



Living a lie: Through deception done to our members

By HENRY BROWN

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"You may have to fight a battle more than once to win it."

Grievances, U.S. Merit System Protection Board and Arbitrations. There are those who would lead you to believe that conventional wisdom is that most Federal employees whose performance is unacceptable in their jobs or who commit serious job-related misconduct are specifically relegated to the bargaining unit employee and that misconduct among supervisors is relatively rare.

This assertion - that the conduct of bargaining unit employees far exceeds those in management given the number of bargaining unit employees facing conduct challenges are disproportionately represented by them as large and having a negative effect on the organization; the classic: one bad apple spoiling the entire bushel.

Employees, per them, who have been classified as poor performers whose conduct is a problem for the organization, if tolerated presents a challenge to production and mission accomplishment. However, when an organization illustrates an inconsistency in administering discipline it sends the wrong message in the organization. The hallmark of any organization's disciplinary process is accountability - up and down the chain. When the standards are not being applied adequately where employees are treated unequally, it leaves the organization's leadership potentially vulnerable to various complaints.

In contrast, if taking action is to improve the morale of the other workers, those actions are missing the mark across the entire installation. Rarely are poor-performing supervisors held accountable for their actions. In the meantime, the taxpayers are paying vast sums of money to correct their actions. Instead, constructive counseling, especially given early and regularly, can hold



Henry Brown

them accountable. Or so you would think. This is not a phenomenon that is solely germane to the first- and second-line supervisors. It is rife throughout the chain of command.

In fact, many managers find themselves accused of discrimination, whistleblower retaliation or other prohibited practices after taking disciplinary action.

A great many of those allegations are based on fact, and regardless of the outcome of the case, the manager can find themselves being rewarded with a promotion or moved into another position often employing harassing and bullying of employees with impunity.

Barriers to dealing with the problem supervisor are based in organizational cultures as well as in procedures. Employees who reported difficulty in dealing with a poor-performing supervisor have been blackballed in the organization.

We are at the intersection of right and wrong. Continuing to employ the family friendship model has not served the installation well. You would think that the number of grievances, EEO's and MSPB would serve as a wake-up call to our senior leadership. When you think about what should be done, the answer is simply one word: accountability.

For me, it is very difficult to watch supervisor after supervisor sitting before of an arbitrator lying. With that reflection comes a reflection of how, once again, these are

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SMD: What happens in the dark will soon come to light

By MARION WILLIAMS

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"SMD".

For those older folks like me who didn't know what that means, don't feel bad. If it weren't for my grandkids keeping me up to date on these new sayings, I would be lost as well.

No worries, "SMD" means "Shaking My Head" and that is all I could do when I was presented with documentation today, showing what the Complex had, as well as the Organization(s), did to their personnel.

In undisputed black and white the documents, laid out in a detailed plan from Congress explaining and instructing



Marion Williams

DoD Organization's, such as our Complex and its Group Directors, how to carry out this order.

However, a small group of likeminded individuals within

the Complex decided to systematically withhold information and documentation intentionally. Documentation which would keep a certain group of employees at a Lower grade, and mal-assigned them to the wrong Series and duties to keep from doing the right thing.

There is no mistake in what I saw. It was an intentional act carried out by these individuals instead of following directions, that would lead to promoting the individuals according to the work they were and potentially still performing over these past years.

I want to be very clear in what I say: The actions of these senior leaders within the 402nd Complex, then and now, constitutes nothing more than negligence and malfeasance of duties.

lignence and malfeasance of duties.

To intentionally disobey an order or Directive given by your Congress (BRAC) are grounds for termination all day long.

All the talk that I've heard from some of these leaders about doing the right thing for their workforce must only apply if you happen to be some of the privileged few. Or in one of the selective groups in these clicks on Robins AFB.

My discussion today concerns mainly the actions taken against the GS-2005's on Robins AFB and the BRAC Plan to fix systemic problems in AFMC.

Our brothers at Tinker and Hill AFB seem to have gotten it right and did the right thing

See LIGHT, page 6



Following is the first in a series on the wide-range of benefits AFGE offers its members:

Travel benefits

Car rental discounts

Whether it's a car, van, SUV or truck rental, AFGE families can enjoy from 5 percent up to 25 percent discount savings on rental cars from Advantage, Avis, Budget, Hertz, Thrifty, and Dollar Rent a Car. Discount rental car rates and savings vary depending on the type of car or vehicle, time of year, location and length of car rental reservation.

Hotel and travel discounts

BookingCommunity is AFGE's new travel partner offering AFGE exclusive access to unpublished hotel room rates that are up to 70 percent less than any other hotel direct website or travel websites such as Expedia, Travelocity, and Hotels.com.

There are over 800,000 hotels for mem-

SPECIAL SERIES PART I

Toll-free benefits line:
888-844-2343

bers to choose from and the online search & booking process is identical to all the other online travel websites so members can book with ease and absolute confidence that they are getting the lowest possible rates.

AFGE members can also book discounted flights, cars, and entertainment & attraction tickets.

All hotel reservations are guaranteed to be the lowest rate available, at the time of booking, for the dates requested and the same hotel.

Be aware that reservations may be Non-Refundable, and no changes will be allowed. No refunds will be given in the event of no-show or day of check-in cancellation. There may be no modifications allowed for a reservation.

TripBeat SM

TripBeatSM makes it easy, convenient and affordable to search and book resort vacations by providing access to more than 2,400 resort condo rental properties in desirable destinations in approximately 90 countries*. They offer variety, space and value.

7-night vacation rentals for only \$399

*\$399 weekly getaways are only \$57 per night. Low fixed price is per unit, not per person, regardless of size, time of year or destination. It's an unbeatable value considering most accommodations are in spacious suites featuring separate kitchen and

See BENEFITS, page 3

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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.

Heat illness prevention

Nearly 3 out of 4 heat illness fatalities happen during the first week of work. New and returning workers need to build tolerance to heat by taking frequent breaks and working shorter shifts in the heat to start. Dangerous heat exposure can occur indoors or outdoors, in any season.

Sun safety at work

Sun exposure causes skin cancer, premature aging of the skin, and cataracts.

Cover up. Wear tightly-woven clothing that blocks out light.

Use sunscreen. Use a sunscreen that has a sun protection factor of at least 15.

Wear a hat. A wide brim hat protects the neck, ears, eyes, forehead, nose and scalp.

Wear UV-absorbent shades. Sunglasses should block UVA and UVB radiation.

Limit exposure. UV rays are most intense between 10 a.m. and 4 p.m.

Hydrate for your safety

Drinking enough fluids is one of the most important things

The following are signs of a medical emergency!

