



What you need to know about the Reasonable Accommodation, Limited Duty and Light Duty processes

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Marion Williams

There has been an increase in activity concerning employees on Limited Duty, Light Duty and/or employee's that have requested Reasonable Accommodations.

Maybe you noticed I didn't say anything about the employee's condition being occupationally-related or non-occupational. That's because Robins AFB continues to use a document or guidance that was never vetted, approved or negotiated with the Union at any level.

The guidance or policy I'm referring to is the "Non-Work Related Injury/Illness Handbook", written around

14 April 2015. This manual is fraught with contradicting information that is in direct violation of Title VII, as well as the AFI 36-2710, Chapter 13.

I will be getting into all of this in a minute. First, I want

the readers to know what some of this terminology is and how it pertains to you if you are in this situation.

Limited Duty – is defined as being a short-term assignment to a physically less-demanding position while the employee recovers from a temporary medical condition or disability.

The American Disability Act defines "Disability" as (1) a physical or mental impairment that substantially limits a major life activity, (2) a record of such an impairment, or (3) being regarded as having such an impairment.

Note: Regarded as disability – is defined as (1) an impairment that does not substantially limit a major life activity but is treated by an employer as if it were substantially limiting, (2) has an impairment that substantially limits a major life activity because of the attitude of others towards the impairment, or (3) no impairment but is treated as having a substantially limiting impairment.

What does this mean to you as an employee of the Federal Government. Its means wheth-

Reasonable Accommodation

By the numbers:

1. Employee/representative (i.e. another employee, family member, friend, et cetera) initiates Reasonable Accommodation process in accordance with DAFI 36-2710.
2. Employee does/can submit EEO Form 557(a) to create a record of the action(s). (Followed up with EEO Form 557(b).
3. Supervisor contacts installation's Disability Program Manager, Medical personnel and other appropriate resources for assistance; consults with servicing Civilian Personnel Office - if necessary - to identify essential functions of the position.
4. Supervisor initiates timely processing of the RA within 10 days of receipt of the initial request.

er your medical condition is "actually" substantially limiting or not, "if" the Agency (your management) treats you as though it is, then you meet the definition under the ADA, based on being "regarded as disabled."

So, when your Agency dis-

qualifies you from your job based on you not being able to meet 50% of your major job functions, then they are considering you as being "regarded as", qualifying you as a person with a disability under the ADA guidelines. This simply means that there are certain time-

line and actions the Agency "must" take with you in connection with the Reasonable Accommodation process.

DAFI36-2710, Chapter 13, covers Reasonable Accommodation of Disability. Specifically, this new

See PROCESSES, page 3

"You have rights and you need to start using them to help you keep your job and prevent the Agency from weaponizing the Reasonable Accommodation process."
- AFGE Local 987 President Marion Williams

Non-selection for promotions - Your rights, the Agency's obligations

Steward Sam Berry leads effort in 'information request' win

By **MARION WILLIAMS**
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Good news comes in many forms. However, today it came in the form of an Arbitration decision concerning an "information request". I know most of you may have never heard of that term, or the Federal Statute that covers this process and you may be asking yourself: "What does that have to do with me?" Let me explain the importance of this Statute and how it relates to you all here at Robins AFB.

If you have ever applied for a job or position on USA jobs on Robins AFB, but didn't get selected, this Statute is very important.

Under Article 12, "Merit Promotion",

"The Arbitrator basically told the Agency that they must give the Union the information it requested. Before, they were only giving us small bits that didn't show anything of value."

- AFGE Local 987 President Marion Williams

of the Master Labor Agreement which covers the largest part of the Installation, this Statute can provide you with information to determine if you were improperly passed over for a position or, on the flip side, show you that the Agency did everything correctly and you were not the most qualified candidate for the position. Under Article 12, section 12:12, the

MLA covers Notification of Selection/ Non-selection for a job announcement. The MLA informs you of your right to request from the "selecting" management official/supervisor to explain the reason(s) for your non selection within five workdays of your request. That's correct. I said they have five workdays to sit down with you and tell you why you were not selected.

In addition, if you are not satisfied with the supervisor's rationale given, under Article 12:13, "Access to promotion information", you have the right to request from the Activity Servicing Staffing Office the following:

1. Whether the employee was found eligible for the position on the basis of minimum qualification standards and other evaluation factors.

This means you have access to the Scoring Matrix, the criteria used to rate your resume, of if you interviewed, "all" scoring sheets filled out by the interviewing panel. But that is not all. You also get to see the other applicants' information (sanitized) to see how they scored to include the person(s) that were selected.

