



## CDC on shaky ground (still)

By **MIKE FERGUSON**  
VP at Large, AFGE Local 987  
[mike.ferguson@afgelocal987.org](mailto:mike.ferguson@afgelocal987.org)



Mike Ferguson

According to the Air Force Times article "Hill AFB day-care staff under investigation for alleged child abuse" ... During the investigation the staff under investigation was removed from the classroom and the parents of the affected children were notified.

You would think that properly caring for our airmen and their families would be of utmost importance to all of those serving this nation in any capacity or on any installation where our airmen may serve.

That leads me to this: How on this green planet would you hire someone from Hill AFB to lead the Robins Child Development Center? How! How many parents know that someone from Hill AFB's Child Development Center was hired to lead this center? Who would bring in people of this ilk? Those who threaten the employees, hold unannounced meetings, et cetera, and make a mockery of a program that has no way to go but up. They tie an anchor to our members.

The more you look for change the more it remains the same. We now have a rudderless ship. The only bright spot are the employees. To them: Keep your head up and continue to do the work for our future, "the children."

On the other hand, some will read the below article and think you have read it before. You have. This must be from a child development playbook because the probability of getting back-to-back poor performing supervisors is unreal!

### Reprint from April 19

In my capacity as Local 987 Vice President at Large I had held out hope that new leadership would usher in better working conditions for the hardworking employees of the Child Development Center.

You would think that steps have been taken to provide quality leadership for the employees of an otherwise underperforming organization that has yet to meet the standards to obtain their accreditation through NIAC. The focus of this new cadre of supervisors has fallen woefully short in addressing the needs of our children; how healthy/safe is it when employees are required to transport food between facilities?

Never mind the fact of there not being adequate pathways to transport the food on, leaving our members to struggle to move food between these facilities.

Typically, with new leadership there comes the way we

did it at Base X and without any consideration or knowledge of the employees you are charged with supervising.

There are orders and then there are orders when you carry out the orders of those appointed over you. There is a reasonable expectation that you would provide sage advice as to applying the standards.

There has been a great deal of turmoil with the previous leadership of the Child Development Center. So much so that new management has arrived on scene with an agenda that is not compatible with our contract or the Air Force Instruction 34-144.

Clearly there have been cover ups, witch hunts, to address the shortcomings of the previous regime. If as a reader, there have been serious allegations levied against the previous child development leadership team.

Some of the same issues are accompanying the current management team. March 28, 2023 there was a mandatory staff meeting from 5:30-7:30 p.m. where employees were denied from bringing children to the meeting. The employees were directed to make alternative arrangements for their children.

The meeting was in violation of statutory authority, clearly a violation of the employees' rights. "Personnel policies of Practice or General Condition of Employment." The union's right to be represented at that formal meeting (discussion) means more than merely a right to be present and encompasses the right to comment, speak and make statements, so long as the representative does not take charge of, usurp, or disrupt the meeting.

An agency was also found to violate the Statute by not informing the union representative of the meeting. The Local has a legal right of commenting or an opportunity to participate in the formal meeting.

I cannot say with any certainty how this new management team failed to notify the union that a meeting was being held with bargaining unit employees. There is a

See CDC, page 3

## Accountability begins at the top

By **HENRY BROWN**  
Executive VP, AFGE Local 987  
[henry.brown@afgelocal987.org](mailto:henry.brown@afgelocal987.org)



Henry Brown

The United States federal civil service was established in 1871 and is managed by the Office of Personnel Management (OPM).

The civil service workforce is composed of non-elected and non-military public sector employees. There are roughly 2.79 million civil servant employees in the workforce where Warner Robins find themselves in the limelight leading the entire DoD in Equal Employment Opportunity Commission (EEOC) filings.

Be not discouraged in your filing. Most, if not all, of these filing is a by-product of the lack of accountability. Until there is a resolve to hold directors accountable for the discriminatory promotion system, wrongful termination, a broken appraisal system, missed opportunities to get assets back into the inventory, you can find one

of the most, if not the most, pervasive illustration of a broken leadership chain.

You need look no further than CMXG. From premature termination, withholding promotions, hiring unqualified friends, promoting personnel above their ability to perform, their leadership has the temerity to interfere with a desk audit. CMXG took it upon themselves to interfere with the process by misrepresenting the fact to the

auditor.

