of others were in peril.

What we do may not be as dramatic as saving another's life, but if it involves sticking to principles which we know are right, then our involvement—our accomplishment—is very important indeed. What's more, it will reflect favorably—not only on ourselves—but more importantly, on our fellow state employees and on the millions of Californians for whom we all work.

California State Employees' Association demonstrated an example of this just recently in its most responsible statement regarding the impropriety of

strikes by the American Federation of Teachers on our college campus. As I said in my recent State of the State Address, it has always been obvious to me that the great majority of our state employees are solid, thoughtful citizens. This recent action by CSEA concerning the propriety of ATF teachers striking, certainly reaffirms this belief.

I hope that we can be of a common mind on other problems we face this year.

During the past two years we have attempted to practice the kind of efficient state government which we—the people of California—expect from those to whom we entrust our hard-earned tax dollars.

We have brought the state from an inherited indebtedness of nearly \$450 million to what we anticipate will be a comfortable surplus on June 30 of this year. I say "anticipate" because there are many variables which can affect this money; variables over which we have no control. Federal policies on welfare requirements and dispute eligibility could collectively cost us thirty million dollars. Other federal controlled policies in the social welfare area could well cost us additional millions.

However, we are in the black and we intend to stay there through the continued application of sound business practices in the running of state government.

In addition, we intend to return to the people a greater share of their tax dollars.

As you may recall, the 1967 tax bill provided for \$155 million in sales tax revenues to be returned to the taxpayers—to you, your neighbors and friends—in the form of property relief.

I also urged—indeed begged—the Legislature to return \$35 million in income tax payments to the middle income taxpayers with large families. We repeatedly emphasized that there was a definite injustice to this group as a result of provisions in the income tax bill; an injustice that the Legislature—in our opinion should—correct. This money, we believed—and still believe—belongs to the taxpayers.

At that time our requests fell on deaf ears.

This year it will be different.



GOVERNOR REAGAN

re by Ronald Reagan, Governor of California



future is in our hands . . ."

We intend to follow up the progress that was finally made during the special session of the 1968 Legislature when our lawmakers passed, and I signed SB 8. As you will recall, this permitted us to place on the ballot—in the form of Proposition IA—a 183 million dollar property tax relief measure. It was approved by the voters and, as you are also aware, we are now receiving the proper forms to fill out from our county tax assessors to enable homeowners to receive \$70.00 property tax rebate.

Very shortly I will present the budget for 1969-70. It will be a balanced budget which will permit us to continue to meet the growing needs of our state, and one which will permit a continuation of our policy of state sponsored local tax relief. In addition, I will propose a substantial reduction in personal income taxes and an overall program of major tax reform.

As I outlined in my State of the State message, we also intend to follow up the progress we have made during the past two years in the major areas which affect the tax dollars and the lives of all our citizens: health and welfare, conservation, agricultural labor, transportation, traffic safety, government reorganization, secondary and higher education, and law enforcement and criminal justice.

Space does not permit us to even summarize the specific points we discussed on these issues in the State of the State Address. I will have detailed information on these and other issues in a series of special legislative messages which I will be presenting very shortly.

However, there are two issues which I would like to have you give some thought to now, so that when legislation is introduced, it will reflect your thinking and—I hope—have your support.

The first issue deals with the relationship of the state with its employees—you and your fellow workers. The second concerns our young people—your sons and daughters—and our California institutions of learning.

Over the years, California state government has generally had a constructive and forthright relationship with its employees and their employee organizations. I believe we need to maintain and build upon that relationship. I look favorably

on proposals to establish a more formalized process of resolving disagreements between government management and public employees as long as that approach is suitable to our constitutional and statutory framework. I would, however, be critical of proposals which would harm the cooperative spirit the state now enjoys with its employees. The taxpayers have a right to expect continuity in the services which their tax dollars support.

As to our young people and our California educational system, I believe we are all greatly concerned about the attacks on this system by small groups of criminal anarchists and latter-day fascists . . . those unruly few who seek to close down the campuses of our universities, state colleges, and even high schools.

I will continue to use every power at my command to insure that safety and security—and the proper academic atmosphere—is maintained on every campus. I am determined that academic freedom and the pursuit of knowledge will be upheld, protected and preserved.

This session I will seek an omnibus program on the safety and security of our educational institutions—to protect the teacher, the student, and the public. Such proposals would, among other things, increase the legal penalties for assaults on teachers and students, provide for the expulsion of students or the dismissal of teachers who interfere with the educational process, and strengthen the trespass laws to keep troublemakers off the campus.

