September 17: Constitution Bicentennial

September 17, 1987, is the 200th anniversary of the signing of the Constitution. Many celebrations will take place throughout the United States that day. See page 7 for a special feature on the Constitution.

Bob Brown spreads the word about the Constitution at Gull Lake.

Photo by Gregg Szruss
Generals Vander Els and Pratt trade positions

Brig. Gen. Theodore Vander Els became the new division commander during the formal change of command on August 13. Brig. Gen. Joseph Pratt, commander of the North Central Division since August 1985, has been assigned as the deputy director, Plans and Requirements, Defense Mapping Agency in Washington, D.C. Before coming to NCD, Vander Els had held the position Pratt now holds.

Vander Els graduated from the United States Military Academy in 1961, with a bachelor's degree in military science. He also holds master's degrees in civil engineering and nuclear engineering from the Massachusetts Institute of Technology. His military education includes the Basic and Advanced Engineer Officer courses, the United States Army Command and General Staff College, and the United States Army War College.

He has held a wide variety of important command and staff positions, including commander, United States Army Mobility Equipment Research and Development Command; director, Combat Development Directorate, United States Army Engineer School; and assistant commandant, United States Army Engineer School.

Vander Els also was a plans and policy staff officer in the Office of the Assistant Chief of Staff for Plans and Policy, Allied Land Forces Southern Europe, and he served as Chief of Course Development with the Army Engineer School.

While assigned in Europe, Vander Els commanded the 7th Engineer Brigade's 9th Engineers Battalion and served as Chief of the War Plans Branch in the Office of the Deputy Chief of Staff for Operations and Plans, United States Army Europe and Seventh Army.

Vander Els is airborne qualified.

### Corps Calendar

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The EEO Office

The programs...

Conscious discrimination does not seem to be a problem in the St. Paul District. However, Marianne Price, Equal Employment Opportunity Officer, believes that unconscious bias is a problem.

She explained that "we are all biased. We all have developed stereotypes and prejudices..., but we must be aware of our stereotypes and not allow them to warp our judgment." Marianne noted that many people deny that they are biased yet allow their biases to affect their judgment so that they treat others unfairly. The EEO programs attempt to make them aware of their biases and more open to accept others.

Marianne pointed out that the EEO programs cover more than many employees imagine. Some think that the EEO Office deals primarily with complaints about discrimination and harassment. Others believe that it exists to hire women and minorities regardless of their qualifications. But Marianne explained that these are misconceptions and that the main emphasis of EEO is "education and communication" to help the organization and its employees be more successful.

More specifically, EEO covers four major programs: the Federal Women's Program, the Hispanic Employment Program, the Affirmative Action Program and the Complaints Processing Program. Marianne also emphasized that EEO programs involve many people outside of the EEO Office: the EEO counselors, the program managers, the district commander, the supervisors, and the employees themselves.

Handling complaints is usually not the primary function of the EEO Office. "Complaints average about 25 percent of our workload, but because they are a priority, at times they may occupy 100 percent of our time," Marianne explained.

Marianne explained that rather than being employee advocates, the counselors are "objective factfinders." Their job is to sift through the evidence and find out what happened. She also emphasized that any employee may talk to a counselor about any problem.

EEO counselors investigate complaints and advise employees. The district has four counselors: Ken Harrell (CO-RP), Norma Malinowski (CO-PO), Glen Duren (lock and dam 4) and Judy Hutton (lock and dam 3). Joann Meier is also a counselor, but she is not active in that role because she is the EEO Assistant.

The other major EEO programs differ from the Complaints Processing Program in that they can take what Marianne calls a "proactive" approach: they can serve employee needs and avert, not just react to, problems. Marianne explained that the Hispanic Employment Program and the Federal Women's Program respond to legal mandates to increase the representation of Hispanics and women until they achieve "parity"—that is, until the percentages of those groups in the District workforce equal the percentages in the area workforce.

