



AFGE leaders talk battles, barriers and more



**AFGE District 4 President
Christine Surrette**



**AFGE District 5 President
Tatishka Thomas**



**AFGE District 9 President
Diana Hicks**



**AFGE District 10 President
Cheryl Eliano**

By DON MONCRIEF
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“How do you define what it takes to be an effective leader?” That was the second question posed by moderator Yvonne Renee Evans, Chair, National Human Rights Committee, National Fair Practices Affirmative Action Coordinators, AFGE District 7, during AFGE’s Women and Fair Practices department’s Women’s Leadership Panel Discussion held March 11. (For her first question, and the first part of this series, check out our March 18 paper.)

Guests for the panel included Christine Surrette, NVP for District 4, Tatishka Thomas, NVP for District 5, Diana Hicks, NVP for District 9 and Cheryl Eliano, NVP for District 10.

Thomas responded with the first thing on being an effective leader is “listening. You have to be able to listen to everybody in order to be an effective leader. And you actually have to be able to pivot. If you have a way of thinking and you’re listening to everybody else you have to be willing to say, ‘Let me abandon what I have in my mind and let me go in the direction’ somebody else may have actually told you.”

Hicks said she thought it was “going on how Tish ended.

It’s adaptability. You’ve got to adapt to different types of people, ages, cultures and just being effective is what helps your leadership skills. And it’s very important. That’s how I find direction and influence, the typicals, but I think what Tish said was a very important characteristic.”

Surrette, too, said it was communication. To have great communication, she continued, with your staff, stewards and such. “I’ll never ask anyone to do something I wouldn’t do myself, or haven’t done myself. Open door policy. Take criticism and build off of that. None of us are perfect. Just be a team.”

Eliano: “I couldn’t agree with my sisters more. Because I do find those great attributes to being an effective leader. But also you have to remember it’s not about you. Put together to the side and remember what the true mission is.

“And I believe it’s the ability to inspire and influence others to achieve a common goal. And I’ve found that, in becoming a leader, I had to have what they said in order to become effective for my local.”

The next question Evans had for the group was: “Why is women’s representation so important in leadership? Why is it so important for us to be

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‘NO KINGS’

By DON MONCRIEF
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Approximately 100 people from Warner Robins, including a number from AFGE Local 987, took part in the “No Kings” protest held March 28 at Perkins Field.

According to reports – Yahoo, CBS, et cetera – more than eight million people turned out for the rallies, which were in thousands of locations, also according to those reports.

“Families across this country are still living with fear and instability, and it’s getting worse,” AFGE leaders wrote in a release encouraging – and providing links – people to take part. “This administration’s immigration policy is ripping families apart and terrorizing communities. All while working people can’t afford healthcare, housing, or groceries. Instead of helping, this administration keeps handing out giveaways to billionaires.

This is not the America we were promised.”

It went on: “We’re coming together in morally grounded, nonviolent direct action, in cities across the country to



Above, AFGE Local 987 retiree Envy Palmore, left, joins with others in peacefully protesting at the “No Kings” rally held March 28 at Perkins Field. Below left, AFGE Local 987 Trustee/Treasurer Jeanette McElhane prepares to set up a table to give out information about the local. More photos, page 6. (AFGE Local 987 photos/Don Moncrief)

remind this president and the world: America does not belong to wannabe kings, greedy billionaires, or those who govern through fear. It belongs to the people.”



Local hosts steward training

By DON MONCRIEF
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AFGE Local 987 held a two-day training session for stewards and leadership March 30 and 31 at the Union Hall off Watson Blvd.

“The goal was, as always, to improve the knowledge and technical competence of Union representatives,” said Law Attorney Tom Muther, Jr., who conducted the training. He continued, “One of the additional

goals of this training was to educate stewards on federal employee rights that are not tied to collective bargaining.”

Topics he presented included: The duty of fair representation, grievance writing, Weingarten representation techniques and representing employees in the disciplinary process. He said they also discussed all of the ways in which the Union could represent and help non-bargaining unit/GS employees who have been excluded from collective bargaining by the Trump Executive Order.

“In particular,” he said, “we discussed how these GS employees, so long as they became members of the Union, have a long list of protections and appeals that the Union could help them with.”

Muther also said they discussed a number of issues during training “specific” to Robins AFB.

“Not only was the training designed to improve their knowledge and understanding of collective bargaining rights for the WG employees, it was also

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Workers Memorial Day

The Central Georgia Federation of Trades and Labor Council and Georgia State AFL-CIO invite you to the Workers Memorial Day April 26 at Lake Tobesofkee. It will be from 1-4 p.m. at the Arrowhead Pavilion, 2800 Arrowhead Dr., Lizella. Food and drinks will be provided. Parking is free. (Tell the guard you are with the AFL-CIO.)



Law Attorney Tom Muther, Jr., instructs stewards during the two-day training held at the Union Hall March 30 and 31. Muther is a representative of Minahan Muther Klinger, PC, out of Denver, Colo., which is contracted to provide legal assistance to the Local. (AFGE Local 987 photo/Chiquita Pooler)



Front, Chiquita Pooler, back left, Timeka Bryant and Jonathan Lee soak up the wisdom and instruction offered by Muther.



