Local 987

Proud to make America work

July 5, 2023

CDC on shaky ground (still)

By MIKE FERGUSON VP at Large, AFGE Local 987 mike.ferguson@afgelocal987.org

According to the Air Force Times article "Hill AFB daycare staff under investigation for alledge 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

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

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

Typically, with new leadership there comes the way we



Mike Ferguson

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

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 meet-

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

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 or Jeanette McElhaney at jmac@afgelocal987.org.

Accountability begins at the top

By HENRY BROWN

Executive VP, AFGE Local 987 henry.brown@afgelocal987.org

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



Henry Brown

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

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

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 neigh-

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 Roias 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-toback (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 manning 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 Pregant 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. "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

paycheck." - AFGE National Vice President for Women and Fair Practices Jeremy Lannan recently given birth, can protect their an undue hardship. The law builds upon

"This new law ensures that millions of pregnant

workers, and those who have recently given birth,

can protect their health without risking 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.'

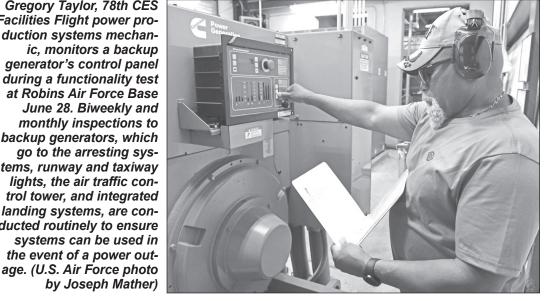
President Joe Biden signed the Act into law last year. It went into effect June 27. The PWFA, per the release, requires covered employers to provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will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

existing protections against pregnancy discrimination under Title VII of the Civil

"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 accommoda-

tions 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



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-

DELTA EAST

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

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

"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

How to spot a credit check scam when apartment hunting

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 informa-

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

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 inspiring and equipping people your life to an event. 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



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-

of Light, which is dedicated to transport the young people in 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 pop-

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

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

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

See WAYS, page 4

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

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

By KATIE LANGE

DoD News

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 forgot-

ten, and they earned him the

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

Robinson was known to be a

bright, pleasant boy who loved

animals and became interested

in health and fitness at a young

Medal of Honor.

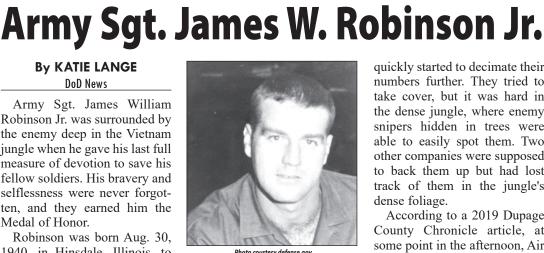
sister Joan.

Army Sgt. James William

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



Army Sqt. James W. Robinson Jr.

really wanted to do his part. He decided to enlist again in shipped off to Vietnam, where he was assigned to the 2nd Battalion, 16th Infantry, 1st Infantry Division based in

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

See SPOTLIGHT, page 3

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tos, etc to don.moncrief@afgelocal 987.org. For questions about story content, to pass on story ideas or to request coverage, please contact the aforementioned.

TOP

From page 1

individuals that have been wronged by this organization.

I can tell you that one individual was paid in the neighborhood of \$700K. Such clashes distract from the more valuable debate over the organizational effectiveness by keeping pace with the needs of this great nation's demand for sustaining our warfighter's needs.

The efficacious of this organization looks good on the surface but when you began to peal the layers back you will expose the

The real question is how can we improve institutionally when there is a compassionless leader at the helm? There are some difficult days ahead for this organization, when you ignore worker rights to demand a desk audit that you have interfered with. WHY? Where has impartiality gone? The hallmark of a cutting-edge organization is to empower your workforce to do great things and allow the best

should examine the concept of impartiality within the context of "the rules apply to everyone" and not a "select few" that you hand select from better-qualified candidates.

Specifically, a resume that is of a questionable nature that extols qualifications that were clearly fabricated.

Here again this organization has repeatedly dodged requests for a post interview audit, an agreed upon process. Instead, the organization offers feedback. Feedback is not a post interview audit. What are you hiding?