John Mena (LO) and Nancy Sanchez (DC-FE) are the Hispanic Employment Program Managers. Judy Allaire (ED-D) is the Federal Women's Program Manager. The Affirmative Action Program covers all other minorities. Marianne manages that program.

Recruitment of qualified minorities and women are important goals of the district. As Marianne pointed out, "If you do not have an equally distributed workforce, how can you have equal employment opportunity?"

Marianne explained that these goals do not promote hiring minorities or women regardless of their qualifications. All applicants must meet the minimum standards, pass further screenings, and finally be chosen by the selecting supervisor.

"Affirmative action must be a factor if there is underrepresentation in your organization," but it is only one factor among many, "not the sole factor, not the deciding factor, not the tiebreaker," Marianne said. In the St. Paul District, "most supervisors will make responsible decisions," she added.

Although the St. Paul District is not perfect, it is making significant progress, according to Marianne. She believes that the EEO programs have had many successes. Despite hiring restrictions and eroding Federal employment benefits, the EEO Office has helped the district recruit qualified minorities and women. She also believes that people are also becoming more aware.

Marianne hopes that greater employee and manager involvement will generate additional successes. In fact, she invites all District employees to become involved in the EEO programs. "So many employees are hesitant," she said, "but it's their program... We're here to serve them...."

Marianne wants people to talk with her, Joann or the appropriate program managers. If they do not have time to stop in the EEO Office to discuss a question or make a suggestion, Marianne suggests that they just "jot it down and send it to us."

...and the people

Working in an Equal Employment Opportunity Office, Marianne Price explained, can cause "job burnout." It entails working on frustrating problems, trying to change deeply-ingrained attitudes, dealing with frequent interruptions that require immediate attention, and trying to correct misconceptions about the role of the office. But the people who work in the St. Paul District's EEO Office enjoy their work and its challenges.

For most of the past year, the EEO Office has consisted of three people: Marianne, Joann Meier and Trina Cariveau. Marianne's experience has made her familiar with the problems of both employees and managers. She began working for the Department of Agriculture in St. Paul as a clerical employee. She transferred to the Department of Defense and worked in several locations before returning to St. Paul to work for the Immigration and

Continued on page 6
MOB Awareness comes to St. Paul

By Denise Yale
Public Affairs Office

Two months ago, if you had asked a Corps employee in the district office what his or her mobilization assignment was, chances were that they would not have been able to tell you. They probably would not even have been able to tell you what mobilization was or why the Corps was involved in it. But, due to an employee awareness program, by the end of September almost every employee in the district office will have been exposed to the Corps mobilization mission and know what role they would play.

During the fall of 1986, a work group was established to look at improving Corps employees' awareness of the various facets of mobilization. The group focused on three problem areas dealing with mobilization:

1. Awareness of individual mobilization assignments.
2. Lack of individual planning by employees for a mobilization and possible relocation to a shelter in the event of a nuclear attack.
3. Lack of reliable estimates on numbers of people who would use the three Corps-managed group fallout shelters.

The work group consisted of: Dave DePoint, EM—mobilization planner; Suzanne Gaines, PD-ES—sociologist; Chuck Workman, PD-ER—shelter manager chief and Ken Gardner, PA—public affairs officer.

PHASE ONE

The two-hour Mobilization Awareness Drill that was held on July 8 served as the kick-off for the Employee Mobilization Awareness Program. The purpose of the drill was to increase the awareness of district employees about their assignments and to encourage key staff to think more about their unit's activities during mobilization. For most employees, it was their first opportunity to meet with their mobilization supervisors and learn what their assignments would be and what they would be doing.

Employees learned what would happen when the district shifts from civil works activities to military construction. For some employees, there would be little visible impact on their current work assignments during a mobilization, while others would be changing work assignments, work locations and possibly the type of work they would be doing. There would be new resident offices established at Camp Ripley, Twin Cities Ammunition Plant and Fort McCoy. These new work locations would require a sizable number of district employees to move either temporarily or on a permanent basis.