Courtesy photo

Make smoke, carbon monoxide alarms a priority

(StatePoint) Spring is the perfect time for a home refresh! While dusting the ceiling fan and scrubbing the tub are likely already on your to-do list, the most essential task of all may not be on your radar: cleaning and testing your smoke and carbon monoxide (CO) alarms. A fresh home is great, but a safe one is even better. Did you know that working smoke alarms in the home doubles your chances of safely escaping a house fire?

That's according to the National Fire Protection Association. This spring, Kidde, a pioneer in early smoke detection for over 100 years, is highlighting the importance of keeping your smoke and CO alarms up to date. Here's what they want you to know:

- Install devices throughout the house, on every level including the living room, kitchen, bedrooms, hallways, basement and garage. It's also a good idea to keep fire extinguishers in the kitchen, basement, laundry room and garage.

- Smoke and CO devices aren't just plastic boxes — they're sophisticated mini-computers. Their sensors and circuits constantly analyze air particles, and like any computer, dust and neglect can inhibit their functionality. Clean your alarms this spring, and regularly after that, to help prevent false alarms. Use compressed air or a vacuum cleaner with a soft brush to clean the vents, and then wipe the device with a dry microfiber cloth.

- Smoke and CO alarms are electronic devices

with sensors and circuits that wear out over time. It's recommended to replace them every 5 to 10 years depending on the model. You can determine whether it's time to replace or upgrade your alarms by looking at the manufacturing date. Be sure to opt for self-testing devices that help ensure the alarms are operating as expected, like the Kidde Smoke Alarm, 10-Year Battery Powered or the Combo Smoke CO Alarm, 10-Year Battery Powered, which last a full decade.

Kidde's Detect line of devices offer revolutionary technology that provides fast, precise smoke detection, giving individuals and families more time to react and get to safety.

The line also prioritizes enhanced sensing technology, which helps to reduce those nuisance alarms that can lead to consumers disabling their devices.

Remember, a self-testing device is not a substitute for a manual push test. No matter what style devices you have in your home, be sure to take time this spring to manually test them, and then monthly after that.

More information about fire and CO safety can be found by visiting <https://www.kidde.com>.

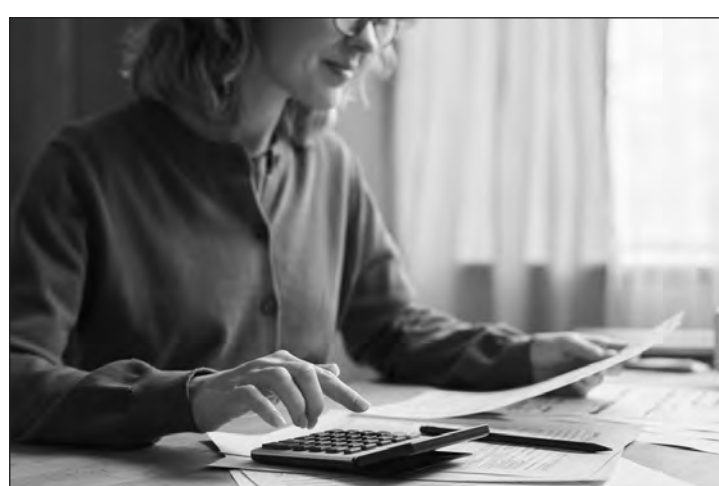
"A happy, healthy home starts with safety. Make sure your fire and carbon monoxide detectors are part of your seasonal refresh routine: clean them, test them, and replace any units that have reached their limit," says Isis Wu, president of Global Residential Fire & Safety at Kidde.

Money study reveals consumers are redefining the American Dream

(StatePoint) Sponsored Advertising Content. A new study exploring the relationship between Americans and their money, reveals how emerging technologies and shifting attitudes are changing money habits.

The 2026 Wells Fargo Money Study, now in its third year, explores how Americans are thinking, feeling and taking action with their money. The findings reveal consumers are adopting new strategies, looking to have greater confidence when making financial decisions, and being more thoughtful about their spending. Here are some of the report's top findings:

Defining the American



Getty Images Plus

Dream

Americans, especially younger generations, view entrepreneurship as a pathway to autonomy. The majority of adults

polled, 61%, say owning a business is part of the American Dream. Even more, 69% of Gen Z adults, share that belief.

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Spring cleaning your kitchen? Here's how to keep bugs out

(StatePoint) With warmer weather here, spring cleaning and hosting season are in full swing. While you prep your home for guests, you may also be seeing an uptick of insect activity.

Unfortunately, insects tend to gather in the same areas of the home where household members and guests do — anywhere there is food. So, rather than let bugs disrupt your spring gatherings, act right away. Doing so is important, as insects reproduce rapidly. In fact, it only takes one week for two fruit flies to multiply to 500 fruit flies!