In those rare instances where the grievance or EEO process compels the organization to produce the tally records, in almost every instance the he/she blew the interview out of the water. REALLY... Impartiality means that the employee serves the government of all stripes. It is a long-standing principle, dating back to the inception of civil service, that civil servants are hired on merit, not political favor or connection, and that civil service jobs should not be

In writing this article, we for the unambitious, indolent or incapable.

Being appointed on merit means they develop the expertise as position holders; it is their skill in the job that earns them advancement in their careers. As an employee you are considered a non-partisan employee preforming a service for our national security objective/strategy when we are performing in any capacity.

Though long understood, that impartiality was underpinned in statute. It requires recruitment to be on merit on the basis of fair and open completion. Serving in any capacity you must carry out your duties with integrity and honesty and with objectivity and impartiality.

In practice, the way impartiality works is more about the day-to-day culture of the organization and the examples set by leadership. Food for thought: impartiality does not mean independence or neutrality. You are challenged the safeguard, the spending of the taxpayers' money.

There is an inherent responsibility of every employee to call money. But ultimately the organization does not stand alone. It is a part of the government and as such it is compelled to comply with well-established guidelines. I might add that this organization is having it their way. We must be committed to implementing policy that comports DoD, Air Force and OPM

out unfeasible or not value for

The leadership of this organization should not be surprised by the number of EEOs and grievances. After all, they leave their people with no other recourse. Accountability begins at the top. You do a great job at hiding your leadership ineptness.

As we attempt to tackle some of the long-standing chronic policy problems plaguing this organization, and the leadership, taking a long-term view has not been one of the stronger suites of this leadership chain. However, risk appetite can morph into recklessness, and attachment to usurping the rule of law for a select few has led us to this article in the hopes to bring to light some to the challenges faced by members of the Cabal ...

to rise to the top.

PRISON From page 1

due. There are those, he said, who are charged/tasked to mow the lawn/take care of the prison grounds. Due to the inability to ensure supervision, he said they have actually caught a "couple shopping in Publix! Completely illegal," he said, "so they were arrested."

There's also the concern of there being a high school and elementary school - in addition to The Villages situation – "across from the prison."

The response, from Rojas and other officials, has been for them to fill the vacancies and to give the officers a 10 percent retention bonus. It was rejected. Not only rejected, he said, but "it was given to the HR (Human Resources) department. The HR staff, who never work inside. That's a bad look. A bad look for the agency and a bad look for everybody." (It was also HR, he added, that reported they were 91 percent staffed, but that's far, far from true, he said. "It's 79 percent and I can show you the documentation. The numbers don't lie.")

Plus, the danger remains. To that end, Rojas and others took their concerns out into the community. They held a protest June 22. (AFGE Local 987 Treasurer Jeanette McElhaney and AFGE Local 987 Vice President at Large Mike Ferguson took part in it.) "So, they (The Villages) sell property. And a lot of people buy property without looking at the area. Some buy not realizing there's a prison there.

"So we just wanted to alert them that we are having these severe staffing shortages. 'Because of that, we can't guarantee your security." Bottom line: "We need their help as well." (Note: He said they also reached out to their Florida Congressman, Republican Daniel Webster – and said they will continue to do so, as well as hope The Villages residents will do the same via a letter-writing campaign - but to date have

not gotten a response back.)

They also had the protest "shut down" by some of the residents. (It was a mixed bag. Some were appreciative of being informed. Others, he said, were more concerned about their "image" – that of The Villages.) However, he said, it had its worth. For one, he said, the protest was reported by news stations such as Fox and NBC, as well as The Villages' newspaper, The Village Press, and he also received a phone call from the president of the Property Owners Association – the equivalent to the Homeowners Association. He invited him to speak to the entire approximate 17,000 residents of The Villages.

"So it backfired," he said. "Now we get a chance to let them know what's going on. Let them know we need help. Them to

'This is an awesome opportunity for the union, AFGE, to have a voice in the community and partner with the community. It's a victory for us."

CDC From page 1

reasonable expectation of there being someone in management who understands the process and that they violated the office of general counsel guidance on meeting.

As of this article the new managers have arrived with a well-established witch hunt of employees. I am concerned when an employee with 30 years of exemplary service is facing termination on the heels of this violation of the standards.