As a matter of FACT, they have gone so far as to deny training to the hardworking NDI personnel, stiffening upward mobility for them. The organization agreed to a cross training program for the NDI members and promptly reneged on the training.

The next big thing in CMXG was the passing over of a highly-qualified for a lesser-qualified friend by the panel. The great lie is that he blew the interview out of the water. We here in the Local have sounded the alarm at every level of the chain to no avail.

The importance of an impartial civil service promotion system must be part of the conventional wisdom that promotes a fair and impartial system of promotion. We have arrived at a place where directors have given a tacit approval of a system that supports friends and family, and they do so with impunity.

Readers must understand that this friends-and-family promotion system is an outlier that challenges the financial construct of your tax dollar. Both members and non-member have grieved the actions of some of the more egregious cases. Unfortunately, I am not at liberty to name the

See TOP, page 3

**"We must be committed to implementing policy that comports DoD, Air Force and OPM policy."**

- AFGE Local 987 Executive Vice President Henry Brown

## Largest prison in U.S. fights to have staffing shortages corrected

By **DON MONCRIEF**  
Editor, The Union Advocate  
[don.moncrief@afgelocal987.org](mailto:don.moncrief@afgelocal987.org)

What happens when the largest prison in the U.S., Florida State Prison, and the largest retirement community in the U.S., The Villages in Florida, are literally next-door neighbors?

Best-case scenario: Nothing. The two are friendly toward one another, cooperative, respectful. Worst-case scenario: Something catastrophic!

That, the worst-case scenario, is the concern - fear - of Jose Rojas and a number of others. Rojas is President of AFGE Local 506, a representative of the Bureau of Federal Prisons, is a member of the education department - teaches - at the prison - and is a national

representative for the Council of Prison Locals. At the heart of his/their concern(s) is the fact, he said, the prison, which houses approximately 8,000 ... "some of the baddest of the bad," Rojas said, to include, he said, gang members, terrorists and some high-profile names known throughout the U.S. ... is severely understaffed. Understatement.

"For instance," he said, "officers are working back-to-back (shifts). (As a result) officers are beat into the ground. They're working 64 hours a week. That's not including traveling back and forth. It takes most of us 30-45 minutes to get home. So, you can imagine."

He continued: "We have 140 vacancies on our roster and it leads to overtime and mandates. We were so short we had to close down visitation on Father's Day. You can imagine the ruckus. A lot of these folks come from out of town. They check into hotels. For them to come inside and get told they can't come in (to visit their loved one). And who's the first one they take it out on? The officers."

Other examples Rojas used, in regard to the seriousness of the condition, was the fact he said the guard shack - as a control point for those coming and going - remained unmanned

See PRISON, page 3



AFGE Local 987 VP-at-Large, Mike Ferguson, left, and AFGE Local 987 Treasurer Jeanette McElhaney took time out of their schedules to join with union and other representatives of Florida State Prison June 22 in protesting the failure of the current leadership to fix severe staffing shortages. That in turn threatens the safety and security not only inside the prison, but also in the community, which is home to the largest retirement community in the U.S. (Courtesy photos)

## EEOC starts accepting charges under new Pregnant Workers Fairness Act

Special to The Union Advocate

The U.S. Equal Employment Opportunity Commission announced this past week that it has begun accepting charges under the new Pregnant Workers Fairness Act.

The act, according to a release from the EEOC, expands "long-overdue protections to ensure that workers experiencing pregnancy, childbirth, or related medical conditions have the right to reasonable accommodations in the workplace."

"This is a major victory for working people and families," said District 4 National Vice President Anita Autrey, District 5 National Vice President Tatishka Thomas, District 9 National Vice President Diana Hicks, and District 10 National Vice President Cheryl Eliano via an article on AFGE's website, [afge.org](http://afge.org). "It sends a clear message that we value the health and well-being of all workers and recognize that pregnancy should not be a barrier to equal opportunities at work."

"The new law ensures that millions of pregnant workers, and those who have

**"This new law ensures that millions of pregnant workers, and those who have recently given birth, can protect their health without risking their paycheck."**

- AFGE National Vice President for Women and Fair Practices Jeremy Lannan

recently given birth, can protect their health without risking their paycheck," said National Vice President for Women and Fair Practices Jeremy Lannan, via the same article. "It is a major milestone for gender, racial, and economic justice across the country."