Other areas that were covered during the drill included such topics as organizational changes and the Corps mission in a mobilization.

PHASE TWO

Phase Two of the Awareness Program began immediately after the drill on July 8. Letters were sent to all employees living in the greater metro area, inviting the employees and their families or households to attend a mobilization workshop. The purpose of this phase of the program was to make both employees and their families aware of the Corps mobilization mission and to encourage them to begin thinking and planning for survival if a mobilization should lead to a nuclear attack.

Five workshops were held in July at five different locations around the Twin Cities area, based on the population distribution of Corps employees. Four of the five workshops were filled to capacity, with about 175 employees and household members participating.

Three major areas were covered on the workshop agenda:

1. The Corps Mobilization Mission and mobilization planning.
2. Effects of a nuclear attack.
3. The district shelter and relocation plan.

Toru Fuji, mobilization planner at NCD, visited St. Paul on July 8 to observe the two hour mobilization drill. He is shown with Dave Christenson, chief of Emergency Management, after the drill was completed.
PHASE THREE
The third phase of the Awareness Program will be a videotape on mobilization that will be mandatory viewing for employees who did not attend one of the family workshops. This tape is a 90-minute edited summary of one of the family workshops. It will be available on different videotape formats so that employees can take it home to view on their home VCR. It will also be shown to all new employees after they have settled into their jobs.

PHASE FOUR
The final phase of the awareness program is feedback. After attending a household meeting or viewing the videotape, each employee will get a letter providing the opportunity for them to indicate if they plan on using the district’s group fallout shelters.

A representative sample of employees were surveyed before the awareness program began. Additional employees are being interviewed after each phase of the program. The results of the attitude survey will help determine the effectiveness of the awareness program and areas which might need to be improved.

This program will eventually be taken to the field offices as well so that all employees will know what their mobilization assignments would be.

The Employee Mobilization Awareness Program is an unique solution developed by the St. Paul District. It is not a one-time exercise, but is meant to be an ongoing program that will keep employees aware and informed about a major mission of the Corps of Engineers. An important aspect for the Corps in fulfilling this mission and a major part of the awareness program, is taking care of its employees and their families.

District Safety Officer Ron Scott talks about the effects of fallout and radiation during one of the household meetings. Ron participated in the meetings in his role as district radiological officer. The television cameras belonged to a local television production company who videotaped the meeting under contract to the district. An edited version of the videotaped will be shown in September to all district office employees who did not attend one of the household meetings.

Child care was provided at the household meetings to make it easier for parents to attend the voluntary meetings. At the Saturday morning meeting, Chris Von Kreuzhof, Program Development (left) and Vicki Fetterly, Emergency Management, had their hands full for three hours. Diane Tschida, Finance and Accounting, also helped with the young ones at that session.
Corps employees celebrate Bicentennial

At Gull Lake

What would you do if a man wearing a funny suit and ringing a bell came up to you? Many visitors to the Terry R. Johnson Recreation Area on Gull Lake listen to this man and then come to hear his complete presentation.

The man in the strange suit is Bob Brown, a ranger at Gull Lake. On Saturdays, Bob often walks through the campground dressed in 18th century clothing, ringing his bell and inviting people to a presentation about the Constitution held each Saturday evening at the campground. The presentation is part of a nationwide effort to celebrate the Bicentennial of the Constitution.

At Remer

About 500 people visited the St. Paul District display trailer during the Remer Harvest Festival on August 8. Ed Fitzpatrick, a Corps retiree, volunteered to staff the trailer and did a “marvelous job” according to Area Resource Manager Jim Ruyak.

Many others watched two Corps rangers, Jim Sandberg from Cross Lake and Bob Brown from Gull Lake, who dressed in 18th century costumes for the festival parade. After the parade Bob and Jim put on a program explaining the Constitution. About 100 people attended the program.