By using these tips to banish bugs from your kitchen this spring, you can enjoy the feeling you get when your space is truly clean and guest-ready:

- **Do a deep clean:** In addition to regular kitchen upkeep, be



Getty Images Plus

sure to do a deep clean in spring and every time you host. This is a great way to finally tackle those corners, crevices and seldom-addressed surfaces in the fridge, oven and pantry, where pest-attracting food residue and

grease can build up.

- **Catch what you can't clean:** A fly trap for indoors is a necessary addition to your kitchen spring cleaning and hosting routine. Zevo catches what

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BBB: Beware door-to-door pine straw scams

Better Business Bureau is again noticing an increase in calls related to door-to-door pine straw schemes, particularly targeting elderly homeowners. Consumers report aggressive tactics by disreputable landscapers who show up at their doors, claiming to have leftover pine straw or mulch from a previous job. The "landscaper" is willing to offer it to the unsuspecting homeowner at a heavily discounted rate.

Once the homeowner agrees to a price or number of bales, the scammer will either lay down fewer bales than agreed and then need more money to sufficiently cover the area; or completely cover the area and insist that the consumer pay the extra costs. If the consumer refuses, the scammer will then resort to intimidation tactics to frighten the homeowner into paying more.

One elderly consumer agreed to pay \$400 for their yard, but when the workers were finished, they demanded \$1,200, or else. In the end, the consumer was bullied into paying the exorbitant fee.

Many door-to-door salespeople are legitimate, but others might only be looking to make a sale and then, move on. BBB recommends consumers be suspicious of too good to be true offers and to have a plan in place when hearing that tell-tale knock:

- Ask about licensing. Many cities require door-to-door salespeople to have a peddler or solicitor license. Ask if the salesperson has checked in with the city and gotten proper licensing. Not sure? Call the city or county offices to verify.

- Check identification. A reputable seller will



Kelvin Collins

provide all the information asked of them, including a photo ID and a business card. If possible, use your phone to take a photo of their vehicle and tag.

- Verify the individual and the company. A reputable salesperson should not have a problem with having their identity checked with a quick phone call to the company.

Research the company and contact them to check if the salesperson is in fact an employee. Read the company's Business Profile and customer reviews at BBB.org.

- Get promises in writing. If you are interested in a product or service, get everything in writing including price, contract details and all other terms and conditions. Tell the salesperson the proposal will be reviewed, and a decision will be made. Verify the physical address and valid contact information for the company are included.

- Don't give in to pressure. Watch out for high-pressure sales tactics and be aware that anything you sign could construe a contract. If you feel pressured, end the sales pitch and ask the person to leave. Be prepared to call the police if they refuse.

- Know your rights. The Federal Trade Commission's Three-Day Cooling-Off Rule gives the customer three days to cancel purchases over \$25 that are made in their home or at a location that is not the seller's permanent place of business. Along with a receipt, salespeople should also include a completed cancellation

Medal of Honor spotlight

Army Col. Jack Jacobs

By KATIE LANGE
DoD News

Medal of Honor Monday:
Army Col. Jack Jacobs

March 9, 2026 | By Katie Lange, Pentagon News |

Army Col. Jack Howard Jacobs was just a first lieutenant when he saved more than a dozen lives during an intense firefight in the swamplands of Vietnam. His actions during that incident and throughout his deployment made him one of the most decorated soldiers of the war, including the nation's highest medal for valor.

Jacobs was born Aug. 2, 1945, in Brooklyn, New York, to Rebecca and David Jacobs, a World War II veteran. He had a brother and a sister.

The family lived in Queens for a time before they moved to Woodbridge, New Jersey, in the mid-1950s, when Jacobs was in sixth grade. He loved baseball and was focused on his academics.

After graduating from Woodbridge High School, Jacobs attended Rutgers University, where he earned a bachelor's degree. During his studies, he married a woman named Karen, and they went on to have two children.

Jacobs also took part in the school's ROTC program. After graduating in 1966, he was immediately commissioned into the Regular Army as a second lieutenant assigned to the 82nd Airborne Division.

However, when his unit, the 3rd Brigade, was ordered to deploy to Vietnam in September 1967, he received

Photo courtesy defense.gov
Army Col. Jack Jacobs

separate orders to serve as an advisor for Vietnamese infantry battalions. In a 2002 Library of Congress Veterans History Project interview, Jacobs said he was selected for the role because of his college degree. He petitioned to go with his unit instead, but his request was denied.

Prior to his deployment, Jacobs spent 13 weeks learning Vietnamese and the country's culture — lessons he said proved extremely useful when he arrived as the assistant battalion advisor for a South Vietnamese army battalion.

Jacobs said the first few months of his deployment were spent conducting many patrols, and at first, they made very little contact with the enemy. But that all changed after the Tet Offensive kicked off in late January 1968.

By March 9, 1968, Jacobs' battalion was part of an operation in the flat swamplands and rice paddies of Kien Phong Province in the Mekong Delta, near the Cambodian border.

"We received some intel

that the enemy was probably going to be located in a specific place, so they mounted an operation that included my battalion attacking from boats over what passed for a beach — it was actually a riverbank," Jacobs said in his 2002 interview.