I would appreciate your careful consideration of these and other issues which do effect all of us. We are all working together for a common cause, and that is a better, safer, more prosperous California for ourselves and our children.

We share many things in common—really more than the things on which we may disagree.

We are all employees of the people of California. And we are all taxpayers. As a consequence we have a great interest—personal and financial—in what happens to this state for which we work and in which we live.

The future is in our hands.

Let us build it together.

Portraits

By ANNE MUMA

The 4:30 p.m. to 1:00 a.m. activities of the Bureau of Criminal Identification and Investigation are supervised by T. P. Hunter who stands in for the bureau chief in one of the few state agencies having to stay open for business "after hours."

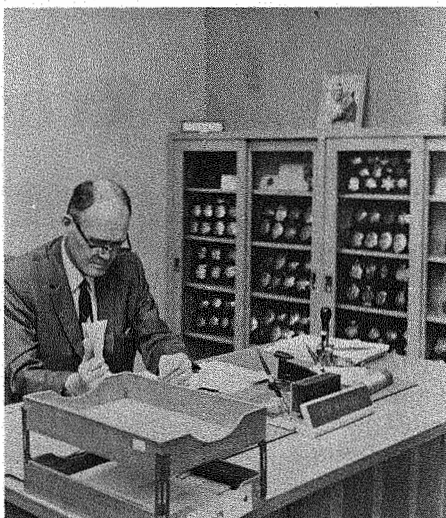
"The Bureau was formed in 1918 through the efforts of local officials to create a service agency where all records and identification information would be centrally located," Hunter explains, "and to provide services, including a crime lab, polygraph (lie detector), modus operandi, photography, or whatever is beyond the resources of the local force."

Files stacked to the ceiling (seven million sets of fingerprints are on file), a super speedy electronic communications and data processing department, plus a large work force to receive, send, and process information, leaves one wondering how any criminal could remain at large for very long.

Law enforcement has been Tom Hunter's life from the day he joined the Alameda Police Department in 1934 during the waterfront strikes. He earned his A.B. degree at the University of California at Berkeley while working with the Berkeley Police Department, and for six years prior to coming to CI&I in 1942 he was special agent for the Board of Medical Examiners, working out of San Francisco and covering Northern California.

Intermittently, he has left the Bureau to pursue other fields of police work, such as the U.S. Secret Service in 1944 (he helped protect Harry Truman); setting up a detective force at the U.S. Naval Supply Center in Oakland; as Public Safety Supervisor during 1947 for the U.S. Office of Military Government in Berlin; and, for the State Department, he went to Venezuela as police advisor in 1964. His extra-curricular activities have included teaching law enforcement, parttime, at Sacramento State College for a period of ten years.

In keeping with his complete absorption in police work, his hobby during the past 33 years has been collecting badges and other artifacts of the trade. How does one acquire a peace officer's badge—symbol of authority, issued individually by number, worn with courage in the face of danger, and cherished by its prideful owner? "You have to have friends" was the instant reply to this



Soon after this story was written, Tom Hunter was promoted to supervisor of special services and moved from night to day shift. He also moved into a new office, where this picture was taken, showing a small portion of his vast badge collection in a glass case along one wall. Our congratulations and best wishes to Tom, an extraordinary fellow and an outstanding state employee.

query, followed by, "there are very few live badges available—most of them have been replaced or superceded."

In the collection and study of some 400 items, Mr. Hunter has found much useful information in connection with police work. The design or type of badge is influenced by historical and geographical trends, and all parts of the world are represented in this unique collection in which each item has had a definite place and purpose in time gone by.

How interesting it is to learn that the original Texas Ranger 5-star badge was cut from a silver peso; that the origin of the 7-point star design in California is unknown; that a badge from Trinidad carries the 6-point star of David; that the billiard ball symbol on a Cornwall badge is really a bezant; that some helmet plates in England bear the sovereign's initials and the St. Stevens Crown design, the latter changed by order of Queen Elizabeth II; and that many badges are bilingual.

A cap piece of the Iceland National Police was a gift from a friend in Ireland, and there is also a mystery badge—a bronze shield, bought in a McAllister Street, San Francisco junk store in 1938. The inscribed "V.P. of S.F." is unrecorded in the city's archives. The badge maker to which it was traced could only verify that "it was made prior to 1906, before the San Francisco fire."

Mr. Hunter's wife, Vi, former clerk in the Los Angeles Sheriff's Office, shares his interest with him, and so do his four children and seven grandchildren.

Our Readers Write

Thanks Expressed

To Vivian Plank, Director of General Welfare—CSEA Chapter 2:

How can a person begin to thank so many people for helping when help was so desperately needed.