Public Lands Workfest 1987 scheduled for September 13-19

“All Americans should take pride in their outstanding public lands. We must all work together for a renewed awareness that these lands are our lands.” With these words from his 1986 State of the Union message, President Ronald Reagan launched the Take Pride in America (TPA) campaign.

The TPA campaign is a partnership of public land managers and private organizations committed to ensuring the wise use of the public lands and resources that belong to all Americans. Because the Corps of Engineers is a major steward of public lands and waters, it is involved in this effort.

As part of this campaign, the week of September 13-19 has been designated Public Lands Workfest.

The St. Paul District is scheduling a number of activities during this week.

At Eau Galle Dam in Spring Valley, Wis., Boy Scouts will help in a shoreline cleanup.

On September 19, the district will dedicate a new handicapped-accessible fishing dock at Lock and Dam 8. The local Walleye Club, which assisted in this project, and handicapped individuals will unveil the plaque. Tours of the facility and an exhibit of the master plan for the site will also be available.

At Lac qui Parle, Minn., the district plans to meet with the Lac qui Parle Lake Owners Association about a program to train volunteers for water quality monitoring. The association has volunteered to help develop and monitor a new water quality program at Lac qui Parle Lake.

In Wheaton, Minn., near Lake Traverse, the district exhibit trailer will be at the Traverse County Fair. TPA information will be available.

The district is also hoping to prepare a Lake Traverse area newsletter by Workfest week. This newsletter, which may be issued twice a year, would keep area residents informed about project-related information, water resources, and flooding.

Girl Scouts tour Lock and Dam 8

On August 4, a group of 31 Girl Scouts from approximately 20 states toured Lock and Dam 8 and listened to a talk by Lockmaster Lavern Horstman. The talk explained the purpose, history and operation of the facility, stressing that the lock and dam was built as a navigational structure rather than for flood control or hydropower.

The visit to the dam was part of a two-week Wider Opportunity program sponsored by the Riverland Council of the Boy Scouts of America and the National Council of the Girl Scouts, USA. The principal theme of the program, “Rollin’ on the River,” is a study of the uses of the river, including industrial and utility uses, navigation, and recreation plus the environmental and political impacts of these uses.

In addition to the visit to the dam, the Scouts took a two-day canoe trip on the Kickapoo River and reviewed the La Farge Dam project. They also toured three power plants, took several boat trips and met with business and industry representatives.

EEO: continued from page 3

Naturalization Service. At INS, she became a Personnel Specialist and later the EEO Officer. Marianne transferred to the St. Paul District 3 years ago.

Marianne maintains an “open-door policy,” because she likes “to help people, listen to what they’re concerned about,” and “help with a problem.”

She gives the people of the St. Paul District credit for minimizing the frustrations of her job. “Some people you’re not going to reach,” but Marianne feels that most people in the district are “willing to listen. If you can communicate, explain, reason with people, then you can make them aware of their biases and open them to change.”

Joann, the EEO assistant, expressed similar beliefs. “Management here cares about their employees, and they are willing to talk with you to resolve a complaint.”

Working in the EEO Office could be “a terrible job” if management did not care, “but they do here.”

Joann has been the EEO assistant since November 1986, although her involvement with EEO goes further back because she served previously as an EEO counselor.

Her job involves “a little bit of everything,” handling complaints, preparing reports, and managing the office. “I like people. . . . I like the job here,” she said. “When you walk in, you never know what might come up. . . . But I like that.”

Trina was with the district for almost a year. She began working here in September 1986 in the Stay-in-School Program. In August she left the district to return to school.
A constitutional quiz

Test your knowledge about our most historic document

WASHINGTON (ARNEWS)—The following questionnaire is adapted from a national survey sponsored by the Hearst Corporation, 925 Eighth Avenue, New York, N.Y. 10019 (Copyright 1987 by The Hearst Corporation; reprinted by permission). Answers and national survey results appear at the bottom.

QUESTION 1: The Constitution of the United States was written in 1787. What was the purpose of the original U.S. Constitution?
(a) To create a federal government and define its powers.
(b) To declare independence from England.
(c) To create the 13 original states.
(d) To make George Washington the first President.