2. Whether you were referred for consideration and ranking. Again, you get to see what was used to rank you and how

all those that interviewed ranked.

3. You should get the reason you were not selected. In most cases, they love to say you were not the best candidate, but this is where the Statute and MLA allow you to see this for yourself.

4. And "most" importantly you get to review all the criteria used to determine those applicants interviewed, the number of applicants interviewed, and the reasons behind all their actions in the selection process.

This may not seem like a lot to you, but to a trained steward, who can explain all of this to you, it could mean the difference between being passed over or being selected for a "missed consideration". Basically, an error made by the Agency.

Now to explain the Statute and MLA under Article 12, See RIGHTS, page 3

EEO complaint basics

By **DON MONCRIEF**
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SPECIAL SERIES Part II

Perhaps you've been a victim.

In memory ...

Christopher Ridley
Passed away on March 16, 2023
Member since May 2007



Membership meeting

Local 987 will have a membership meeting April 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.

Perhaps you would just like to educate yourself or maybe you would like to be in a position to help others someday. Whatever your reason(s), knowing at least a little bit about the EEO process can only work to your benefit.

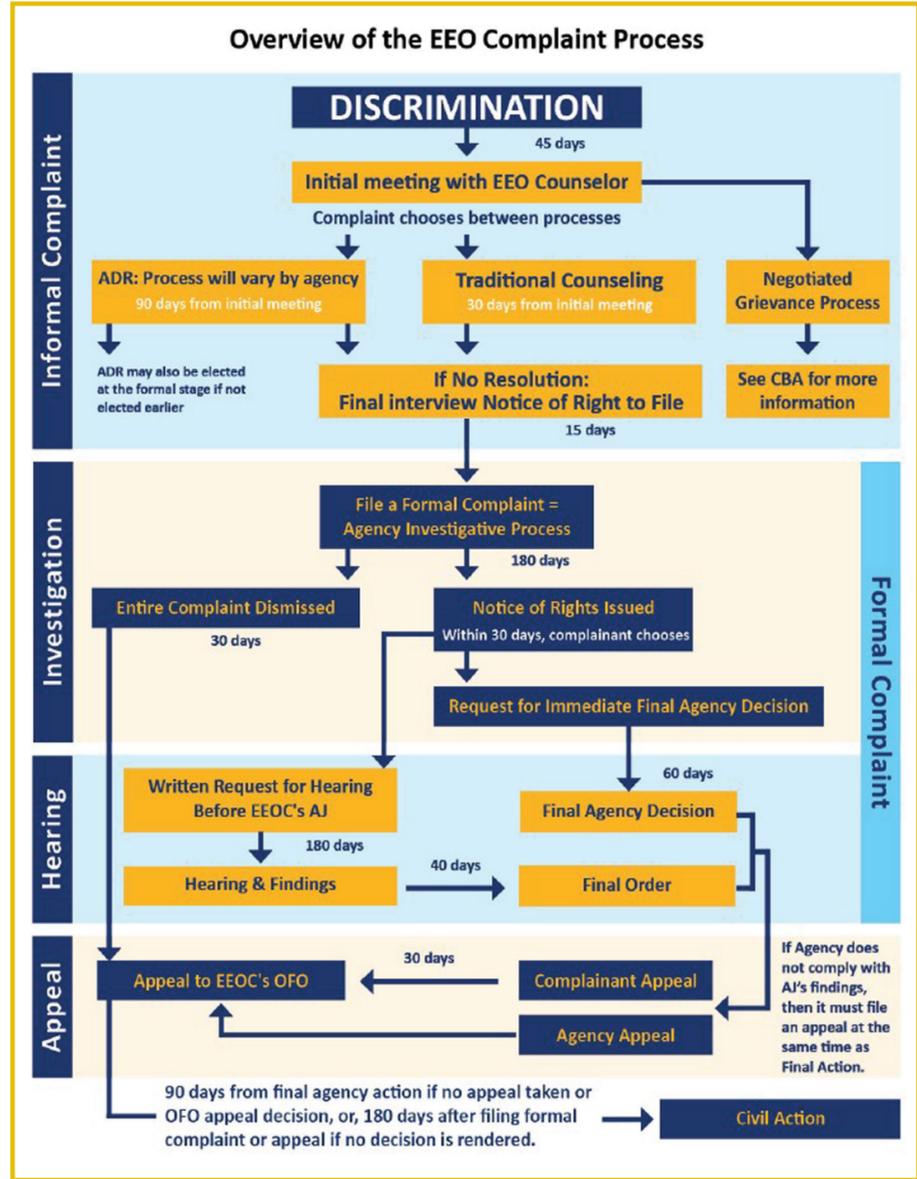
It starts with a formal complaint (what that complaint could be is defined a little later). That in turn sets in motion what could be one parts of a six-step process: Counseling, the formal complaint, investigative stage, a hearing request, final Agency decision and appeal.