President Joe Biden signed the Act into law last year. It went into effect June 27. The PWFA, per the release, requires covered employers to provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer

an undue hardship. The law builds upon existing protections against pregnancy discrimination under Title VII of the Civil Rights Act.

"I am honored to lead the EEOC as we enforce a new civil rights law," said EEOC Chair Charlotte Burrows. "The EEOC stands ready to support employers as they carry out the PWFA's directives and to support workers in receiving the accommodations they are entitled to under the PWFA."

Also per the release, in addition to accepting charges, the agency released new additional educational resources, including

See ACT, page 3



### Membership meeting

Local 987 will have a membership meeting July 20 at 5 p.m. As always, membership will be verified before you are admitted into the meeting. You can make updates to your contact information - address, phone, email, et cetera - by calling Union Hall at 478-922-5758 or by emailing Linda Baxter at [linda@afgelocal987.org](mailto:linda@afgelocal987.org) or Jeanette McElhaney at [jmac@afgelocal987.org](mailto:jmac@afgelocal987.org).

**Gregory Taylor, 78th CES Facilities Flight power production systems mechanic, monitors a backup generator's control panel during a functionality test at Robins Air Force Base June 28. Biweekly and monthly inspections to backup generators, which go to the arresting systems, runway and taxiway lights, the air traffic control tower, and integrated landing systems, are conducted routinely to ensure systems can be used in the event of a power outage. (U.S. Air Force photo by Joseph Mather)**



## 78th CEG: 'Cog' in sustainment mission

By **JOSEPH MATHER**  
78th Air Base Wing  
Public Affairs

Robins Air Force Base is like most military installations with all the services of a small city, which enables the base to sustain its grounds and infrastructure to support its daily peace-

time and wartime missions.

The mission of 78th Civil Engineer Group paves the way to ensure the lights are kept on, as well as sustain the grounds and infrastructure to support daily peacetime and wartime missions.

Chet Williams, 78th Civil Engineer Squadron Heavy

Flight chief, said they ensure the runway and flight line can take and handle aircraft.

"We do that by ensuring there are no holes or breaks in the concrete, otherwise known as smalls, or potholes," he said. "We have a sweeper vehicle out there daily cleaning the taxiways and runway to ensure those areas are clean. Also, the operator identifies items that need to be repaired and communicates those issues to Robins Airfield Management to verify issues that might need to be addressed or fixed."

Steve Jackson, 78th CES Heavy Flight Roads and Grounds supervisor, said they maintain the parking aprons at the Warner Robins Air Logistics Complex industrial flight line area.

"We do the preventive maintenance on the parking aprons and constantly check them to make sure the concrete is not shifting and cracking," he said. "If there is an area too large for us to work, we will contract that out for repair, but for the areas that are within our scope of work, we will make those repairs quickly."

The industrial area, flight line and runway have priority when issues arise.

"We do a priority authorization for base issues and the flight line is high on our priority to get things taken care of out there," said Williams. "That kind of drives the needs to what gets done first."

The 78th CES Heavy Flight takes care of structures, grounds and surface roads at Robins

See **CEG**, page 4



**Robby Lane, 78th CES Facilities Flight high voltage electrician, checks the switch of an airfield lighting regulator at Robins Air Force Base, Georgia, June 28, 2023. Multiple lighting regulators are used to control the various airfield lights across the flight line, taxiways and the runway. (U.S. Air Force photo by Joseph Mather)**

## Medal of Honor spotlight

# Army Sgt. James W. Robinson Jr.

By **KATIE LANGE**  
DoD News

Army Sgt. James William Robinson Jr. was surrounded by the enemy deep in the Vietnam jungle when he gave his last full measure of devotion to save his fellow soldiers. His bravery and selflessness were never forgotten, and they earned him the Medal of Honor.

Robinson was born Aug. 30, 1940, in Hinsdale, Illinois, to parents James Sr. and Ethel Robinson, but he was raised in nearby Lyons, Illinois, with his younger brother, Tom, and sister Joan.