But as his battalion advanced, it came under intense mortar and machine gun fire from a massive Viet Cong presence that was positioned in well-fortified bunkers. Jacobs' battalion tried to get into an attack formation, but they were halted by more devastating enemy fire. Jacobs, who was with the command element of the company in the front, quickly called for and directed airstrikes onto the enemy.

"We were caught in the middle of this ambush," he said. "A lot of people were killed and wounded."

The intense enemy fire caused heavy casualties to the command group, including injuring the company commander. Jacobs himself had suffered a head wound that impaired his vision, but he quickly assumed command, ordering the soldiers to withdraw to somewhere more covered where they could set up a defensive perimeter.

With no regard for his own safety, Jacobs returned to the open area despite the intense enemy fire to evacuate a seriously wounded advisor. He managed to get the man to a wooded area where he administered lifesaving first aid. Jacobs then returned to the fire-strewn area to evacuate his wounded company commander.

"The enemy had come out from its positions and were killing the wounded and taking weapons," Jacobs said. So, he continued his mission, dodging bullets to make repeated trips across open rice paddies to evacuate more wounded

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THE UNION ADVOCATE

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

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Printer
Houston Home Journal
Editor/layout and design
Don Moncrief

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LEADERS

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in leadership?"

Thomas was blunt, going "off script" she said, and adding she would put \$10 in the imaginary curse jar the leaders came up with as a joke when there was a proverbial slip of the tongue — the money to be donated to PAC: "Women get (expletive) done!"

Eliano said oftentimes she had heard her husband — husbands — were the head. But women, she said, was the neck that turns the head. You can't turn the head without them, she said. "I believe we bring a lot to the table. With equity and inclusion. We break down stereotypes, gender disparity. We effectively advocate for crucial issues."

"And so women, if you don't have us at the table, ... we're certainly not going to be the meal ... so we can share our thoughts. We help the organization to be more successful by bringing our views from a woman's standpoint."

Hicks said it was important, and just as one example why, she said there where she was at in Kansas, it had been only been 60 years since women could only wear pants when it was negative 10 outside.

"So when we talk about rights and recognition it's all for diversity and equality, right? I mean I'm the biggest fan. I mean don't get me wrong. I love men. Most of y'all have met my husband. But in a lot of ways I believe we are superior. We build babies with our bodies. We get them out. We deal with a multitude of things throughout

life and typically we're the crisis manager, the scheduler, the chauffeur.

"We handle everything. We handle random roles. I'll go back to what NVP Thomas said. 'Women get things done!'"

Surette offered up as evidence, that the majority of the workforce is women. Approximately 60 percent, she said. "And we sacrifice motherhood when we go into the workplace because we can't all stay home with our babies. We have a lot of single mothers, single parents. And it's important that we have the equality that the men have. I emphasize that because I was raised by a single mother. I know what it's like."

Next was: "Growing up or early in your career, who is one person who mentored you or you looked up to or inspired you or to be a part of the union?"

Surette said it was her single-parent mother. Surette said she watched and learned from her growing up, to include taking good mental notes when her mom went and walked a picket line at the papermill she worked at for six weeks for better pay and equality.

Hicks said she was influenced basically by two people. One, her "Uncle Bobby" who had Downs Syndrome, and two, her mother.

"As a young child I never really knew there was something different about him," she said of the first. "I just thought he was a really fun uncle. (Then) when I got to elementary school, around other children, my mom explained there were differences. Mom, she really was my best mentor. She was really big on diversity. My Uncle Bobby. (She would say) 'Don't judge him because he speaks bad or speaks differently.'

She was really big in fulfilling that need where I advocated for him when he would get bullied on the playground. I would fight my friends (if need be). I would bring him to play with me.

Her mother, knowing the importance of unions as she was also a part of her union at work — identifying problems, et cetera, was also instrumental in her joining the union.

"So, she was a big part of my career and my whole life."

Thomas also said it was her mother. "She started everything," she said. Once she became a union member she also gave some credit to "Doris Blue. She was really heavy into being an activist and everything else. But, yep, my mom started it."

Eliano also said it was her mother but added once she became a union member it was some of the other leaders, like Augusta Thomas and Fredna White, she "watched" carefully and listened to. "Sometimes when you sit quiet enough you learn a lot. Those ladies taught me to be the leader I am today."

The next question was: "What barriers do you believe still exist for women in the workplace and do you think they have changed or do you think they remain the same?"

Hicks was the first called on to answer. She said some of the barriers they still face. For example, she said, after giving birth or after adopting. "We're not given enough recognition." That was actually one of the barriers she helped break — with a paid maternity program, and for men, too, she said.

But it still existed in 2010, she said, when she had a child. She was out for a "few weeks" but a

medical condition pushed it out to 10. "My supervisor was calling me (constantly) saying, 'When are you going to be back?' 'When I feel like it,'" she said she responded because she wasn't well enough yet to return. She also mentioned putting hygiene products in the bathrooms — for purchase — and breast feeding equipment.

Surette said she felt the "environment hasn't changed very much. Men in leadership think women are still too emotional when we speak. We have a certain tone about us. It's not perceived well. But my male partner can say the same thing with the same tone and that's okay. He's being real. I'm being emotional and that's not changed a whole lot."