Recently there have been several employees facing termination as a result of this misguided management team who themselves have violated the very AFI that holds them accountable. The witch hunt included pawing over recordings to fit their agenda of drudging up evidence that would support their agenda. The crux of this witch hunt is that no one in management can support the termination of these employees with the so-called video recording.

The standard requires the management team's continued Child Development Center

to maintain recordings for 30 days, unless there is a potential claim against the government, in which case the recording is kept for six months or until the administrative claim is resolved or litigation is completed, whichever is later. After having reviewed this, there isn't one speck of evidence in the recording that would support their wild contention of the allegations presented in their cases.

The DoD operates the largest employer-sponsored childcare program in the United States, which is considered as essential to the readiness, retention Think about that for a minute. Consider the facts of the past and current leadership teams of the Child Development Center. We held out hope against hope that the new leadership would be a welcome change. Instead, it's more of the same old poor How have we been so lucky

and recruitment for the military.

as to the Child Development Center getting a second-string management team ... Dumping ground for poor leaders. Certainly we deserve better! Come on now, we deserve firststring leaders!

SPOTLIGHT

From page 2

went down in front of him, Robinson again ran out into enemy fire to bring him to safety. This time, though, he was hit in the shoulder and leg. Despite the pain, Robinson dragged his comrade to shelter and also

gave him life-saving aid. As he was patching up his own wounds, Robinson noticed one of the enemy machine guns

that had been inflicting severe casualties on his men. He'd run out of ammo for his rifle, but he was determined to end its reign of terror, so he grabbed two grenades and charged at the entrenched enemy weapon.

As he did so, he got hit in the leg with a tracer round, which set fire to his clothing. Robison ripped off the flaming clothes and continued forward anyway. The enemy was now solely focused on him, and they shot

.50-caliber machine gun. Before Robinson lost strength, he was close enough to the gun that he was able to throw the two grenades into the entrenchment.

As the grenades exploded, destroying the enemy position, Robinson died where he had fallen. He was 25.

Robinson's bravery and devotion to the cause saved several lives and helped lead to the defeat of the enemy battalion. However, it came at a price. A him twice in the chest with a 2019 Dupage County Chronicle newspaper article said that 80% of Robinson's unit was killed or wounded that day.

Robinson's body was returned to the U.S. and buried in Clarendon Hills Cemetery in Westmont, Illinois.

For his extraordinary valor in action, the young soldier earned the Medal of Honor. His family received it from Army Secretary Stanley R. Resor during a ceremony at the Pentagon on July 16, 1967.

ACT From page 1

Fairness Act

tions.

able accommodations?

tips for workers to request accommodations, a "Know Your Rights" video series, and a revised "Know Your Rights" poster required to be posted in most workplaces.

1. Who does the PWFA protect?

applicants of "covered employers" who

have known limitations related to preg-

nancy, childbirth, or related medical condi-

tions. "Covered employers" include private

and public sector employers with at least

15 employees, Congress, Federal agencies,

employment agencies, and labor organiza-

2. What are some examples of reason-

The House Committee on Education

and Labor Report on the PWFA provides

several examples of possible reasonable

accommodations including the ability to

sit or drink water; receive closer parking;

have flexible hours; receive appropriately

sized uniforms and safety apparel; receive

additional break time to use the bathroom,

eat, and rest; take leave or time off to recov-

er from childbirth; and be excused from

strenuous activities and/or activities that

involve exposure to compounds not safe

for pregnancy. Employers are required to

provide reasonable accommodations unless

Previously released resources include a Question and Answer on "What You Should Know about the Pregnant Workers Fairness Act," an infographic for employers, and an informational poster about the PWFA for healthcare providers' offices.

The EEOC is the federal agency designated by Congress with implementing and

enforcing the PWFA. If an applicant or employee believes they have been denied a reasonable accommodation for pregnancy, childbirth, or related medical conditions, they can contact the agency at 800-669-4000 (ASL videophone 844-234-5122), or visit the website for more information on how to file a charge of discrimination.

Q&A about the Pregnant Workers they would cause an "undue hardship" on the employer's operations. An "undue hardship" is significant difficulty or expense for The PWFA protects employees and the employer.