Robinson was known to be a bright, pleasant boy who loved animals and became interested in health and fitness at a young age. As he grew up, he started to appreciate literature and wanted to become a writer, according to a letter from his father that was published online.

Robinson went to Morton West High School and played football before leaving to join the Marines in 1958. Much of his time in the service was spent in Okinawa, where he earned a black belt in karate.

When his enlistment expired, Robinson returned to civilian life. Several newspapers said he finished high school and enrolled in Morton Junior College. He eventually moved to Annandale, Virginia, where his father had moved after his parents split up. There, Robinson used his karate knowledge to operate a school for self-defense, Army documents show.

As U.S. involvement in Vietnam expanded, Robinson



Photo courtesy defense.gov  
**Army Sgt. James W. Robinson Jr.**

really wanted to do his part. He decided to enlist again in December 1963, but this time, he joined the Army. Robinson was initially deployed to Panama, but he wanted to fight in Vietnam so much that he consistently requested a transfer to the war zone until it was finally granted. In July 1965, Robinson shipped off to Vietnam, where he was assigned to the 2nd Battalion, 16th Infantry, 1st Infantry Division based in Saigon.

### Defending Saigon

By the spring of 1966, the battalion was part of Operation Abilene, which had a mission to search out and destroy enemy base camps and supply caches that had been set up in preparation for an attack on the capital.

On April 11, 1966, Robinson was part of Company C when it walked directly into an ambush set up by a Viet Cong battalion about 40 miles east of Saigon. At the time, the company was already light on men due to leave and injury, Army records showed. The heavy fire they were taking from all sides

quickly started to decimate their numbers further. They tried to take cover, but it was hard in the dense jungle, where enemy snipers hidden in trees were able to easily spot them. Two other companies were supposed to back them up but had lost track of them in the jungle's dense foliage.

According to a 2019 Dupage County Chronicle article, at some point in the afternoon, Air Force pararescuemen had been able to cut a hole in the dense jungle canopy to repel down and airlift out about a dozen wounded men. But as the choppers flew away, intense enemy machine gun fire rained down on those who remained.

Despite the chaos, Robinson moved confidently among the men to instruct and inspire them, and to put them into strategic positions. Eventually, Robinson located one of the snipers who was inflicting the heaviest casualties. He grabbed a grenade launcher and successfully took that man out.

Soon after, Robinson watched as a nearby medic was hit while giving aid to another soldier. He knew the two men were now at the mercy of the enemy, so he ran through a hail of gunfire to grab them and drag them to safety, where he gave them both aid to help save their lives.

As casualties mounted and day turned into night, Robinson moved around under intense fire to collect weapons and ammunition from the wounded to redistribute them to soldiers who could still use them.

When another man

See **SPOTLIGHT**, page 3

## How to spot a credit check scam when apartment hunting

**M**oving this summer? Watch out for a new twist on fake rental ads. According to multiple BBB Scam Tracker reports, scammers use fake tenant credit checks to trick potential renters into compromising sensitive personal information.

### How the scam works:

You find a good deal on an apartment while browsing rental listings online. When you call the number to inquire, the owner asks you to complete a credit check before you can see the place. If you agree, they'll send you a link to a website where you can get the credit check done.

The website may look professional, but it's all part of a scam. After you enter your sensitive information and pay for the credit check, the "landlord" will disappear. Your credit card information could be compromised, and you could even be at risk for identity theft.

One consumer reported the following experience: "I gave my name, address, and social security number to obtain my credit score from this website. I was asked to take a screenshot of my score and send it to the same address that emailed me the link. Afterward, I was sent an email with a showing time, but the house number was not listed on this email or on the listing on Craigslist."

Afterward, the consumer was unable to reach anyone about the apartment. Their calls and emails went unanswered.

### How to avoid credit check rental scams:

■ Be wary of lower-than-usual prices. If the rent for an apartment is well below the going market rate, consider it a red flag. Scammers love to draw people in with claims that sound too good to be true.

■ Do some research. Search the listing online, as well as the associated phone number and email address. If you find another listing for the same property in a different city, you've



**Kelvin Collins**

spotted a scam. Reverse image searches can be helpful, too, as can searching the alleged landlord's name along with the word "scam."