The process starts with the complainant contacting his or her EEO counselor. That must be within 45 calendar days of the date of the alleged discrimination or knowledge of discrimination. The process, said AFGE EEO Attorney Anitha Vemury, who presented the information as part of AFGE's Women's and Fair Practices Department's 2023 Spring EEO Webinar Series (five segments in all), is only to last 30 days – "unless the complainant agrees to an extension or chooses an alternative dispute resolution." She also made note: The EEO counselor is "not" the complainant's "representative" or "advocate".

The formal complaint in turn needs to be filed within 15 days, she said, of "your receiving your notice of your rights file from the EEO counselor."

It also must fall within one or more of the nine protected

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- Source: AFGE's Guide to Fighting Discrimination



Jason Lamb, Defense Logistics Agency Aviation materiel expediter supervisor, left, Elizabeth Glover, DLA Aviation Materiel expediter, center, and Chandler Bacon, DLA Aviation materiel expediter, verify an items kind, check and count for an F-15 aircraft at Robins Air Force Base Feb. 2. The vertical lift modules, or VLM, allow DLA Aviation to store hundreds of items in small amount of space, eliminating the need of large shelves. (U.S. Air Force photo by Joseph Mather)

DLA Aviation delivers readiness lethality to the warfighter

By JOSEPH MATHER
78th Air Base Wing
Public Affairs

The mission of Defense Logistics Agency Aviation at Robins Air Force Base is to ensure total part supportability to the Warner Robins Air Logistics Complex sustainment processes. One of 54 mission partners at Robins, DLA Aviation delivers readiness and lethality to the warfighter and supports the nation through quality, proactive global logistics.

Greg Noble, DLA Aviation Warner Robins deputy director, said the primary mission of DLA Aviation is to serve as the depot supply organization for nearly all the parts required by the WR-ALC.

"We provide aircraft and exchangeable parts to the ALC maintenance groups from DLA, Air Force, contractor, other services, and locally manufactured sources," he said. "We accomplish this supply support by embedding personnel within each of the aircraft planned/scheduled depot level maintenance lines in the ALC back shops."

Noble said the nearly 300-person team is integral to the success of the WR-ALC and part of the local community.

"DLA Aviation at Warner Robins performs this mission through the organization's outstanding employees," he said. "These personnel plan for, stock, store, and deliver material that are needed by the maintenance artisans."

Sorot Boonkian, DLA Aviation Warner Robins Storage and Distribution chief, said supplies are stored in smaller shop

service centers, or SSCs, located closer to the customer.

"DLA Aviation manages SSC warehouses, and those storage areas are replenished daily from the DLA Distribution Warner Robins, or DDWG, warehouses," he said. "In addition, items not within the DLA Aviation storage areas are delivered by DDWG."

Steve Soisson, DLA Aviation Materiel Management chief, said in fiscal year 2022, the WR-ALC ordered 135,535 parts through DLA Aviation at Robins.

"By forward stocking material in our shop service centers, we were able to fill 91,623 of those orders from forward stocking locations near the maintenance artisans," he said. "By forward stocking material, we were able to put spare parts in the artisan's hands in 31 minutes while exceeding DLA headquarter goals at 99.8%."

Andrewy Cromartie, DLA Aviation Warner Robins Planning and Support chief, said they rely on the mission partners across the complex to forecast their supply needs.

"Our success depends 100% on our ability to effectively collaborate with our maintenance mission partners across the Complex, as well as with the 638th Supply Chain Management Group and the Air Force Life Cycle Management program offices, such as C-5, C17, C-130 and F-15," he said. "We depend upon those partners for future parts forecasts 2 to 3 years prior to need-dates."

"As those requirements are processed through DLA and the Air Force Supply Chain whole-sale supply systems, local stock

levels are established, procurement actions are initiated, and we work with those wholesale systems to expedite the arrival of parts to meet customer need date," Cromartie continued.

DLA Aviation at Warner Robins is an Industrial Support Activity of DLA Aviation in Richmond, Virginia.

"DLA Aviation at Warner Robins is responsible for retail supply support to the WR-ALC even though DLA Aviation, our parent command, and the whole of DLA provide parts, and other logistics support to all military services and government entities around the world," he said. "DLA Aviation supports more than 13,500 joint aircraft, 450 inter-continental ballistic missiles and a host of other weapons systems. In addition to similar units in the Navy Fleet Readiness Centers, DLA Aviation detachments also exist at Oklahoma City ALC at Tinker AFB, Oklahoma, and Ogden ALC at Hill AFB, Utah."