QUESTION 2: Which of the following phrases is found in the U.S. Constitution:
(a) "The consent of the governed."
(b) "Life, liberty and the pursuit of happiness."
(c) "All men are created equal."
(d) "Of the people, by the people, for the people."
(e) None of the above.

QUESTION 3: Which of the following best describes the Bill of Rights?
(a) The first 10 amendments to the original Constitution.
(b) A preamble to the original Constitution.
(c) Any bill involving personal rights that passes through Congress.
(d) A message of secession from the Founding Fathers to the British monarchy.

QUESTION 4: The U.S. Constitution establishes English as the national language, requiring that it be used in schools and government.
(a) True.
(b) False.

QUESTION 5: The U.S. Constitution can be amended by a two-thirds vote of both houses of Congress, provided that three-quarters of the states approve.
(a) True.
(b) False.

QUESTION 6: How many amendments are there to the U.S. Constitution?
(a) 1-10.
(b) 11-20.
(c) 21-30.
(d) More than 30.

QUESTION 7: The President can suspend the Constitution in time of war or national emergency.
(a) True.
(b) False.

QUESTION 8: The U.S. Constitution permits a state to establish a death penalty as punishment for certain crimes.
(a) True.
(b) False.

QUESTION 9: The U.S. Constitution permits a state to legalize marijuana within its borders.
(a) True.
(b) False.

QUESTION 10: The original U.S. Constitution left voting requirements up to the individual states.
(a) True.
(b) False.

ANSWERS AND SURVEY RESULTS:

TO QUESTION 1: (a). The majority of Americans (54 percent) know the purpose of the original Constitution was to create a federal government. One in four (26 percent) incorrectly says the Constitution's purpose was to declare independence from England.

TO QUESTION 2: (e). This confusion with the Declaration of Independence is common. Eight in 10 Americans (80 percent) wrongly say the phrase "All men are created equal" is in the Constitution. Like numbers say that "Life, liberty and the pursuit of happiness" is also found in the Constitution. Another Declaration of Independence phrase, "The consent of the governed," is thought to be in the Constitution by a majority (52 percent) of the American public. Eight in 10 (82 percent) Americans also believe the Gettysburg Address phrase "Of the people, by the people, for the people" is found in the Constitution.

TO QUESTION 3: (a). A majority of Americans (59 percent) do not know what the Bill of Rights is. Only four in 10 (41 percent) know the Bill of Rights is the first 10 amendments to the original Constitution. One in four (27 percent) says it is a preamble to the Constitution, and one in five (19 percent) believes it is any bill involving personal rights that passes through Congress.

TO QUESTION 4: (b). Nearly two-thirds (64 percent) of the American public falsely believes the U.S. Constitution establishes English as the national language.

TO QUESTION 5: (a). Three-fourths (76 percent) of the American population knows the U.S. Constitution can be amended by a two-thirds vote of both houses of Congress, provided that three-quarters of the states approve.

TO QUESTION 6: (c). There are 26 amendments to the U.S. Constitution. Thirteen percent of the American public says there are between 1 and 10; 14 percent says there are between 11 and 20; 22 percent says there are more than 30 amendments. Thirty-four percent correctly gives 21 to 30 as the number of amendments.

TO QUESTION 7: (b). Nearly half (49 percent) of the American population incorrectly believes the President can suspend the Constitution in time of war or national emergency.

TO QUESTION 8: (a). Most Americans (83 percent) know the U.S. Constitution permits individual states to establish a death penalty as punishment for certain crimes.

TO QUESTION 9: (a). A majority (68 percent) of the American public is not aware that a state can legalize marijuana within its borders.

TO QUESTION 10: (a). Two-thirds of the American public (68 percent) correctly says the individual states are constitutionally in charge of voting requirements. Only 21 percent knows that states can require citizens to take literacy tests before they may become registered voters.
Around the district

By Ken Gardner
Public Affairs Office

All around the district, there is a push to clean out files, dispose of unneeded things, and to review files stored in the record holding area.