These searches only take a few minutes and are well worth the effort.

■ Always see the property in person. Many rental scams involve listings

for properties that don't exist. Something is fishy if the renter refuses to let you know where the apartment is before you complete a credit check or pay them a deposit.

Be wary, too, if you are given the address of a home with a for sale sign in the yard. You might not be in contact with the actual owners.

■ Verify the property owner's information. Contact a licensed real estate agent to see who owns a property or check the county property appraiser's website. Ask the landlord for a copy of their ID to verify they are who they claim to be before you offer up sensitive personal information like your social security number for a credit check.

If the landlord refuses or gets upset, you could be dealing with a scammer.

■ Be cautious about credit check websites. If you need a credit check, always use reputable sources, such as those recommended by the Consumer Financial Protection Bureau.

### For more information:

Visit the BBB Moving HQ at BBB.org for more tips and advice. Learn more about common rental scams. Watch out for a similar scam where the "landlord" claims they are out of town and unable to show the property.

If you spot a rental scam, blow the whistle! Report your experience at BBB.org/ScamTracker to help build consumer awareness and frustrate scammers' schemes.

## 3 ways to make the most of International Youth Day

(StatePoint) August 12 is International Youth Day, a United Nations effort to celebrate youth activists, combat ageism and help bridge gaps between generations working toward the same change.

No matter your age, it's likely you've questioned your ability to make a difference. Research from the global nonprofit Points of Light shows that 73% of people believe that volunteering is more important than ever, yet 66% think they can't make a big impact in their communities.

Activists on the ground prove otherwise. That's why Points of Light, which is dedicated to inspiring and equipping people to take action, has recognized thousands of volunteers for their contributions to their communities through The Daily Point of Light Award.

"Points of Light's research found that Gen Z is the most civically engaged generation to date. Our youth honorees demonstrate that people of all ages can strengthen communities and solve persistent problems," says Diane Quest, interim CEO, Points of Light.

To inspire you to action this International Youth Day, the organization is sharing the stories of youth honorees, along with three elements from The Points of Light Civic Circle®, a framework for helping individuals get civically engaged:

### Volunteer

Nonprofit organizations and NGOs need volunteer power to deliver support to the communities they collaborate with.

If you're an adult wanting to facilitate youth volunteerism, consider organizing a youth-specific event or helping



PHOTO SOURCE: (c) monkeybusinessimages / iStock via Getty Images Plus

transport the young people in your life to an event.

To find a volunteer opportunity that aligns with your interests and availability, check out Points of Light Engage, a database with hundreds of thousands of in-person and virtual volunteer opportunities.

The power of volunteering is apparent when considering Daily Point of Light Award honoree Nate Buescher, a high schooler who prepares food for a local food pantry and distributes home-cooked meals to tent cities around Chicago.

Buescher began fighting food insecurity at age 7 with the Honeycomb Project. Today, he mentors younger volunteers while maintaining his own service projects.

### Voice

The youth voice is vital, pointing us to which concerns are most important to future world leaders and helping broaden perspectives.

Use your voice to advocate for causes you care about by posting on social media, attending a rally or contacting a gov-

ernment leader. Adults can amplify youth voices by sharing with their networks, or organizing forums for youth to be seen and heard.

Seventeen-year-old Daily Point of Light Award honoree Maanit Goel used his voice when organizing a rally of fellow activists on the Washington State Capitol steps to support legislation protecting the Chinook salmon and orca populations.

He also regularly addresses state legislators, and travels statewide to speak to K-12 students about environmental issues.

### Listen and learn

Social justice and environmental issues are nuanced, involving many people with different perspectives shaped by their own experiences.

Listening and learning is one way to honor others' lived experiences and get a fuller scope of an issue.

Young people can commit to thoroughly researching causes they care about, talking to

See **WAYS**, page 4

## THE UNION ADVOCATE

Published by the American Federation of Government Employees Local 987, Warner Robins, Georgia.

Contents of The Union Advocate are not necessarily the official view of AFGE Local 987, or endorsed by the U.S. Government, the Department of the Air Force or The Document Company.

The appearance of advertising in this publication, including inserts, does not constitute endorsement by The Union Advocate, AFGE Local 987 or the Department of Defense.