All I can say for my family and self is: Thank you from the bottom of our hearts, because that is where your help came from.

Again, thanks to all Chapter members who helped in our time of need when our home was burned to the ground.

Sincerely,

Betty Hull and Family

Special Course for Women is Offered

A special course of training for women will soon be offered by the Hiram Johnson School for Adults. The course, "Investment Securities for Women," is designed especially for the woman who is interested in the subject, but who has found most of the literature available has been written for men.

The woman attending this course may learn the three secrets of acquiring wealth, how to read a financial page, how the economy of the nation affects her, how to lower her taxes, and an explanation of wills and trusts. It is not necessary for the student to have any formal training in finance, nor be an investor.

The course starts Monday, February 3, in Room 504-2 of the Resources Building. Each class—there are nine 1½-hour sessions—is held from 5 to 7 p.m., and the enrollment fee is \$2.

For further information, call 444-6060, Ext. 323.

For the Dog Who Has Everything . . .

In New York, the new "Canine Shield" will insure dogs against accident, sickness, and disease for up to \$100 per incident, for an \$18 premium.

This announcement, carried in the December issue of the "Employee Benefit Plan Review," did not mention whether a dog must be employed to qualify. The article did not say, either, if maternity benefits were included within the sickness clause. Nature being what it is, the insurance carrier could wind up being hounded to death.

Okay, we're sorry.

What's New on Parking?

By VIVIAN PLANK

The Department of General Services has abandoned the idea of a "mass reshuffling" plan of state employee parking spaces to take care of the needs of the employees who will be moving into Office Buildings 8 and 9.

For the next six months, concentration will be on "attrition" of parking spaces, along with a plan calling for the state to build a multi-storied structure by the end of the year, one that would take care of approximately 1,000 vehicles.

Art Collins, of General Services, told CSEA parking committee representatives there will be 885 new parking spaces provided by June 30. These spaces, located west of 14th Street, will be made available by new construction, modifying existing lots by installing card key gates, and freezing assigned spaces which become free when employees retire, resign, or are transferred away from the area.

Mr. Collins stated General Services is presently investigating the feasibility of a 2- or 3-level parking ramp on a square block bounded by 9th, 10th, P, and Q Streets. Hopefully, after July 1, a master plan may be developed and implemented through attrition, multi-story construction, and the possibility of negotiations between the City of Sacramento with regard to the public parking garage located on Capitol Mall, which could possibly provide at least 100 parking spaces at nominal cost to state employees.

Public employee parking is, after all, a community responsibility; therefore, all public agencies—state, city, county, and federal should create a cooperative plan to meet the problem.

Employees will be kept informed of the progress of current plans and any additional information by the committee on parking.

New Year Greeted in Style by Celebrants

The year 1969 was greeted in the proper manner at Chapter 2's annual New Year's Eve Party, attended by scores of celebrants in a festive atmosphere replete with paper hats, noise makers, sparkling champagne, and all the other trappings usually expected at this type of soiree.

"Another hit," said Paul Wulff, chairman of the social committee, and he did not overstate the fact. Chapter 2 members seem to have a knack for knowing just how to dispose of the old and embrace the new.

They should. They do it every year.



ROBERT CARLSON

ED. NOTE: Robert Carlson, CSEA president and Chapter 2 member, held a press conference on December 31 to outline CSEA's position on the then threatened strike at San Francisco State College by the American Federation of Teachers. This statement was considered necessary and appropriate because CSEA represents a majority of the state college faculty, and President Carlson wanted CSEA's official attitude made crystal clear to the public. The major points in his statement follow:

"The California State Employees' Association represents a majority of the members working on the campuses, both the academic and the staff and support people. We have found out that the American Federation of Teachers has called for a multi-campus strike, starting next Monday. Representing what we feel is the majority feeling of the employees on the campuses, we think the CSEA should speak out on this strike call. We firmly believe that our employees, and other faculty members, should support the CSEA in its position to ignore this strike, and we ask them to continue the educational process on the campus. The CSEA firmly believes that its no-strike pledge to the public should continue to be honored.

"We feel that the union . . . is using the strike as a toy; they're using it as a weapon, which is unjustified under the circumstances.

"We believe that the police should be on the campus to protect the teachers who do want to teach, the campus employees who do want to work, and the students who want to attend school."