- Abnormal thinking or behavior
- Slurred speech
- Seizures
- Loss of consciousness

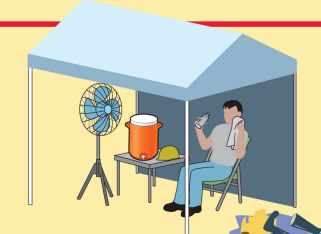
- CALL 911 IMMEDIATELY
- COOL THE WORKER RIGHT AWAY WITH WATER OR ICE
- STAY WITH THE WORKER UNTIL HELP ARRIVES



Watch for any other signs of heat illness and act quickly. When in doubt, call 911.

If a worker experiences:

- Headache or nausea
- Weakness or dizziness
- Heavy sweating or hot, dry skin
- Elevated body temperature
- Thirst
- Decreased urine output



Take these actions:

- Give water to drink
- Remove unnecessary clothing
- Move to a cooler area
- Cool with water, ice, or a fan
- Do not leave alone
- Seek medical care if needed

you can do to prevent heat illness.

Hydrate before, during and after work.

Drink 1 cup of cool water

every 20 minutes - even if you aren't thirsty! Water is generally sufficient for short jobs. For longer jobs, drink an electrolyte-containing beverage.

Avoid energy drinks.

Your work performance may suffer when you are dehydrated, even if you don't notice.

- Source: OSHA/go



Lt. Gen. Stacey Hawkins, left, Air Force Sustainment Center commander, Col. Deedrick Reese, center, incoming 78th Air Base Wing commander, as Col. Lindsay Droz, departing 78th ABW commander, stand together following the passing of the guidon at the 78th ABW change of command at Robins Air Force Base July 6, 2023. (U.S. Air Force photo by Rodney Speed)

Col. Deedrick Reese assumes command of 78th ABW

By **KISHA FOSTER JOHNSON**
78th Air Base Wing
Public Affairs

The 78th Air Base Wing at Robins Air Force Base conducted a change of command ceremony July 6 at the Museum of Aviation Century of Flight Hangar.

Col. Deedrick L. Reese took over command from Col. Lindsay C. Droz, who has held the position since June 2021. She will be taking over as director of staff at Air Force Materiel Command located at Wright-Patterson Air Force Base, Ohio.

Prior to Robins, Reese served as commander of the 1st Special Operations Maintenance Group at Hurlburt Field, Florida.

"To my new family, the men and women of the 78th Air Base Wing, it truly is an honor to serve with you," said Reese, during the ceremony. "I'm committed to seeing you are organized, trained, and equipped to support and execute this unique mission for which we are responsible."

In the 78th ABW's 31-year history, Reese is the 17th commander and the first African

American to serve in this role.

He now commands more than 2,700 personnel assigned to three groups, a communications directorate, an operations support squadron, a comptroller squadron and 17 wing staff agencies.

As the commander of the 78th ABW, Reese also took over as the commander of the installation, making him responsible for the safety, security, morale and welfare of more than 22,000 total force Airmen across more than 50

See REESE, page 3

BBB tip: A shopper's guide to premiumization

Premiumization is when companies offer higher-end products and services for a premium price. Airlines selling both business class vs. economy seats are a classic example.

Another is car manufacturers offering a standard model and one featuring heated seats and leather trim.

While these two examples have been around for decades, premiumization has expanded since the Covid-19 pandemic. Now, businesses selling everything from beauty products to booze are adding new premium options and services.

As a consumer, evaluating premium options can be tricky. Here are BBB's tips for weighing new premium options and ensuring you get the promised value.

Tips for navigating premiumization as a shopper:

■ Do your homework. Brands that offer premium products or services may look like luxury, but as with any purchase, doing some research is vital. Before paying a premium price, ensure the vendor is a trustworthy business with a reputation for good customer service.

Look up businesses on BBB.org to review business ratings and comments from customers.

■ Understand what makes a product premium. Many business owners are working to maintain profit margins by offering their clients added value in a premium package.

However, if a product or service claims to be premium, find out why. Specifically, what makes it better than the basic option? If a vendor can't give you a good answer, skip the premium price and shop elsewhere.

■ Comparison shop. To get the best deal on anything, comparison shopping is a must. This is also true when considering a company's premium offerings.

Find out what similar companies offer and their price point to see if you are really getting



Kelvin Collins

added value for the higher price.

■ Watch for "greenwashing." Many companies promote premium options as more sustainable, lower waste, or all-natural.

But be wary of misleading green marketing claims. The Federal Trade Commission advises consumers to look for specific information on packages and products that explain why the product is green.

■ Keep track of subscriptions. Many companies offer premium services in the form of a subscription. This might mean paying a monthly fee for quicker delivery, exclusive content, or access to superior products.

If you purchase a subscription, and especially if you purchase multiple subscriptions, keep track of them. Review paid subscriptions regularly and cancel any you no longer need to avoid unnecessary spending.

■ Don't want premium? Explore new brands. While some companies are leaning into new premium offerings, others are filling the lower-price space with cheaper options.

For example, make-up brands are creating new products similar to high-end options but sell for a fraction of the price.

■ Stick to your budget. A good budget can do wonders for your financial health, but only if you respect your spending limits.

If your budget only allows you to purchase the basic version of a product or service, skip the premium offerings to keep your finances in the green.

For more information, see BBB's tips on creating a budget, keeping costs down during inflation, and smart online shopping at BBB.org.

Medal of Honor spotlight

Marine Warrant Officer Harold Wilson

By **KATIE LANGE**
DoD News

During a 30-year career, Marine Corps Chief Warrant Officer 4 Harold Edward Wilson saw action during three major wars. His leadership during the Korean conflict helped his beleaguered unit survive an onslaught by Chinese forces. That bravery under fire earned him the Medal of Honor.

Wilson was born Dec. 5, 1921, in Birmingham, Alabama, to parents James and Leila Wilson. He had three brothers, William, Thomas and Walter, all of whom also eventually joined the Marine Corps. Wilson earned the nickname "Speedy" as a grocery delivery boy. According to Marine Corps Col. James C. Carroll III, Wilson used a wagon when he first started the job, but he was pretty slow, so people called him "slow poke." Wilson wasn't fond of that moniker, so he saved up enough money to get a bike, which he used to speed around town delivering groceries. It earned him a new nickname that stuck with him for the rest of his life.

A few months after the Japanese bombed Pearl Harbor, Wilson enlisted in the Marine Corps Reserve. The 20-year-old was assigned to active duty and spent more than two years stationed on Midway Island in the Pacific before being honorably discharged in the fall of 1945 when World War II was over.