"So it's just you know, I just don't understand why men think we're so emotional when actually we're not. We raised the children we have to be the children we want them to be."

"So we know how to take out emotion to raise a boy and a girl. It's just we're equal. And our ideas are just as good as our male counterparts (We just) say it different. That's not really change a whole lot."

Eliano agreed with the other two and added unequal pay and racial injustice to the list. "We're making some progress but it seems like the more things change the more they stay the same."

Thomas echoed that, closing out the first half of the panel. (The second featured some questions from those listening in.) "Some places are a little better but not all places."

"We can actually do the job of any of our counterparts. So don't discount us or give us a sleight just because we're a woman. We can do the work just like you can."

HONOR

From page 2

and their weapons. Three times, he was able to drive off squads of Viet Cong, singlehandedly killing three enemy combatants and wounding several others.

"When I finally had my wits about me, I decided I would go along the tree line myself ... and be able to engage them effectively, because they were looking in another direction," Jacobs told the VHP. "Eventually, I sat

down in a wooded area and physically couldn't get up."

Jacobs was evacuated to a hospital, but not before he'd saved the lives of one U.S. advisor and 13 Vietnamese soldiers. Thanks to his actions, the South Vietnamese company he was with reorganized and fended off the enemy forces.

When Jacobs recovered and returned to the U.S., he served as a company commander at Fort Benning, Georgia. That's where he learned he had been nominated for the Medal of Honor — a commendation that left him "stupe-

fied" and "astounded."

On Oct. 9, 1969, then-Capt. Jacobs received the nation's highest medal for valor from President Richard M. Nixon during a White House ceremony. He'd also earned three Bronze Stars and two Silver Stars during his deployment, making him one of the most decorated soldiers of the war.

Jacobs continued his military career. The Army sent him back to Rutgers to get a master's degree in international relations and comparative politics, a subject he later taught at the U.S. Military Academy at West Point.

Jacobs voluntarily returned to Vietnam for another deployment in July 1972, continuing his role as an advisor, this time for the 1st Vietnamese Airborne Battalion. He returned to the U.S. in January 1973 after suffering minor injuries from an artillery round.

From there, Jacobs worked his way up the ranks, eventually commanding his own battalion in Panama in the early 1980s. He went on to teach at the National War College in Washington before retiring as a colonel in 1987 after 21 years of service.

In his 2002 VHP interview, Jacobs

said he thinks the medal makes its recipients modest.

After retirement, Jacobs worked in investment banking and real estate development, and he also served as a military analyst for NBC News. He currently serves as an advisor for the Code of Support Foundation, a non-profit that provides assistance to veterans and military families.

In 2008, Jacobs published a memoir, "If Not Now, When? Duty and Sacrifice in America's Time of Need." In 2020, he was inducted into the Army ROTC Hall of Fame.

STUDY

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Of those who don't own a business, 74% of Gen Z adults and 58% of Millennials want to someday, with the majority saying that doing so would allow them to control their own destiny. That control though comes with some downside. A majority of business owners report using personal savings, personal credit or home equity to fund their business.

"The desire to own a business reflects a growing belief that success is defined

on one's own terms. While entrepreneurship can offer freedom and flexibility, it also comes with financial risk, which is why preparation, resilience, and informed decision-making matter more than ever," said Emily Irwin, head of Private Wealth Planning at Wealth & Investment Management.

Gen Z Faces Financial Pressure

Forty-six percent of Gen Z respondents describe their financial lives as messy, and many say they are postponing plans such as relocating, getting married, education and career changes. This financial pressure extends

beyond young adults themselves, with 64% of parents of the 18-28 set saying their children rely on them financially, whether for money, housing or other support.

At the same time, Gen Z is increasingly turning to nontraditional sources for financial information, such as YouTube, Instagram, TikTok and online communities.

"As young adults lean on both family and nontraditional sources for support, open communication, clear expectations, and shared planning can help families navigate this stage together," said Irwin.

Using AI for Good, but With Caution

A growing number of Americans are eager to try out new technology, like Artificial Intelligence, when managing finances, however experts wonder if respondents know enough to use AI to their advantage.

Nineteen percent of U.S. adults say they have used artificial intelligence in the past year for ideas or education about their money. Among Gen Z adults, that percentage doubles.

Most consumers using AI say they turn to it to better understand potential financial moves, identify new ideas, and weigh risks and rewards. Two-thirds

have acted on suggestions generated by AI, and of that subset, 90% say those ideas were profitable or worthwhile.

"Technology can spark ideas and build awareness, but it works best when paired with a solid financial foundation, trusted guidance, and an understanding of how those insights apply to real-life goals," said Irwin.

Other study findings include a reported increase in savings and investments over the past year, increased intentionality about spending, continued employment concerns, and a widespread appreciation for banking apps and rewards programs.

TRAINING

From page 1

designed to increase awareness of other rights all federal employees have (regardless of bargaining unit status) in order to hopefully increase union membership among the excluded, GS employees on base."

He concluded: "I was impressed with the dedication and drive of the stewards in attendance and think the Union has a strong representational potential moving in to the future."