- 3. What else does the PWFA prohibit? Covered employers cannot:
- Require an employee to accept an accommodation without a discussion about the accommodation between the worker and the employer;
- Deny a job or other employment opportunities to a qualified employee or applicant based on the person's need for a reasonable accommodation; ■ Require an employee to take leave if
- another reasonable accommodation can be provided that would let the employee keep working;
- Retaliate against an individual for reporting or opposing unlawful discrimination under the PWFA or participating in
- a PWFA proceeding (such as an investiga-■ Interfere with any individual's rights
- under the PWFA. 4. What other federal laws may apply?

 - Other laws include: ■ Title VII, which:

- ☐ Protects an employee from discrimination based on pregnancy, childbirth, or related medical conditions; and ☐ Requires covered employers to treat a
- worker affected by pregnancy, childbirth, or related medical conditions the same as other workers similar in their ability or inability to work; ■ The ADA, which:
 - ☐ Protects an employee from discrimina-
- tion based on disability; and
- ☐ Requires covered employers to provide reasonable accommodations to a person with a disability if the reasonable accommodation would not cause an undue hardship for the employer. ☐ While pregnancy is not a disability
- under the ADA, some pregnancy-related conditions may be disabilities under it. ■ The Family and Medical Leave Act of
- 1993 (enforced by the U.S. Department of Labor), which provides covered employees with unpaid, job-protected leave for certain family and medical reasons; and

■ The Providing Urgent Maternal Protections for Nursing Mothers Act, which broadens workplace protections for employees to express breast milk at work.

U.S. Equal Employment Opportunity Commission

Actions/decisions:

Pilot Plastics conciliates EEOC sex discrimination and retaliation finding

Pilot Plastics, which operated a plastics manufacturing company in Peninsula, Ohio, has agreed to pay \$52,500 in monetary relief to a former employee to resolve a sex discrimination and retaliation charge filed with the U. S. Equal Employment Opportunity Commission, the federal agency announced recently.

Following an investigation, the EEOC found reasonable cause to believe Pilot Plastics discriminated against a former employee because of his sex by subjecting him to sexual harassment and then retaliating against him when he complained; by demoting, discipling, and constructively discharging him. The alleged harassment included inappropriate comments and touching by a company official. Despite complaints to management, the sexual harassment and retaliation continued.

USF Holland to pay \$490,000 and provide \$120,000 in scholarships to settle suit

USF HOLLAND, LLC, a wholly-owned subsidiary of YRC Worldwide, Inc., and a less-than-truckload carrier, will pay \$490,000 and furnish other relief to settle a sex discrimination lawsuit brought by the U.S. Equal Employment Opportunity Commission, the federal agency announced

USF Holland's Olive Branch, Mississippi terminal opened in 1986. The EEOC charged that it failed since that time to hire any female drivers at the terminal, except for one female whom Holland hired and fired before she completed her first route. The EEOC discovered that a significant number of qualified women with extensive truck driving experience applied for positions with Holland over the years because of Holland's impressive benefits' package. Yet, even when the women's qualifications were equal or superior to those of male applicants, Holland failed to hire them.

Holland's alleged conduct violates Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on sex. The EEOC sued in U.S. District Court for the Northern District of Mississippi, Oxford Division (EEOC v. USF Holland, Case No. 3:20cv270-NBB-RP), after first seeking to reach a pre-litigation settlement through its concili-

The three-year consent decree settling the suit, entered by Senior U.S. District Judge Neal Biggers, requires, among other things, that Holland establish a \$120,000 scholarship fund. Holland will award the scholarships four times annually for \$10,000 each throughout the duration of the decree to female appli¬cants who seek to obtain their truck driver certifications through Holland's truck driver apprentice¬ship program.

The \$10,000 scholarships will cover tuition, a DOT physical, daily wages at \$17.50 per hour, commuting and transportation costs for those whose domicile exists outside the city of the Driver Academy, lodging, per diem, two class A state exams, and entry-level driver training for placement of qualified females in the Driver Academy. Holland must subject all applicants to the Driver Academy to the same minimum qualifications regardless of sex.

The consent decree also requires Holland to revise its anti-discrimination policy and to conduct annual training designed to prevent discrimination at its Olive Branch, Mississippi facility.