Two years later, Wilson rejoined the Marine Corps Reserve. He was recalled to active duty in August 1950 when war broke out in Korea. His unit, the 3rd Battalion, 1st

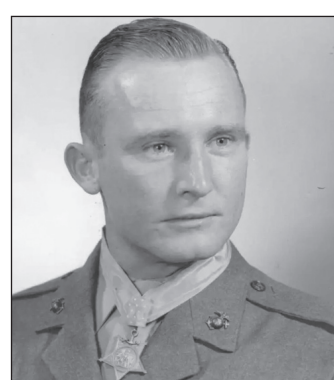


Photo courtesy defense.gov
Chief Warrant Officer 4 Harold Wilson

Marines Regiment, 1st Marine Division, was sent to the peninsula in November 1950. Pretty quickly, they were involved in some of the war's first campaigns, including the famed Battle of Chosin Reservoir, where Wilson was wounded in December 1950.

A few months later, Wilson earned the Bronze Star for leading his platoon during several skirmishes in March 1951. Then, there was a lull in fighting for a few weeks, but on April 22, about 250,000 Chinese soldiers began their spring offensive. Their push south caused South Korea's 6th Division to collapse, so U.S. Marine Corps units were sent in to plug the gaps through which the enemy was advancing.

Wilson was the sergeant of his rifle platoon, which was attached to Company G. They were charged with plugging the gap on Hill 902 near the Hwachon Reservoir, just north of the 38th Parallel.

Around midnight on April 23rd, the Chinese overran Company G's outpost. Wilson's platoon was forced to defend themselves in hastily constructed foxholes from

the heavy mortar, machine gun, grenade and small-arms fire coming at them from the enemy.

Wilson braved that intense fire to help survivors get back to their defensive line. He directed the treatment of casualties, and even though he'd been struck in the right arm and left leg, he refused aid for himself and continued to move through the men in his platoon, encouraging them to keep up the fight.

Not giving up

As the attack got worse, Wilson was wounded again, this time in the head and shoulder. But he again refused medical attention and insisted on staying with his unit. He couldn't use either of his arms to fire a gun, so instead, he went around resupplying his men with rifles and ammunition he'd collected from the wounded so they could continue firing.

After asking his company commander for help several times, the unit was finally issued reinforcements, and Wilson moved them into strategic positions along the defensive line. He then directed their fire until he was blown off his feet by a mortar round.

The explosion dazed and concussed Wilson and caused him to lose a lot of blood, but he still refused to get medical aid. Despite his weakened state, he continued to go from foxhole to foxhole directing fire, resupplying his men and giving them first aid and encouragement.

Thanks to Wilson, his unit was able to hold onto the

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Maj. Gen. Michael Koscheski, left, 15th Air Force commander, passes the 461st Air Control Wing guidon to Col. Adam Shelton, 461st ACW commander, during a change of command ceremony at Robins Air Force Base July 7. (U.S. Air Force photo by Tommie Horton)

Col. Adam Shelton takes reins of 461st Air Control Wing

By **C ARCE**
78th Air Base Wing
Public Affairs

The 461st Air Control Wing received a new leader during a change of command ceremony, held on Robins AFB July 7.

Col. Adam Shelton took the reins of the wing from Col. Michelle Carns, who is set to retire from the Air Force this August.

"Missions, personnel, organizational constructs and equipment are all evolving as our service enters the interwar period," Shelton said. "However, this wing is yet an example of the

complexities facing our service and how, during times of evolution, we have to reimagine and re-tool what makes us great."

Maj. Gen. Michael Koscheski, commander of the 15th Air Force at Shaw Air Force Base, South Carolina, presided over the ceremony. He highlighted Carns' successes during her tenure and welcomed Shelton to the Liberaiders family.

"Our Airmen deserve outstanding leadership, which is what they will get with Col. Adam 'Digger' Shelton," Koscheski said. "He shaped the future of the Air Force by authoring the first-ev-

er Common Mission Control Center concept of operations and steered major battle management advancements and test plans ... With his wealth of experience, he's uniquely positioned to lead this wing into the future of battle management command and control."

Shelton took the podium and addressed his wing, Team Robins personnel and community members for the first time.

"To the men and women of the 461st Air Control Wing, it is not lost on anyone the amount of change this organization has undertaken over the last

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Living with COPD? How to navigate palliative, hospice care

(StatePoint) Chronic obstructive pulmonary disease is also referred to as emphysema or chronic bronchitis and makes it hard to breathe.

During every stage of the disease, starting when a person is first diagnosed, different supportive care options are available that can improve quality of life, including palliative and hospice care.

It's important for families affected by COPD to have a plan in place regarding these care options. Having trusted tools and information can make getting the conversation started with healthcare providers easier.

That's why the American Lung Association, in partnership with Embassy Health, has launched a new campaign to educate patients and families about the benefits and differences of palliative and hospice care.

Palliative care

Palliative care provides specialized medical care for people living with a chronic or serious illness. Surprisingly to many patients, it's appropriate at any stage of COPD. Early delivery

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7 Tips for Back-to-School Shopping on a Budget