Steward Chiquita Pooler called the training "refreshing and rewarding." As "we polish our skills in this training to help better serve our people today," she said.

The most rewarding thing, she went on, was the open discussion and questions asked to handle grievances properly by sticking to the Master Labor Agreement and "looking not at just the black and white but opening our minds to the true facts on hand."

"Training and education are always needed to deliver good service to the BUEs," she said. "This will help me to be aware of changes being made and allows me to know my resources and how to use all resources properly and this training gave me clarity of things that may seem sometimes in the gray area."

"This training is essential to help me always protect the rights of the employee," she said, ending by sending out a "thank you" to the Local and AFGC for providing the opportunity.

Fellow Steward David Dunn in turn called the training "fantastic - truly informative and rewarding. He (Muther) has a real knack for taking complex legal and contractual issues and breaking them down into terms and concepts we can use every single day. It was easy to follow and digest the material being presented."

One of the most rewarding parts, he said, was getting to ask questions to a "seasoned pro, especially concerning the unique issues we face right here at Robins, and getting immediate feedback and context."

"We received some clarification on specific process

details, a better understanding of prior case-law histories and how they apply to what we're doing today, and tips on how to upgrade and expand our skills to keep

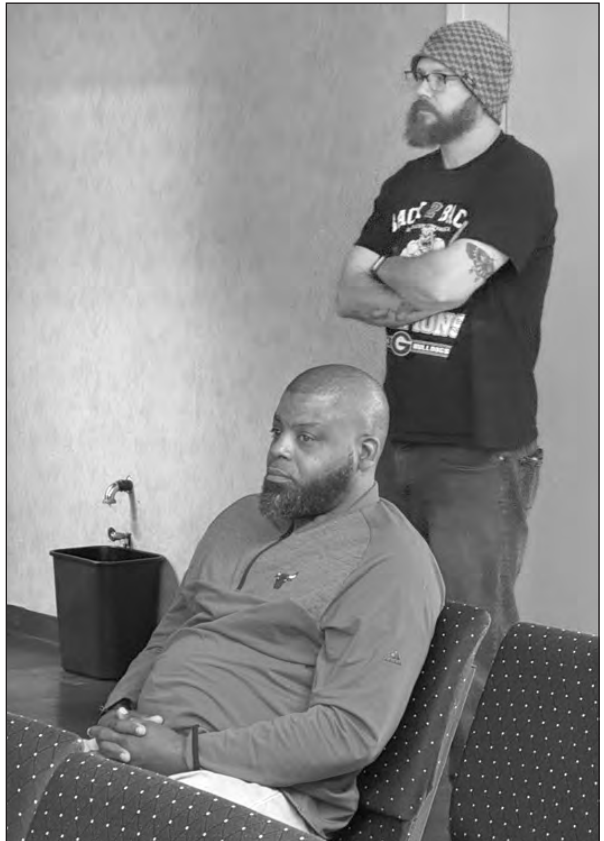


Clockwise from above: Acting President Ron Hill, left, VP of Maintenance James Watson, Eldorado Lee, sitting, James Cross, standing, Vrishuna Collier, sitting, and David Dunn, left, and Sam Berry focus on the instruction provided by Muther during the training. (AFGC Local 987 photos/Chiquita Pooler)

pace with the rapidly changing demands of our current environment."

As far as how this will help him better serve the BUEs, Dunn said the training gave him the confidence and more knowledge to do just that.

"I have also gained a better understanding of necessary rights like Weingarten and formal discussion meetings, the procedural steps and the various venues through which to effectively appeal a decision. The way I analyze and seek to address grievances is stronger, and I plan to share this knowledge to help my fellow stewards better control the chaos in today's climate."



BUGS

From page 2

you can't clean — working continuously to trap those pesky flies and gnats that linger around sinks, trash cans, and countertops even after you've scrubbed. Simply plug in a Zevo Flying Insect Trap near high-traffic areas, such as near party spreads, fruit bowls or garbage, and doors that are opened throughout the day. Its blue and UV light attract and catch fruit flies, gnats, house flies and other flying insects 24/7 and its sleek, discreet design will look good in your kitchen.

"Plugging in a Zevo Insect Trap is an easy way to achieve that level of cleanliness you're looking for, so you have more time for what matters — enjoying the spring season with friends and family," says Rob Reinerman, Vice President of Procter & Gamble Ventures, parent company of Zevo, a line of worry-free pest solutions.

Fix leaks: If you have a leak under your kitchen sink, you may unwittingly be creating an inviting habitat for bugs, which are drawn to water sources. Fix the leak so you invite only human guests to your kitchen and home this spring. Doing so will have the added benefit of preventing water damage and mold.