Verona Area School District settles EEOC equal pay lawsuit for \$450,000-plus

Verona Area School District will pay \$450,000, raise salaries, and furnish other relief to settle a pay discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission, the federal agency announced recently.

According to EEOC's lawsuit, the school district violated civil rights law by paying nine female special education teachers and one female school psychologist lower wages than more recently hired male employees doing the same work. All nine special education teachers have experience comparable to (or greater than) their male colleague, but the district paid them \$3,000 to \$17,000 less than it paid

The EEOC also charged that the school district paid a female school psychologist less than a male school psychologist, paying her at least \$16,000 less per year than it paid her male colleague. The district outright rejected the special education teachers' and school psychologist's requests to raise their salaries to match those of their recently hired, more highly paid male co-workers. However, the district repeatedly negotiated and agreed to salary increases sought by male teachers whose salaries were lower than those of newly hired, less-experienced

Such alleged conduct violates the Equal Pay Act of 1963, which prohibits discrimination in pay based on sex. The EEOC filed its suit (Civil Action 3:22-cv-00039) in U.S. District Court for the Western District of Wisconsin after first attempting to reach a pre-litigation settlement through its conciliation process.

In addition to the \$450,000 in monetary relief, the fouryear consent decree settling the suit requires Verona Area School District to raise the salaries of the women in the suit, review its pay policy, conduct anti-discrimination training, post a notice to employees at its worksites about the lawsuit, and submit written reports twice a year to the EEOC.

R3 Government Solutions to pay \$82,500 to resolve discrimination, retaliation suit R3 Government Solutions, LLC, a federal contractor, will

pay \$82,500 and provide other relief to settle a race discrimination and retaliation lawsuit filed by the U.S. Equal **Employment Opportunity Commission.** According to the EEOC's lawsuit, R3 discriminated and

retaliated against a Black woman who worked for R3 as a recruiter. The EEOC alleged the recruiter opposed what she believed were R3's discriminatory hiring practices, which included rejecting candidates because of their age and disadvantaging candidates based on race or national origin. After the recruiter opposed R3's hiring practices, the company fired her. Such alleged conduct violates Title VII of the Civil Rights

Act of 1964, which prohibits retaliation and race discrimination, and the Age Discrimination in Employment Act of 1967, which prohibits retaliation against employees who oppose age discrimination. The EEOC filed suit in the U.S. District Court for the Eastern District of Virginia (Civil Action No. 1:22-cv-1095) after first attempting to reach a pre-litigation settlement through its administrative conciliation process.

Move all summer long

(Family Features)

verybody, 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

"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 funnel.

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

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.

raw 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 coordination. 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 skip-

For more ideas to encourage physical activity among chil-

dren, visit 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

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 200plus 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 main-

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

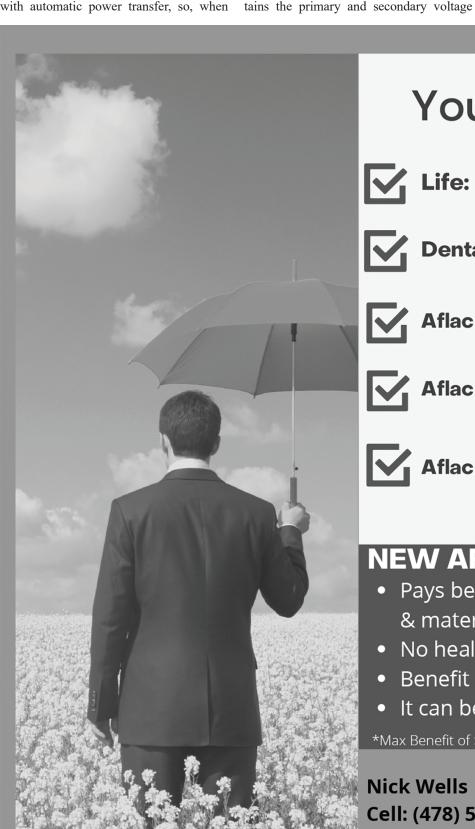
those working toward solutions and holding space for those impacted. Adults can connect with the young people in their lives, inviting dialogue that allows for sharing different perspectives and finding common

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.