FAMILY FEATURES

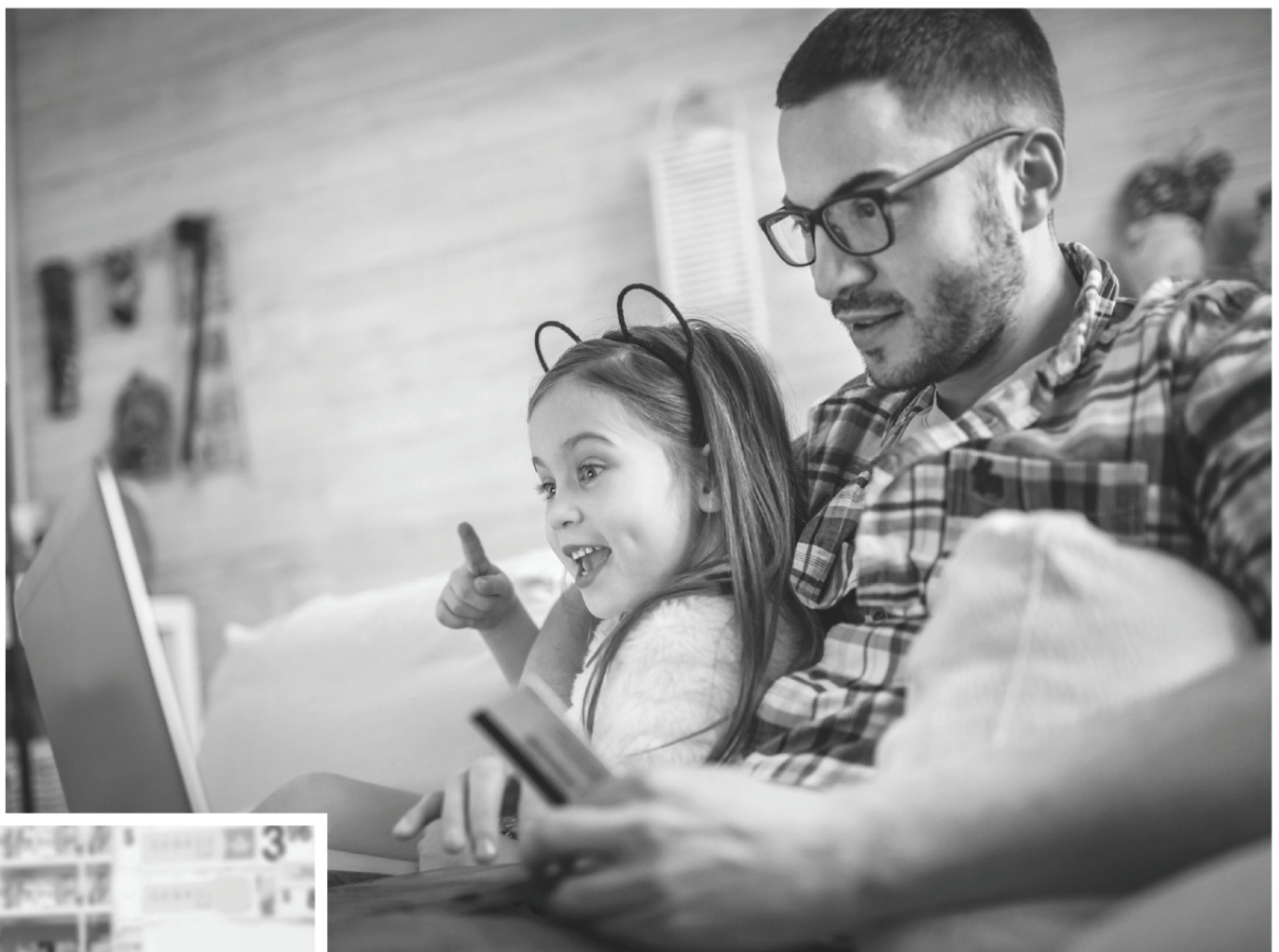
Between navigating store aisles and online sales for everything from clothes and shoes to supplies and sports equipment, back-to-school shopping can be a time-consuming – and expensive – endeavor.

To help stay on budget while still getting everything you need, consider these tips from Vitaly Pecharsky, head of deals for Slickdeals, a one-of-a-kind online community of shoppers working together to shop smarter and save more.

Take stock of current inventory – Before you hit the stores, take inventory of items you already have at home or in the office to see what you truly need. Knowing what you already have on hand can help you avoid the temptation of stocking up on items you may not even need just because they were on sale. That 50-cent pack of crayons may be a good deal, but too many of those can add up, especially if you realize later you had the same item sitting unused in a closet or drawer at home.

Check with teachers – Don't be afraid to email your children's teachers before classes start to find out what supplies are absolutely necessary. Sometimes a school will put out a list, but the teachers may not require you to have all the items on the list, particularly if students may be sharing and supplies may need to be restocked later in the school year.

Tap into technology – Shopping online is a quick and easy way to compare products, services and prices, but it can be overwhelming trying to determine if you're really getting the best option. Before making a final decision on everything from laptops to markers, visiting a site like Slickdeals can help you find the best products at the best prices. With 12 million users who vet and vote on deals from top retailers, you can feel comfortable knowing you're getting the best value. You can also set deal alerts to be notified via email when a deal that matches your criteria gets posted.



Photos courtesy of Getty Images



Buy pre-owned – From uniforms and sporting equipment to clothing and more, not everything needs to be new each school year. Visiting online consignment shops can help you find big savings on like new, often brand name clothing, accessories and more.

Avoid buying equipment for extra-curricular activities all at once – If your children are trying new sports, clubs or extracurricular activities for the first time, consider waiting to purchase all the necessary equipment. Oftentimes, you may be able to borrow or buy pre-owned items from other parents whose kids have outgrown the equipment or no longer participate. If your children end up deciding a sport or activity isn't for them, you're not stuck with things that may end up collecting dust in the garage or basement.

Shop without your kids – Leaving the kids at home when shopping may help save

money, according to a survey commissioned by Slickdeals and conducted by OnePoll. The study of 2,000 parents in the United States found 2 out of 3 respondents believe shopping with their kids tends to be more expensive than shopping by themselves with solo ventures costing an average of \$133 compared to \$179 when taking children along.

Take advantage of student discounts – If you have children in college, you may be able to use their student ID cards to your advantage to save even more money. Before making purchases on big-ticket items like tablets or laptops, be sure to inquire about discounts available only for students. Some companies even offer student-only memberships for discounted services, such as shipping, video, music and more.

Find deals on supplies and gear for back-to-school season at Slickdeals.com.

5 savvy tips for a smooth back-to-school transition

(Family Features)

Balancing schedules, supplies shopping, meal planning and more can make the back-to-school season one of the most hectic times of the year. Keeping stress at

bay may be a little easier when you put a plan in place the entire family can follow.

Remember, making the transition as smooth as possible requires a team effort. Help make a new academic year

easier on your little ones (and yourself) with these hacks.

Start your routines

Getting your kids into their school day routines may be a massive undertaking, but it's often helpful to start weeks before the first bell rings. Set those alarms and encourage kiddos to treat each morning as if they're going to class.

In the evenings, practice prepping backpacks and outfits just as you would during the school year, and ensure children are going to sleep at the times they should on school nights.

Simplify school lunches

Prepping lunchboxes to send to school doesn't need to be a time-consuming affair. In fact, it can be one of the easiest parts of your routine with prepackaged options that help make packing lunches a breeze.

Seek out solutions that help simplify the process like Kemps Smooth Cottage Cheese, a first-of-its-kind snack for kids made with 4% whole milk and blend-

ed with real fruit to create a smooth and creamy texture without the curds. Available in four-packs of 4-ounce cups in fun flavors like Mixed Berry, Strawberry and Strawberry Banana, it's a healthy, convenient and versatile solution with probiotics and no high-fructose corn syrup.

Plus, it's high in protein to keep kids feeling full and focused throughout the school day.

Prep the night before

Stressful mornings can lead to less productive days. Instead, simplify mornings as much as possible by packing backpacks, prepping lunches and planning outfits in the evenings to save yourself time once that alarm goes off. Plus, you may be less likely to forget essentials like homework assignments or permission slips when you're not in a rush.