**Printer**  
Houston Home Journal  
**Editor/Layout and design**  
Don Moncrief

Everything advertised in this publication shall be made available for purchase, use or patronage without regard to race, color, religion, sex, nationality, age, marital status, physical or mental health, political affiliation, or any other non-merit factor for the pur-

chaser, user or patron.

Editorial content is edited, prepared and provided by AFGE Local 987. Submitted news and editorial content/photographs are welcome - application to AFGE Local 987's mission to be determined by the discretion of the editor and/or president.

Please submit articles, photos, etc to don.moncrief@afge-local987.org. For questions about story content, to pass on story ideas or to request coverage, please contact the aforementioned.



# Move all summer long

(Family Features)  
Everybody, no matter their age, can benefit from daily physical activity. According to the Centers for Disease Control and Prevention, young children should be physically active throughout the day for growth and development.

Despite the common misconception that children are in perpetual motion, the CDC reminds caregivers to encourage children to be active when they play.

"Physical activity is important because it is critical in assisting with gross motor development and helps support development in other areas," said Khy Sline from KinderCare Learning Center's education team.

"Children thrive when we give them the tools to use their bodies and muscles in new ways and make mind-body connections."

Consider these five activities to encourage children to get moving.

## Blow bubbles.

Appealing to children from infancy on up, seeing bubbles floating around can encourage babies to reach out and try to grab them, building arm strength and coordination.

Toddlers and older children

can run around the patio or lawn chasing bubbles and watching them pop.

## Build a tunnel.

Whether indoors or out, made from furniture covered with sheets or cardboard boxes, tunnels encourage children to move over, under, around and through, which helps them explore new ways of moving while also building coordination and balance.

## Play hide and seek.

As they dash around trying to find the perfect hiding spot, children build spatial awareness, their understanding of where their bodies are in relation to other people and objects.

## Play red light, green light.

This classic game helps children build coordination - connecting the verbal instruction with the physical movement - while also teaching them impulse control, an essential executive function skill.

Be sure to get creative with



instructions and add variations like tip-toeing, crawling, hopping and more.

## Walk the line.

Draw a line on the ground using chalk outdoors or painter's tape indoors and encourage your children to walk along the line.

This activity helps children improve balance and coordina-

tion. Get creative and add in a challenge by drawing a wavy or zig-zag line.

Once your children get the hang of following the line, ask them to think of other ways to travel along that space, such as

hopping on one foot or skipping.

For more ideas to encourage physical activity among children, visit [kindercare.com](http://kindercare.com).

- Source: KinderCare

## CEG

From page 2

and the facilities flight takes care of all the buildings on base, said Rondy Williams, 78th CES Facilities Flight chief.

"The 78th CES Facilities Flight's power production shop maintains all the backup generators around the airfield," he said. "We do biweekly and monthly inspections on the various backup generators, which go to the arresting systems, runway and taxiway lights, the air traffic control tower, and integrated landing systems, otherwise known as ALS."

Williams said there's more than 120 backup generators across the base.

"Those generators have automatic start with automatic power transfer, so, when

the power goes out the systems around the airfield and base will have continuous power until regular power can be restored," he added. "If power can't be restored in a timely manner, each generator has a 200-plus gallon fuel tank that allows them to run for days if need be."

According to Williams, both flight's responsibilities go beyond the flight line.

"The facilities flight maintains the steam plant, which produces steam for production operations and heating to buildings, which keeps you comfortable when it's cold," he said. "Additionally, we maintain the alarm shop that keeps the security and fire alarm systems working, and we keep all the base traffic lights working and ensure the traffic light systems are operating properly."

"Furthermore, the electrical shop maintains the primary and secondary voltage

relays to the substations that provide power to the base. We also maintain all interior power, the substations, transformers, circuits, breaker and all the underground cables that go to all the facilities."

Jackson said he enjoys what he does.

"Our jobs are a small cog in the workings of the base sustainment mission, and that gives me a sense of self worth," he said. "When someone comes to me not knowing how to do something, I can give them the correct answer that solves their problem or get something fixed efficiently; that makes me feel really good about myself."

Williams agreed.

"It makes me feel good knowing our flights help to maintain the base's readiness," he said. "I feel proud that I can support that every day. It gives me joy knowing I am making sure our world is safe."