"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."



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9

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DIESES **EVANESCES** GODDESSES KIRMESSES

MAJESTIES

PESTHOLES

A little humor ...

Therefore, plan to relax a

One day Johnny's father

brought his boss home for din-

ner. When Johnny's mother

served the meat, the little boy

asked, "Is this mutton?"

STR8TS

No. 639

9

minimum of an hour-and-a-

ly care for your family.

half every 15 years.

NOBLES

BHEESTIES DESCRIBE **EMESES FORESIDES** INGRESSES

LONESOME OPALESCES UNDRESS

Advice to mothers: Unless you deliberately set aside a Why do you ask?' "Because Dad said he was little time for regular relaxation, going to bring home a mutyou will not be able to efficient-

> ages of 12 and 17, for example, a child may see his par-

ents age 20 years. After dinner, members of a

THEME: MOVIE ANIMALS

STATEPOINT

CROSSWORD

ACROSS I 1. Deli side

- 5. *"Breakfast at Tiffany's" animal
- 8. Songs for one
- 12. What formica and biochemical have in common
- 13. Prefix for partly
- 14. Dark
- 15. Crew equipment, pl.
- 17. Golf shirt

16. Steinbeck's "East of

18. *"Marmaduke" animal

20. *"Away & Back" animal

- 21. Game "field"
- 22. Slightly insane
- 23. Casual top
- 26. Vending machine 30. Rocks, to a bartender
- 31. Bowling prop
- 34. Lush
- 35. Trots and canters 37. Broadcasting medium
- 38. Inflammatory swelling
- 39. Highland tongue
- 40. Sock pattern
- 42. Bring into play 43. Go back over
- 45. Theater passages
- 47. Part of a cheer 48. Lump of anything
- 50. Milo and Otis, e.g.
- 52. *"Dunston Checks In"
- animal 56. Wheel on a spur
- 57. CISC alternative
- 58. Private theater box
- 59. Resembling wings 60. MacFarlane or Rogen
- 61. Go-62. *Bullseye, Hamm and
- Lotso Bear, e.g.
- 63. Lyric poem
- 64. Immediately, doctor's

DOWN I

- 1. Air quality concern

- 4. Sushi condiment
- 7. Fork prong
- 8. *"Harry Potter" animal
- 9. Earthenware pot
- 10. *"Born Free" animal

- 13. Administer diazepam
- 22. "Some Nights" band
- 23. *"Life of Pi" animal
- 27. Cry like #5 Across
- 29. Hues
- 32. Backgammon predecessor
- 36. *"Anchorman" and
- "The Wizard of Oz" animals 38. Kundera's "Unbearable
- Lightness of _____"
- exclamation 41. Set in motion
- 46. Lies in ambush
- 48. Wept

- 51. Home versus ____
- words)
- 55. As opposed to gross





- 2. Fibber
- 3. Farm measure
- 5. Natural moth repellent
- 6. To change, as in the
- U.S. Constitution
- (2 words)
- 11. I in T.G.I.F.
- 14. When Cinderella wins
- 19. Civil wrongs
- 24. Close call
- 25. Bank job
- 26. Gossamer
- 28. Liquorice flavored herb
- 33. *"Babe" animal
- 40. "That feels good!"
- 44. Like a go-getter bird
- 49. It makes waste?
- 50. Singular of #17 Across
- 52. Guesstimate phrase (2
- 53. To perfection (3 words)
- 54. Taj Mahal city
- 56. *"Willard" animal



was sitting on my lap facing

a mirror. After gazing intent-

ly at her reflection for some

minutes, she said, "Daddy, did

her. "And did He make me,

too?" she asked, taking anoth-

er look in the mirror. "Certainly,

is breakfast, lunch, and din-

Mother: Aunt Mathilda won't

kiss you with that dirty face.

"Seems to me He's doing

dear. What makes you ask?"

"Certainly, my dear," I told

God make you?"

better work lately.'