Besides sprucing things up and making more space, this effort led to a significant historical find. Recently, district historian John Anfinson had asked Leonard Lohmann and his crew in Records Management to be on the watch for any old documents which may have some historical value. Sure enough, while going through boxes of old records in the sub-basement, they found a file containing original documents dating back to 1854 pertaining to the acquisition of land for a military reservation on the St. Louis River near Superior, Wis.

Some of these neat old documents were signed by the president and the secretary of war. I am sure that most readers, being up on their American history, know that Franklin Pierce was president in 1854. But what famous (infamous?) American was secretary of war then?

Give up?

Here’s a hint. He later became president of another country and was imprisoned by the United States for his actions. Does the name Jefferson Davis ring a bell? That’s right—old Jeff Davis was Secretary of War in 1854 and was later imprisoned for his activities as president of the Confederate States of America.

The letter from Davis to President Pierce recommends that land for the military reservation be purchased. The endorsement by Pierce back to the War Department approves the purchase.

History can be found where you least expect it—even in the sub-basement of the Post Office. So clean out those files and review those records down in the holding area but keep an eye out for anything of historical value. And if you don’t know if something is historically significant or not, give John Anfinson a call at ext. 7854.

Historical finds may be significant but people are truly important. Last month I wrote about an “extra” Foley in Project Management. Now Planning has an extra Heide. It must be the season.

But Planning Chief Lou Kowalski won’t have to seek out an extra FTE to cover the extra Heide—he can just use the FTE that belonged to Terry Pfutzenreuter, archaeologist in Environmental Branch. Actually, since Terry is the “extra” or new Heide in Planning, it’s her FTE anyway. Seems that Terry and Bruce Heide, PD-ES, slipped out of town in late August to quietly get married.

These next groups of people aren’t getting married but they certainly have been in “league” with each other. Actually, that’s “leagues”—as in bowling and softball.

I am pleased to report here that we have some winners (actually, aren’t all Corps people winners?). The Corps 4 team went the season with a 9 win, no loss, and one tie record. Good enough to win its division of the Capitol Hill Softball League.

Meanwhile, another group of Corps softballers (the Corps 1 team) also finished first in their division in the same league with a 9-1-0 record. With two first place teams, is it possible that the world series of local softball could be an all-Corps contest?

Speaking of sports, with softball over and winter just around the corner, it must be time for the District Bowling League to gear up. According to Bob Dempsey, Project Management Branch, league play will start on September 22. Contact Bob at ext. 5952 for information on this mixed team play.

And that is what’s happening around the district this month.

Letters...

July 27, 1987
Dear Editor,
I attended one of the mobilization/shelter program information sessions and would like to say thank you to the team of Corps employees who put them on. Many hours of planning had obviously gone into the programs. Each speaker dealt with his or her subject with intelligence and sensitivity.

Although the subject of nuclear war and fallout shelters is difficult to deal with, I feel more hopeful now that I have some information on exactly what might happen in the event of such an emergency. My family plans to write their congresspersons and so whatever they can to prevent war from occurring. We feel, however, that we have more knowledge of how we might survive a nuclear attack in case we have to face that threat.

I am not signing my name, because I feel that I speak not only for myself, but for all who attended the information sessions when I say thank you to the team of presenters.

When storms dropped 9-12 inches of rain on the Twin Cities area on Thursday, July 23, at least one Corps project was affected. Mud slides caused minor damages, but a major inconvenience at Lock and Dam 1. In the photo, the upper arrows point to the slide that blocked the road that leads to the lock and the lower arrows show where the gate area was also blocked by mud and uprooted trees and bushes. Employees who had been working the night of the storm were not able to get their cars out of the lock’s parking area until late Friday afternoon when the access road was cleared. The downpour caused the Mississippi River to rise approximately four feet in a couple of hours.

Photo by Roger Borch