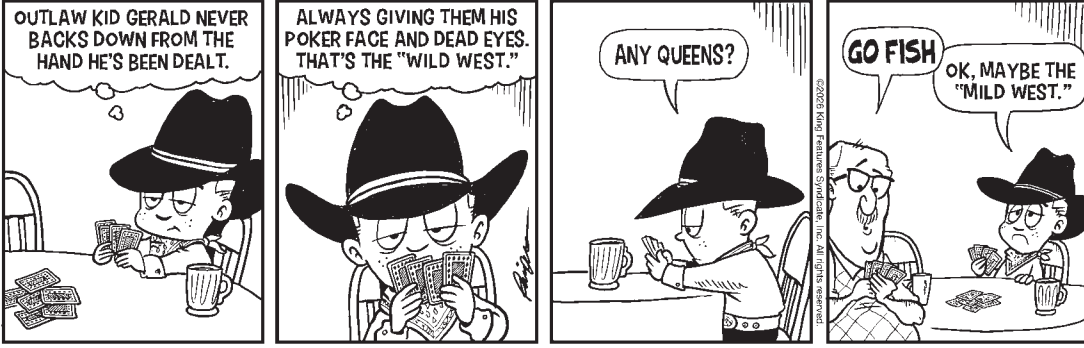
Seal food tightly: Take a quick look at your pantry to assess your food storage containers. Transfer all items like flour and sugar out of paper packaging and into tightly-sealed jars. Not only will this help keep bugs at bay, but your essential ingredients will stay fresher for improved hosting. Maintaining a tidy kitchen is just the first step in banishing bugs. Simple additional measures that require very little effort can help you truly keep the spaces where you prep, host, and enjoy your food clean, fresh and insect-free.



fun

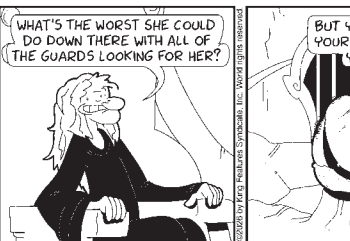
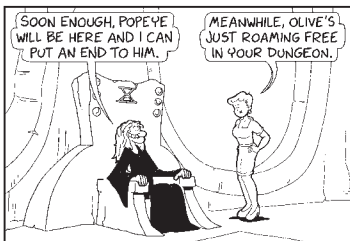
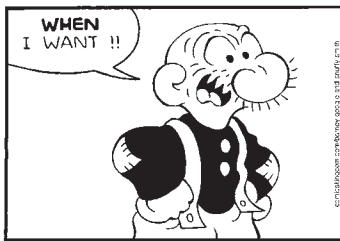
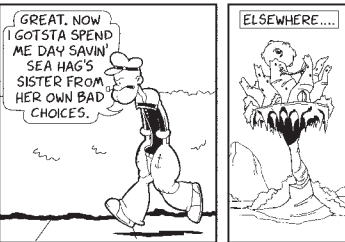
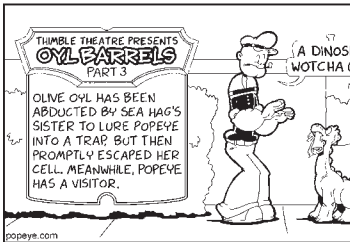
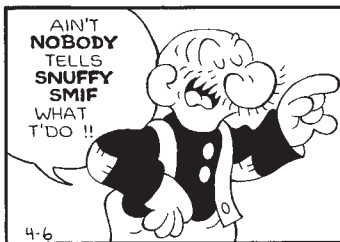
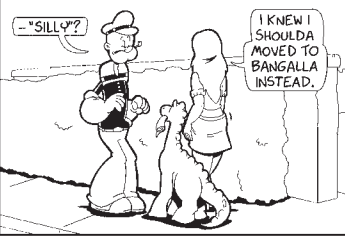
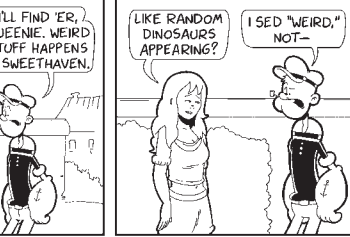
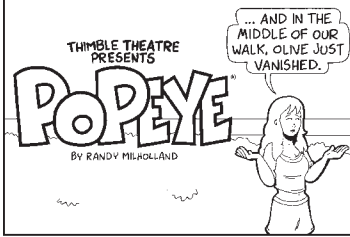
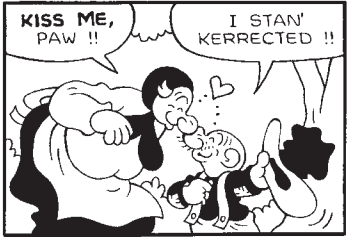
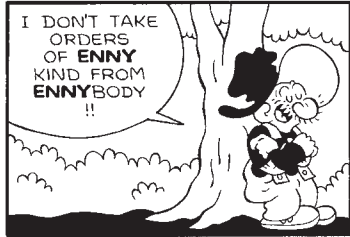
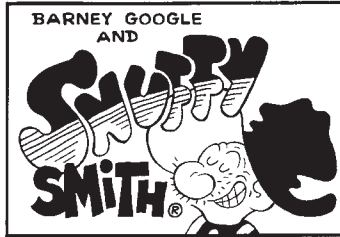
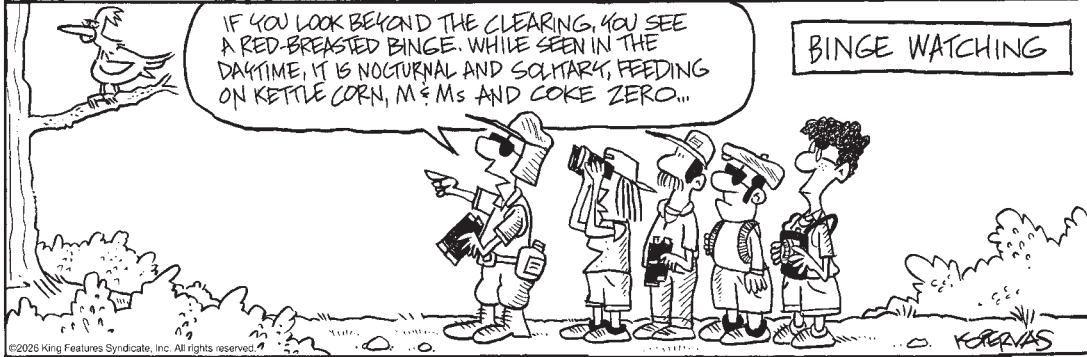
Amber Waves