## WAYS

From page 2

those working toward solutions and holding space for those impacted. Adults can connect with the young people in their lives, inviting dialogue that allows for sharing different perspectives and finding common ground.

These are the driving ideas behind the work of high schooler Kristie To, who became a leading force in Asian American racial justice when she founded Hearts Against Hate.

Among the initiatives of her nonprofit is distributing Asian

history and Asian American Pacific Islander civil rights curriculum to children.

"Cultural sensitivity starts with exposure, and that's what we're trying to do with these elementary schoolers," says To. To learn about other avenues for social engagement, check out the Points of Light Civic Circle by visiting [pointsoflight.org/civic-circle](http://pointsoflight.org/civic-circle).

"There are many formal channels for civic engagement, but simple actions make a difference too," says Quest. "Whether it's carrying groceries in for a neighbor or donating books to the library, the important thing is to get started when you see a need in your community."

## Your Union Insurance Benefits



**Life:** Permanent, Portable, Cash Value, Living Benefits. A Much Better Plan than FEGLI.



**Dental & Vision:** 3 Plans to choose from, dependent children covered to age 26, extended family is eligible for their own plan.



**Aflac Accident:** Pays over fifty Benefits for on or off-the-job accidents.



**Aflac Hospital Indemnity:** Pays Benefits for on and off-the-job accidents and sickness/surgery/maternity.



**Aflac Critical Illness:** Pays Benefits up to \$30,000 upon the occurrence of cancer, heart attack, stroke, and many other Critical Illnesses.

### NEW AFLAC DISABILITY

- Pays benefits for off-job accidents, sickness (covid included), surgery, & maternity.
- No health questions asked to enroll.
- Benefit amounts up to \*\$6,000 per month.
- It can be used with leave, or independently.

\*Max Benefit of \$6,000 per month.

Nick Wells

Cell: (478) 538-1652

Email: [NWells@Benefitarchitects.com](mailto:NWells@Benefitarchitects.com)





# FAMILY FUN

## with a POP

### KID-FRIENDLY SNACKS AND TREATS PERFECT FOR SHARING

#### FAMILY FEATURES

**W**hen hunger strikes and family fun calls for a snack to keep the excitement going, take your kiddos to the kitchen to whip up a tasty treat for all to enjoy. Whether you're celebrating a special occasion or watching favorite movies, turn to an ingredient like popcorn that encourages creativity. Plus, it's a delicious way for adults to turn back the clock and recreate childhood memories while making new ones with the family.

Consider these popcorn-inspired snacks to serve during your next adventure:

- Take yourself back in time to your own childhood with a classic pairing that never goes out of style: Peanut Butter and Jelly Popcorn. This version offers a fun way to jazz up popcorn for kids and adults alike with a sprinkling of strawberries and dried cranberries on top for added nutrition.
- When it's time for a little fun in the sun or a trip to the park, sweeten up the celebration with this Graham Cracker Picnic Mix that's a flavorful, kid-favorite combination of popcorn, bear-shaped graham crackers, marshmallows, fudge-covered pretzels and miniature cookies.
- Pizza is hard to beat as a snacking solution the whole family can enjoy, and this Grab and Go Pizza Popcorn is no exception. Ready in just minutes by mixing popcorn, Parmesan cheese and seasonings, little ones can help prepare a batch quickly before heading out the door.
- Colorful and fun, these Minty Green Popcorn Clusters are simple to make and a perfect treat to share. Just melt together marshmallows, butter, salt, green food coloring and peppermint extract before tossing with popcorn and green candy-coated chocolates

To find more family-friendly snack time favorites, visit [Popcorn.org](http://Popcorn.org).