Serve nutritional after-school snacks

Skip the temptation to stock the pantry with sugary grab-and-go treats. Instead, encourage good nutritional choices for

your children after a day of learning by offering them healthier snacking solutions. For example, pairing cottage cheese with crackers or fresh fruit provides a protein punch without the added sugar of less healthy snack choices to keep little tummies full until it's time for a family meal.

Create a family calendar

The school year certainly isn't the only time that calendars feel like they're bursting at the seams, but the addition of after-school activities, field trips, parent-teacher conferences and more can be overwhelming if you're not prepared.

Find a scheduling solution that works for your family, whether it's a dry-erase board in a mudroom or magnetic calendar on the fridge.

Stay on top of upcoming events and activities by sitting down together once a week (or more) to write down everyone's commitments and track important dates.

To learn more and find fun recipes, visit Kemps.com.



Photo courtesy of Getty Images

REESE

From page 2

mission partners, including a major command, an air logistics complex and multiple wings, along with 28,000 local dependents and retirees.

"I'm honored for the opportunity to lead our Airmen and protect our nation here in Middle Georgia," said Reese. "Robins AFB has been the backbone of American airpower since 1941, and we are transforming this installation to set the standard for innovation through new missions, new technologies and creative partnerships. I'm so happy to be part of this team."

To help usher in this new chapter at Robins, Air Force Sustainment Center Commander Lt. Gen. Stacey Hawkins presided over the ceremony.

"Col. Reese, welcome to Middle Georgia, a slice of paradise," said Hawkins. "You are bringing a record of commitment to team leadership, discipline and accountability. You are bringing it to the Air Force Sustainment Center, Air Force Materiel Command and Robins Air Force Base.

"People first, people always" is the cornerstone of your philo-

sophy, and you will have the people to make it happen," Hawkins continued. "Middle Georgia will have your back in all of your endeavors."

Reese earned his commission in 1999 upon graduation from The Citadel, The Military College of South Carolina.

He has served in various special operations, mobility and fighter aircraft maintenance organizations, and has completed staff officer assignments at Headquarters Air Force Special Operations Command and Headquarters Air Force.

During his career he has received numerous accolades, which include the Bronze Star, Meritorious Service Medal with five oak leaf clusters and Air Force Commendation Medal with two oak leaf clusters.

"I plan to provide vision and foster an environment in which all of you can perform and grow to your maximum potential – personally and professionally," Reese said to his new wing. "I will also keep you focused for why we are here, why we wear this uniform, and why our mission will not fail. I look forward to working with you and getting to know you during my time in command. Thank you for all you have done and will do in the future."

SHELTON

From page 2

few years," Shelton said. "You have been blessed to have incredible command teams that truly had your backs and worked endlessly to shape the future of this wing."

Shelton also highlighted the wing's mission and how it can support Agile Combat Employment, also known as ACE. According to Air Force Doctrine Note 1-21, ACE is a "proactive and reactive operational scheme of maneuver executed within threat timelines to increase survivability while generating combat power."

"We accomplish this through evolving globally accessible distributed control capabilities, providing deployable ready air traffic control capabilities, or via new emerging targeting nodes to assist in deep penetrating target prosecution," he said. "The future is bright here at the 461st Air Control Wing and our mission is needed now, more than ever."

As an Air Force tradition,

an E-8C Joint Surveillance Target Attack Radar System aircraft name change ceremony was also held, where Senior Airman Dakota Greear, an aircraft structural maintainer with the 461st ACW, switched the aircraft's name to Shelton's, symbolizing his assumption of command.

The 461st ACW falls under 15th Air Force and Air Combat Command as its higher headquarters and is the Air Force's only active-duty E-8C JSTARS wing.

Robins Air Force Base is in the process of divesting the E-8C JSTARS aircraft as it is standing up four new mission sets. Two of those missions stood up earlier this year: the 728th Battle Management Command and Control Group and the E-11A Battlefield Airborne Communications Node aircraft, otherwise known as BACN, under the 18th Airborne Command and Control Squadron. Robins Air Force Base will also be receiving a spectrum warfare group and the Advanced Battle Management Family of Systems.

COPD

From page 2

of palliative care has the potential to reduce unnecessary hospital admissions and the use of health services.

In fact, it's never too soon after a COPD diagnosis to ask a healthcare provider about adding in palliative care.

The intent of palliative care for those living with COPD is to improve their condition, manage symptoms and address their wishes and treatment goals.

These services are often provided by a team of palliative care specialist doctors and nurses, social workers, nutritionists and spiritual advisors, and can take place in the home, a hospital, outpatient clinic, assisted living facility, nursing home or palliative care center.

Hospice care

When curative treatment options stop working, it's often referred to as end-stage or advanced COPD.

This can be an extremely difficult time for patients and families, and a time where they need to make difficult decisions.

One treatment option for advanced COPD is hospice care. Hospice care focuses on bringing comfort and relief to a person with life-limiting COPD who has opted to no longer seek curative treatment. The goal is to consider the patient's overall wellbeing and improve their quality of their life.

While many worry it's too soon to start talking about hospice care, many patients discover that it comprises much more than end-of-life care.

Hospice care is delivered by a multidisciplinary team that can consist of nurses, doctors, social workers, spiritual advisors and trained volunteers. Everyone works together with the patient and their caregivers to provide medical, emotional and spiritual support. An approach to care, not a place, hospice can be offered in the home, a care center, hospital, assisted living facility or hospice center.

For more information about COPD care options, visit Lung.org/copd-plan.

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

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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.

STATEPOINT CROSSWORD

THEME: ON THE ROAD

ACROSS

- 1. More down in the dumps
- 6. Will Ferrell's 2003 Christmas character
- 9. Century Gothic, e.g.
- 13. Twisted cotton thread
- 14. Greek "t"
- 15. Biblical mount
- 16. Dessert sandwiches
- 17. Barley bristle
- 18. Pungent edible bulb
- 19. *Shared ride
- 21. *Yellow Brick Road traveler
- 23. Member of the Benevolent Order
- 24. Sword handle
- 25. The little one "stops to tie his shoe"
- 28. AI "fodder"
- 30. *Gas station option
- 35. Thailand money
- 37. Phone cam images
- 39. Fill with happy spirit
- 40. Bora _____
- 41. Vexed
- 43. Uncontrolled swerve
- 44. Middle Eastern V.I.P.s
- 46. Genesis twin
- 47. "The Odyssey," e.g.
- 48. Hooray!
- 50. Speaking platform
- 52. Campfire residue
- 53. What sailors are to captain
- 55. Lawyers' org.
- 57. *Jack of "On the Road" fame
- 61. *Refreshment break
- 65. Live sign for radio, 2 words
- 66. Shakespearean "fuss"
- 68. Bar order, with "the"
- 69. Ownership document
- 70. Mitt Romney's title, abbr.
- 71. Christmas Eve visitor
- 72. Keats' works, e.g.
- 73. *Major road, abbr.
- 74. *Certain number of cylinders