Travis Hospital Party a Success

CSEA Chapter 2's Christmas Party for Travis Hospital "Big Hit" was the highlight of the year for the patients at David Grant Hospital, Travis Air Force Base. Chapter 2's general welfare committee, with the help of other CSEA members, presented a sumptuous buffet dinner prepared by state employees from various departments. This food was the first home-cooked fare some of the patients have had since leaving home, and was most appreciated and thoroughly enjoyed by all.

The entertainment consisted of the Rowe Bros. excellent band, playing background music for featured entertainers: the "Jazz Debs," a talented dance trio; "Off Broadway Dancers," Bruce Mitchell and his exciting team of Folk Dancers, presenting the vigorous dances of Russia, Poland, Germany, and other European countries; Sherry Brown and her unique "Raggedy Ann" dance, and Drudie Corsiglia in her modern jazz specialty were most popular with the patients, as was the girl quartet.

Chaplain (Capt.) Dan Sarinen and wife, Jane, of McClellan Air Force Base, with Dr. and Mrs. Jenkins, entertained the wounded in the hospital wards. These are the men who could not come to the auditorium.

A number of prominent military guests from surrounding military bases were present as special guests and expressed many compliments for the effort made by the state employees who were involved in this project.

Carl Dahl Appointed Insurance Chairman

Carl V. Dahl, retirement officer with the Public Employees Retirement System, was appointed chairman of the Chapter 2 insurance committee by President Thatcher.

Carl brings considerable experience and expertise to the position, having formerly served as patients' insurance and benefits officer for the Department of Mental Hygiene, and his present employment with the health benefits division of the Retirement System will keep him abreast of current trends and administration of the state plans.

He may be reached at state telephone 5-2133.

Want a Part of the Action? Here's How

By **WARREN MANGELS**
Chairman, CBL Committee

Do you want to know more about how your CSEA Chapter 2 is governed?


Several proposed amendments to the chapter's constitution and bylaws will be presented to the membership for action when the first general membership meeting of 1969 is held on Thursday, February 21.

Following this, the regular executive, council meeting of the chapter will be held. The executive council is the governing body of the chapter, meets once each month, and consists of all group chairmen and the eight constitutional officers. Committee chairmen also attend the meetings to submit reports on committee activities. Chapter members are invited to attend all executive council meetings.

Several amendments to the constitution and bylaws relating to the nomination and election of Chapter 2 officers, group chairmen, and General Council delegates will be recommended by the constitution and bylaws committee at the February 21 meeting. These amendments are a result of certain findings of and conclusions made by a special study committee, of which Helen Matheny, director of membership, is chairman. The special committee was recently appointed by Chapter 2 President Ted Thatcher to study the nomination and election procedures of the chapter.

Other amendments will be proposed by the constitution and bylaws committee at the February meeting.

Looking for a Ride--- or a Rider?

Try the 
State Employees' Car Pool

The parking situation is getting worse, not better. Somewhere near you lives a state employee who needs a ride—or is in a position to provide one. We're in the business of getting you two together. Look on your bulletin board for application blanks, or call Ron Smith at the Chapter 2 office 443-6217. Or call Dorothy Wade at 483-7256.



Chapter 2 President Ted Thatcher, left, stands next to John F. Richardson, western

regional commissioner for the Social Security Administration, as a Certificate of Appreciation is awarded to Jack Langford, mental health insurance coordinator; and to Paul Menz, Medicare procedure specialist. Both employees work for the bureau of patients' accounts, Department of Mental Hygiene, where Thatcher is bureau chief.

Awards Presented to Mental Hygiene Men

Two Department of Mental Hygiene employees were the recipients recently of a rarely given award from the Social Security Administration. Ralph J. Langford and Paul Menz were cited for their help in setting up the Medicare program in Sacramento, and the two were praised by John R. Richardson, western regional commissioner for the SSA, for instituting a new system of hospital billing and accounting in connection with Medicare.

The new system involves a sophisticated computer system, which links 17 state institutions to a central computer complex. The awards, actually Certificates of Appreciation, were presented to the men, both of whom work for the bureau of patients' accounts, at ceremonies held in December.

Legislative Buffet Set for February 26

Late word from President Ted Thatcher says the annual Legislative Buffet will be held February 26 in the Hotel El Dorado. Chapter 2 members are urged to contact the chapter office well in advance of the date to make reservations.

Further information will be announced in flyers this month.

CHAPTER 2 PRESENTS ANOTHER HOBO PARTY



**Friday, February 7
at Newman Center**

Beans, Franks, and Liquid
Refreshment—Plus Prizes
for the Best Costume

Starts at 7 p.m.

Dancing 'til 1 a.m.

Tickets \$1.50

CALL CHAPTER 2—443-6217