American home . . . except the

Father of teenage son to

neighbor: Junior's at that awkward age . . . too old for a spanking and too young for analysis. Son: Dad, the Bible says

if you don't let me have the

car, you hate me. Father: Where does it say that? Son: A letter from a college stu-Proverbs 13:24—"He that spadent said, "Please send food packages! All they serve here

Husband: It must be time to

Wife: How can you tell?

asleep at last.

sits next to me in class has a dress just like mine. Dad: So you want a new dress? Coed: Well, it would be cheaper than

7

8 7 married my aunt, and the other 6 3 8 sir," and "No, sir," and "Yes, 9 7

Nowadays you'll find almost everything in the average

Boy: That's what I figured. "In our family," a little girl told her teacher, "everybody marries relatives. My father married my mother, my uncle

day I found out that my grandmother married my grandfather." Father: Well, son, what did you learn in school today? Son: I learned to say, "Yes,

Father: Really? Son: Yeah!

ma'am," and "No, ma'am."

reth the rod hateth his son."

"I just wish you'd mentioned we were flying

Wonder Woman Airlines."

Husband: The baby has fallen Coed: Daddy, the girl who

changing colleges.

7 9 8 6 9 6 7 9 8 6 † 6 9 6 7 9 9 6 9 ħ

9 8 6 7

© StatePoint Media Fill in the blank squares in the grid, making sure that every row, column and 3-by-3 box includes all digits 1 through 9. If Iron Man and the Silver Surfer teamed up they'd be "alloys"! How does a tree access the Internet? It logs on. E Before S F B Y O L S E I T S E J A M P E O U I F U G COALESCESEDESCRIBEBZRX GQMVEUMGVLBLTDRYNESSZK TEOL OP WAF ORESI DESSEFNO OBBPDHNIEHFVNDETEERDWN DHLCESEKQEGODDESSESWUQ RQEMESESFPDENISSERTCAC

ACTRESS COALESCES

BESTRIDES CONFESS DRYNESS **FESSES** HONESTICES **LAKESIDES**

REDNESS

The mother replied, "No.

tonhead for dinner," Johnny answered. Adolescence is a period of rapid changes. Between the

Father: What's wrong,

lot of families suffer from dish-

Judy? Usually you talk on the phone for hours. This time you only talked half an hour. How come? Judy: It was a wrong num-

A father, whose looks aren't anything to brag about, tells this on himself: My little girl

Medium Previous solution - Easy 6 8 7 9 7 6 8 4 1 2 3 5 8 6 7

3 2 1 4 7 8 7 4 1 2 6 3 5 9 8 5 3 2 4 5 2 3 4 3 1 4 2 5 6

squares into compartments. These need to be filled in with numbers that

1 5 6 7 8 How to beat Str8ts -Like Sudoku, no single number can repeat in any row or column. But.. rows and columns are divided by black

complete a 'straight'. A straight is a set of numbers with no gaps but can be in any order, eg [4,2,3,5]. Clues in black cells remove that number as an option in that row and column, and are not part of any straight. Glance at the solution to see how 'straights' are formed.

3 9 5 6 7 2 8 4 3 8 6

2

You can find more help and strategies at www.str8ts.com along with more puzzles, Apple apps and books.

FAMILY FUN with a POP

KID-FRIENDLY SNACKS AND TREATS PERFECT FOR SHARING

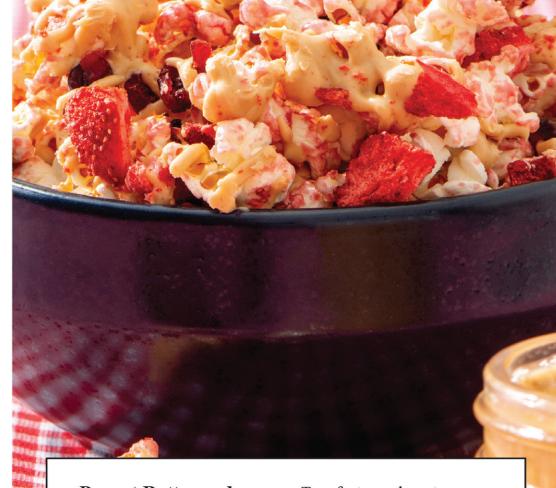
FAMILY FEATURES

Then 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 Popcom.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 popcom and jam until evenly coated.

Transfer to parchment paperlined 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 refri-gerator 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 marshmallows1 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 salt2 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.