by Dave T. Phipps



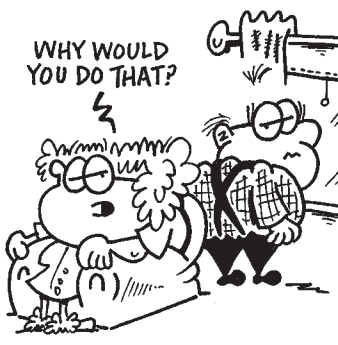
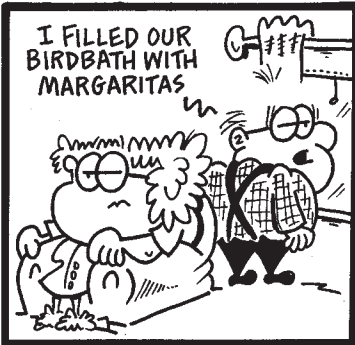
Out on a Limb

by Gary Kopervas



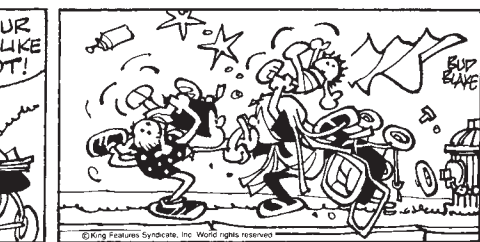
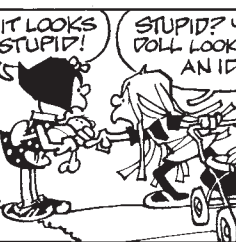
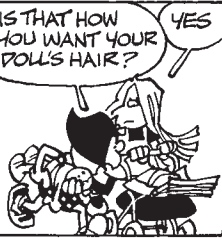
The Spats

by Jeff Pickering



TIGER

by Bud Blake



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GO FIGURE!

The idea of Go Figure is to arrive at the figures given at the bottom and right-hand columns of the diagram by following the arithmetic signs in the order they are given (that is, from left to right and top to bottom). Use only the numbers below the diagram to complete its blank squares and use each of the nine numbers only once.

	+		+		=	14		
+		+		-				
	+		-		=	8		
+		÷		×				
	+		+		=	17		
=		=		=				
14		1		10				
1	2	3	4	5	6	7	8	9

	10			1			14		
	=			=			=		
	17	=	2	+	9	+	6		
			×		÷		+		
			8	=	3	-	4	+	7
					-		+		+
			14	=	8	+	5	+	1

answers

Go Figure!

CryptoQuip

This is a simple substitution cipher in which each letter used stands for another. If you think that X equals O, it will equal O throughout the puzzle. Solution is accomplished by trial and error.

Clue: A equals B

SR BNJ LWBZVK LRRUJWX,
KBSUUJV LDT XSDPKUJC LVJ
LUU PZZT AFTTSJK, S
KFMMZKJ BNJC'VJ AJD MLUK.

FEAR & KNOT

By: rj johnson

DOUBT? ...OR DARE!

EAC
IPIRAM
♥GREDI
♥TPSE
♥PADMEC
OTR
♥SEPA
♥ERDTE
♥PNI
SPACUM
♥TOPNI
IRNE

Unscramble these twelve letter strings to form each into an ordinary word (ex. HAGNEC becomes CHANGE). Prepare to use only ONE word from any marked (♥) letter string as each unscrambles into more than one word (ex. ♥RATHE becomes HATER or EARTH or HEART). Fit each string's word either across or down to knot all twelve strings together.

answer

FEAR & KNOT

If the actors Affleck, Stiller and Kingsley are all good buddies, I suppose they're been pals.

ANSWER

CAMPUS
CENT
PINT
ROTOR
M
P
R
DECA
S
DIRGE

HOCUS-FOCUS

BY HENRY BOLTINOFF

Find at least six differences in details between panels.

Differences: 1. Picture is moved. 2. Arm is lower. 3. Plates are moved. 4. Chair is taller. 5. Table is wider. 6. Boy is taller.

'NO KINGS'