DOWN

- 1. Cold War's Warsaw Pact, e.g.
- 2. Turkish money
- 3. One on drugs
- 4. Run off to Vegas?
- 5. Sold on eBay, usually
- 6. Short for "and elsewhere"
- 7. Hammurabi's code, e.g.
- 8. Plural of fundus
- 9. Porto _____, Italy
- 10. Got this!
- 11. Sodium hydroxide
- 12. Like Tim of "A Christmas Carol"
- 15. Foray
- 20. Giraffe's striped-legged cousin
- 22. Like one of the Testaments
- 24. Fine-toothed metal cutter
- 25. *Famous road from Beatles crossing
- 26. Actress Watts
- 27. Minute parasite
- 29. *Spare one
- 31. "If all _____ fails"
- 32. Sarpa _____, coral reef fish
- 33. Tiny purses
- 34. Olden day phlebotomy instrument
- 36. Waterproof canvas
- 38. Clothing line
- 42. UAE's most populous city
- 45. Close the fastener, e.g.
- 49. Epoch
- 51. Between 90 and 180 degrees
- 54. E-wallet's content
- 56. Very, in music
- 57. Japanese zither
- 58. Author Bagnold
- 59. Goes with interest
- 60. Great masters' medium, pl.
- 61. *Hoofed "express" traveler
- 62. "The Summer I Turned Pretty" actress Lola _____
- 63. Solemn promise
- 64. Surveyor's map
- 67. Morning drops

CROSSWORD

1	2	3	4		5	6	7		8	9	10	11	
12					13					14			
15					16					17			
18					19					20			
				21					22				
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					47				48	49			
	50	51					52				53	54	55
56							57				58		
59							60				61		
62							63				64		

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I'm deathly afraid of elevators.
I take a lot of steps to avoid them.

What's the difference between an envelope and a window? Nobody looks at you funny when you lick an envelope.

Holiday Time

ROVKXQRXJNYADSNARETEVW
EMI SRAEYWENFVYTXTEOQBP
TRWGYGNI VI GSKNAHTSBAGR
SMAGLABORDAYADSREHTAFE
AJ SROODDHALLOWEENBHGLS
ECHKNOXYGROUNDHOGJMAZI
VOI ZWWDVALENTINESXZTGD
RL NUUAWF GMORF DAJVEQODE
QUGWAVNZRMEMORI ALDAYAN
OMTOZRCZXI MOTHERSDAYYT
YBOSSDAYATDHANUKKAHCXS
JUNAFBLUTADACHRISTMASL
XSUTLUMTOALMYWCNGGHMUB
MRKCFI QYSTPATRICKSYCY

BOSS DAY	CHRISTMAS	COLUMBUS
EARTH DAY	EASTER	FATHERS DAY
FLAG DAY	GOOD FRIDAY	GROUNDHOG
HALLOWEEN	HANUKKAH	KWANZAA
LABOR DAY	MAY DAY	MEMORIAL DAY
MEMORIAL DAY	MOTHERS DAY	NEW YEARS
PRESIDENTS	ST PATRICKS	THANKSGIVING
VALENTINES	VETERANS DAY	WASHINGTON

A little humor ...

An old woman took a package to the post office to mail and was told it would cost \$3.95 for fast delivery or \$2.30 for slower service. "There is no hurry," she told the clerk, "just so the package is delivered in my lifetime." He glanced at her and said, "That will be \$3.95, please."

The manager of a large corporation got a heart attack, and the doctor told him to go for several weeks to a farm to relax. The guy went to a farm, and after a couple of days he was very bored, so he asked the farmer to give him some job to do. The farmer told him to clean the dung of the cows. The farmer thought that to somebody coming from the city, working the whole life sitting

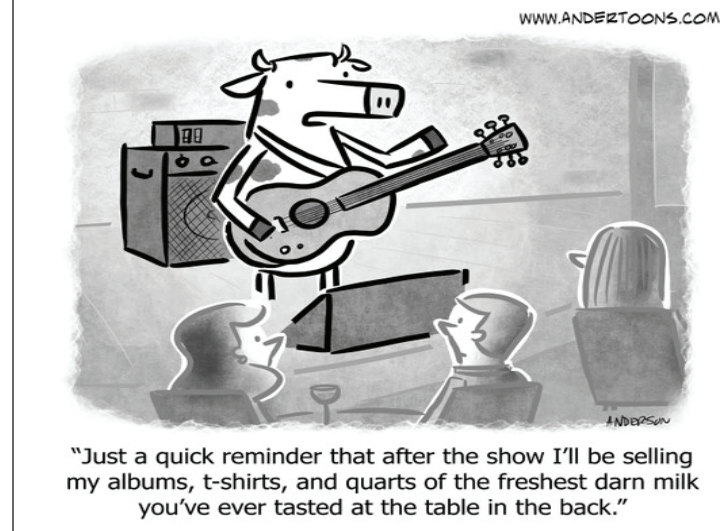
in an office, it will take over a week to finish the job, but to his surprise, the manager finished the job in less than one day. The next day the farmer gave the manager a more difficult job: to cut the heads of 500 chickens. The farmer was sure that the manager will not be able to do the job, but at the end of the day, the job was done. The next morning, as most

of the jobs on the farm were done, the farmer asked the manager to divide a bag of potatoes into two boxes: one box with small potatoes, and one box with big potatoes. At the end of the day, the farmer saw that the manager was sitting in front of the potato bag, but the two boxes were empty. The farmer asked the manager: "How is it that you made such difficult jobs during the first days, and now you cannot do this simple job?" The manager answered: "Listen, all my life I'm cutting heads and dealing with dung, but now you ask me to make decisions!"

map and find North America. Shamu: Here it is! Teacher: Correct. Now, Ramu, who discovered America? Ramu: Shamu!

Three men were drunk and they stopped a taxi. The taxi driver figured that they were not in their minds so, he just switched on the engine and switched it off and told them: "we have arrived". The first man gave him

money. The second one thanked the taxi driver. The third one slapped him (the taxi driver). The taxi driver was stunned because he was hoping that none of them had realized that the car didn't move an inch, but he faked surprise and asked the third man: "what was that for?". The drunken man replied: "Control your speed next time! you nearly killed us!!!"