#### Peanut Butter and Jelly Popcorn

Servings: 4-6

- 8 cups popcorn
- 2 tablespoons raspberry jam
- 1/2 cup white chocolate chips
- 3 tablespoons smooth natural peanut butter
- 1/4 cup freeze-dried strawberries
- 1/4 cup dried cranberries

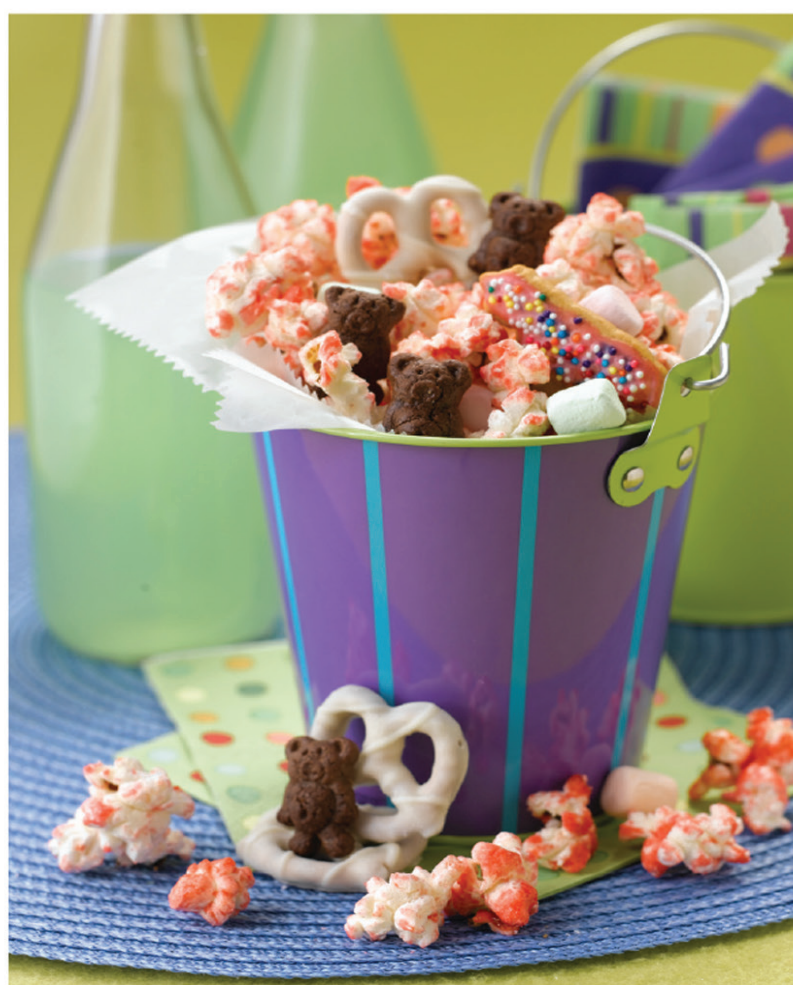
In large bowl, stir popcorn and jam until evenly coated.

Transfer to parchment paper-lined baking sheet.

In small heatproof bowl over small saucepan of barely simmering water, add white chocolate chips and peanut butter. Cook, stirring occasionally, 3-5 minutes, or until smooth and melted.

Drizzle peanut butter mixture over popcorn mixture. Sprinkle with strawberries and cranberries.

Refrigerate 10 minutes, or until peanut butter mixture is set; break into pieces to serve. Store in airtight container in refrigerator up to 1 week.



#### Graham Cracker Picnic Mix

Yield: About 12 cups

- 1/4 cup vegetable oil
- 1/4 cup sugar
- 5-6 drops pink neon liquid food color or desired color
- 1/2 cup unpopped popcorn kernels
- 1 package mini pastel marshmallows
- 1 cup bear-shaped graham crackers
- 1 package white fudge-covered pretzels
- 1 cup mini cookies

In large pot over medium heat, stir oil, sugar and food coloring. Stir in popcorn kernels; cover. Cook until popcorn begins to pop. Shake pot over heat until popping slows.

Remove pan from heat and pour popcorn into large bowl. Add marshmallows, graham crackers, pretzels and cookies then toss lightly

#### Grab and Go Pizza Popcorn

Yield: 6 quarts

- 6 quarts popped popcorn olive oil cooking spray
- 1 cup grated Parmesan cheese
- 2 teaspoons garlic salt
- 2 teaspoons paprika
- 1 tablespoon Italian seasoning

Place popcorn in large, sealable plastic container or 2 1/2-gallon plastic sealable bag.

Spray popcorn lightly with cooking spray.

Sprinkle cheese, garlic salt, paprika and Italian seasoning over popcorn and shake to distribute evenly.

To serve, scoop popcorn into reusable plastic cups.