STR8TS

No. 640 Tough

			4						
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						9			
2								6	
							6		
			1						
				5					
4									1

Previous solution - Medium

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

How to beat Str8ts - Like Sudoku, no single number can repeat in any row or column. But... rows and columns are divided by black squares into compartments. These need to be filled in with numbers that 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.

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

Teacher: Shamu. go to the

LIGHT

From page 1

by their people.

However, Robins AFB, decided that these GS-2005 which were made up of limited duty personnel, and people they didn't care for it seems.

All GS-2005's were transferred from Robins AFB to DLA in the 2000-2003 timeframe. I remember this, because I was a GS-2005 and had just left for another job in Building 301 during that timeframe.

In 2006, BRAC released the findings of a study and determined that all GS-2005's were not classified correctly and needed a path to help them transition to positions that would lead to a promotional potential.

Long story short, the other base's followed the guidance provided by the BRAC report. However Robins choose to do their own thing and hold the people back.

To be specific, the report outlined what the Depots and Complex's could do as far as acquisitions (which was nothing, this was supposed to go to DLA personnel) and stated Depot and Complex's should keep their people performing purchased under \$3,000, and for basic maintenance items.

The report stated the duties being performed at Robins AFB as GS-2005-05/07 they shouldn't be doing. These jobs should be performed by people in the GS-1101 series as GS-11's or 12's.

In fact the report had a spreadsheet which specifically identified 14 Core Documents to be used by the 402nd in CMXG. Included in that were two NH-03 positions for supervisors to supervise them. Guess how many GS-2005's positions CMXG had mal assigned???

The last few years I have been dealing with CMXG and the mal-assignment of its personnel. Specifically, the GS-2005's which they so graciously transitioned to GS-1152-05/07.

That's right, they even downgraded them to a training position of a GS-05 target 07 as GS-1152's. I've found out that there had been a few Classification audits that confirmed that the employee should be GS-09, GS-11 as well in the 1100 series.

However, the management of CMXG withheld this information and with the help of an unscrupulous union steward a few years back, worked out this deal. I'm not proud of it, and it sickened me when I found out. I'm glad the individual is no longer a steward or even working for the Installation anymore. There is no room for this type of behavior on either side.

Now back to CMXG. As recent as last year I was trying to look into this situation, an allegation being pre-

“As a spiritual person, I do believe: In time, all things will come to light. Finally, the light is coming though on this situation. But not before CMXG has systematically destroyed, dismantled and run off the employees. Another intentional act performed by these individuals. All with a smile on their face to add insult to injury.”

sented to me by employees in CMXG specifically. An audit was done by an employee and their supervisor. The result stated the current work being done was at the GS-09 level and that the employee was mal-assigned. The classifier stated that all he needed was for the Agency (402nd CMXG) to put in a ticket so that he could finish it out.

However, when the supervisor tried to provide the finding to the upper level management in CMXG, it was suppressed. They even went to the extreme to contact the Classifier's management to have him removed, which he was.

Then CMXG, through its squadron Director, manipulated this process, by removing duties provided to lesser duties, and when the new classifier reviewed it under the "new" job performed, was only rated at a GS-07. Even though the original classifier confirmed it to be a GS-09 or higher.

When I got involved and requested another audit, it got stalemated in the Complex.

I've heard different things from senior leadership such as, they were told by the 402nd OB office in the Complex that it was up to the Complex if they wanted to perform the audit, (that's a lie) they don't have that option.

At no time did they even reference the other audits that had been done on this position confirming they were working under the wrong core documents and at a lower grade and the wrong series. But without hard evidence in hand or proof, it's hard to row up a creek without a paddle - if you understand my meaning.

As a spiritual person, I do believe: In time, all things will come to light. Finally, the light is coming though on this situation. But not before CMXG has systematically destroyed, dismantled and run off the employees. Another intentional act performed by these individuals. All with a smile on their face to add insult to injury.

This is no way to treat people or your

workforce. Leaders expect only the best from your workforce, how you can expect to get this from your people when your leadership continues to try to hold the workforce down, stifling their growth or careers.

One of the ironic things about CMXG is the Director, (Mr. Jimmy "JR" Russell) was in the Complex OB office where the decisions were made concerning the GS-2005 transition plan.

I want to reiterate that CMXG was not alone in this travesty of justice. AMXG, EMXG and MXSG all had GS-2005's and followed suit with the Complex's directions on the polite of the transitions of the GS-2005 to GS-1152, while keeping them as GS-07s. Mr. Russell was in charge at the Complex in February 2019 when Mr. Stacey Wood met the employees in the Base Theater, along with Mr. Fowler of the Labor Office, to tell the employees what the Complex was going to do.

The Union showed up, and I was present. We told the Agency at this meeting that we were not in agreement with this transition. However, Mr. Wood stated that he had his "orders" and it was going to happen with or without the Union.

The Agency converted the people, and without what I have today in hand, we were unable to stop the action. I can see clearly now how the Agency covered up, withheld, and basically lied about all of this.

I am not withholding my words on this article because I have stated that we all should be accountable. The question now, is: What is the Agency willing to do to correct this?

I have continued to state there are some bad actors in management positions that have control of our workforce's ability to grow. I believe we all have seen or heard how these unscrupulous individuals are hiring their friends and family into positions outside of their skills, knowledge and

ability to perform.

When their actions are questioned, all we hear is: "We followed procedure and did everything right." These types of actions are destroying the Installation.

When one of these individuals is caught all that happens to the unlucky person that gets caught is a writeup or maybe a reprimand. Then they are moved to another department to screw it up over there. When will we hold our leadership accountable?

In the last two months in CMXG alone they have hired a NDI supervisor, who was not qualified. The only thing that brought this to light were the inquiries of a few employees that applied for the position. When the management personnel were unable to explain it away, they knew they had been caught red handed. So, they simply removed the individual from the supervisory position, trained him a little and made the person a work leader. Then they offered the supervisory position to the correct person.

Although this may have fixed the problem, it didn't address the issue.

The unfair hiring practices of this Organization. Why aren't these hiring panels held accountable? The firm offer issued to the unqualified individual had to go through a lot of people in HR before it was issued and you want me to believe that not one individual took the time to validate the resume or skills of the person being hired?

CMXG also did this with a position in the Pharmacy, when it hired a WS-06 supervisor who was not qualified, but was someone the management officials wanted.

Although you had an employee who worked in the area with not only a four-year degree but had been working in the area for over 15+ years - retired military. They admitted to setting up the employee with "mock interview panels" to help them with their interview answers. All they did by doing this was to cripple the organization; the individual started showing that they didn't know the job. Even admitted they didn't know it.

All CMXG did was pull them from under the person GS-11 supervising them and placed them under the NH-03's and mentored them. This doesn't fix the problem.

Then they retaliated against the supervisor (GS-11) who was trying bring this to light. The GS-11 had to endure a false claim by the WS-06 of harassment and endure the hostile working conditions the male supervisor in CMXG was now creating for them.

Even the Complex joined the ranks in this. The GS supervisor lost all responsibility and management ability when CMXG took all of that GS-11

supervisor's work away, even when the CDI was completed and came back substantiated, the Complex nor the Group gave the GS-11 back their shop or duties.

Finally, the individual left the organization for relief. But not before the shop was completely dissolved one person at a time as CMXG forced them out.

The thing that bothers me the most is instead of senior leadership taking note, taking the appropriate actions to remove these bad actors, they closed ranks and protected them. CMXG currently has many employees working in the wrong series or malassigned, causing them to working outside of their series, with no concern of how this will or is effecting the employee's career or future growth because it's "all" about leadership and their future advancements.

By no means is CMXG the only organization doing these types of things. I will make it my point to call out these injustices, and the organizations that are committing them.

The reason for some of the things happening to our production is because we have supervisors and managers that are not trained for the positions.

I am fighting several cases currently where people on limited duty have been issued "notices of proposed separation due to medical inability." The Complex is not even doing this right, but they are still moving forward with separating these employees. I have no doubt: If we have to take these cases to trial we will prevail, simply because the Complex has not performed the task required - what they have stated they did.

They have not followed the policy or procedures for reasonable accommodations, or the fake job search they continue to say they have carried out. Be warned that I will be asking: "you" (the person stating they perform these actions) for this information in detail and will be calling everyone that is a part of the separation as a witness to testify on what part they played in this process. Ms. Lewis, that will include you and Mr. Calhoun from Personnel, as well as the Directors making the decisions.

Just when you think CMXG will do the right thing, they backfill a GS-11 supervisor position with the NH-03 position like the BRAC report directed it to beginwith.

But in true CMXG fashion, they try to fill it with a GS-09 employee, and even sent out a firm offer. It was only rescinded when the old GS-11 supervisor saw the announcement and followed the action. She reported it and it was pulled back. My question is: Why wasn't anyone held accountable at the Complex?

DECEPTION

From page 1

the people we entrust with one of our nation's greatest resources ... people. The specter of observing these folks in a contemporary setting on a daily basis gives rise to an initialism (SMH).

To be sure we are engaged in a discourse with both the hiring process as well as promoting personnel above their ability to perform. Our prolific support and defense of our members are through a heightened visibility.

It should not be surprising of the poor outcome that has been created by this unchecked promotion and hiring processes.

What do I mean? You have a child development center that is in flux from the previous regime of poorly performing supervisors.

So, for a moment let's assume that the promotion and hiring systems are on sound footing and work through the time-honored and time-tested ethos of cream rising to the top as opposed to sour milk rising to the top. Make it make sense that you hire into a child development system where someone who comes to the center under a cloud, where that hiring is equivalent to an

ambulance chaser.

However, we are not talking about nefarious accident lawyers and tow-truck drivers who lay in wait to profit from the misfortunes of others, but someone that arrives under a cloud of investigations involving the Day Care Center of Hill, AFB in Utah.

The recurring presumption here is that you should do due diligence in the hiring process by making tough decisions and if you error, then error on the side of the children. To the detriment of the center and both our military and civilian employees, a word to the hiring officials who manage this draconian process, the rot of these hiring specifically is not relegated to one organization. It covers a myriad of organizations.

In contrast, it is right to ask: Where have all the leaders gone? We have critiqued the so-called tools of hiring, promotions by asking for the legitimacy of the organization's processes, crickets, bubkes, nothing; "to the extent permitted by applicable law, rule or regulation, the Union may post-audit a promotion action in conjunction with the processing of a grievance under the Negotiated Grievance Procedure." Let me assure you that feedback is not a post interview audit typically the

lack of sharing is tantamount to hiding something.

Take for example the recent hiring in CMXG of an individual that lacks the requisite qualification he was hired to perform. By illuminating this hiring and the subsequent removal of this individual, you would think well it was caught and corrected.

Take a deep breath. That individual has since been placed into a position and is now being trained with the organization's approval to become a work lead. In the immortal words of the legendary commentator Paul Harvey: "Now you know the rest of the story."

We are all struggling for a common property of a clear vision, of legible hope and deep desire to maximize our potentials as employees of Robins AFB. And so, we want to reject the notion that nothing can be done to maximize the potential of every bargaining unit employee.

We must recognize the fact that we signed up for an opportunity that is as American as apple pie and the sprit of 1776. Our focus must be on the business of opening new pathways to careers with unlimited potential, embracing a fair and equitable system of promotion, hiring, and where necessary, hold those accountable for their transgressions.

HONOR

From page 2

position by rallying enough times that the enemy finally turned back.

At dawn, when the final attack had been repulsed, Wilson personally accounted for each man in his platoon before finally walking half a mile unassisted to the aid station to get help for himself. He was transferred to Yokosuka Naval Hospital in Japan and spent five months there before being sent back to the U.S.

Nearly a year later, on April 11, 1952, then-Master Sgt. Wilson received the Medal of Honor from President Harry S. Truman during a White House Rose Garden ceremony, which his parents and brothers attended. Two other Korean War comrades, Army 1st Lt. Lloyd Burke and Army Cpl. Rodolfo Hernandez, also received the nation's highest award for valor that day.

A few days later, Wilson was given the key to the city by Birmingham's mayor as his bravery was celebrated across his hometown. That July, Wilson married Julia Sawls. They had two sons, John and Harold Jr., according to the South Carolina newspaper,

The State.

Wilson earned his commission as a warrant officer in August 1952 and continued to work his way up the ranks for many more years. A decade later, in December 1962, he took over the post of adjutant of the Marine Corps Engineer Schools at Camp Lejeune, North Carolina. A year later, he served in a similar role for the 2nd Tank Battalion.

During Vietnam, Wilson served with Marine Aircraft Group 13 before being assigned as the 6th Marine Corps district personnel officer in November 1968. He retired from the corps in February 1972 after nearly 30 years of service. Wilson continued to help service members by working as a benefits counselor for the Veterans Administration. In 1974, he moved to Lexington, South Carolina, where he remained for the rest of his life.

Wilson died of lung cancer on March 29, 1998. He was buried in Lexington's Woodridge Memorial Park Cemetery.

The Marine Corps continues to honor Wilson and his achievements. In 2017, a weapons storage facility was named in his honor at Marine Corps Logistics Base Albany, New York, where Wilson once worked. His son, John, spoke on his behalf at the event.

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