Col. Brian Mayer, DLA Aviation Warner Robins commander, said "DLA Aviation is delighted to be a mission partner here at the base."

"We are proud mission partners with the WR-ALC and the 78th Air Base Wing," he said. "We execute our own DLA mission by delivering readiness and lethality to the warfighter always in support of our nation through quality and proactive global logistics. We are dynamic and joined at the hip with our ALC partner in executing the Air Force mission: 'fly, fight and win - airpower anytime, anywhere.'"

BBB offers tips for finding a qualified contractor

Even before the pandemic, the United States had a shortage of qualified contractors. However, supply chain issues and the changing economy have made hiring for home remodeling and repair projects harder - and it's likely to worsen.

What's a homeowner to do? BBB has the following tips if you are still looking for a contractor for your home improvement project.

Hiring a contractor during a shortage
 ■ Understand the challenges. It's typical for specialized subcontractors, such as electricians, to prefer to work for general contractors. That means they can get repeat work instead of depending on one-time projects. Your project may not be high on a contractor's priority list.

Accepting this fact and knowing your search may take time can ease some of your stress.

■ Be prepared to pay more. Be realistic when it comes to how much your project will cost. Don't be surprised if bids on your project are considerably more expensive than what you would have expected it to cost pre-pandemic.

Being willing to pay more for materials and quality work will make you more attractive to contractors.

■ Be a good communicator. If you communicate clearly and create a comfortable working environment for contractors, they will be more willing to take on your project.

■ Find contractors by asking other contractors. Beyond asking your friends, neighbors, and family members for recommendations, you can also ask for references from contractors you know.

For example, if you're looking for an electrician, ask your plumber if they can recommend someone.

■ Be flexible with evening and weekend work. You may be able to find a contractor who is moonlighting while working a 9 a.m.-5 p.m., Monday-Friday job. Perhaps this person is building up a client base before start-



Kelvin Collins

ing their own business, or they simply want the extra income.

■ Start looking before you need someone. If your neighbor gets a stellar kitchen remodel from a quality contractor, get their contact information, even if you aren't planning a kitchen remodel.

This contact information can reduce your search time when you are ready to hire a contractor.

■ Check with a national association. If word of mouth doesn't get you any results, try using a pro-finder tool on the National Association of Home Builders or the National Association for the Remodeling Industry.

Remember, you'll still need to check out individual contractors you find on these sites before you hire them, such as looking at their profile on BBB.org.

■ Do a background check. Once you have a candidate or two, ask the contractor for proof of insurance and licensure. You can also look them up on BBB.org to check their licensure, see their business rating and read customer reviews and complaints.

■ Don't make a hasty decision. Hiring just anyone who says they'll accept the job can be tempting if you've been searching for weeks or months already.

Still, it's best to wait until you find a qualified professional with a good business reputation. If you don't and things go awry, there won't be much you can do to get your money back or the damages repaired.

To find trusted, vetted contracting pros near you and get a quote. Review BBB's tip on hiring a reliable contractor for more advice on this topic, and visit our HomeHQ page on BBB.org for more information.

Beware: Robins AFB's alligator safety tips

78th Civil Engineering
Group
Robins Air Force Base

With the weather warming up, the Robins Air Force Base population will begin to utilize trails, pavilions and bodies of water for recreation and physical fitness activities. Please be cautious due to the possibility of encountering alligators during these activities.

Alligators are an important part of the ecosystem and play a valuable role in wetlands, swamps, rivers and lakes.

Alligators are predators that help keep other animal populations in balance and contribute to the overall health of natural areas. Alligators can be found in every body of water across the installation and occasionally come out of the water to bask in the sun or move between wetlands.

In most cases, alligators will move on to areas away from people, especially if they are left alone. Below are safety tips that will help ensure people and alligators can continue to co-exist.

Safety tips

● An alligator should have a natural fear of humans. If an alligator seems interested in or approaches a human unprovoked, this reptile has lost its natural fear and can pose a serious threat. This is a dangerous situation, and the person should leave immediately.

● Unless handled, alligators less than four feet in length are not large enough to pose a significant threat. However, if a person encounters an alligator of any size that poses a threat to people, pets or property,



Alligators are an important part of the ecosystem and play a valuable role in wetlands, swamps, rivers and lakes. (Courtesy photo)

they need to leave immediately and call the Robins Command Post at 478-327-2612. Please be aware, nuisance alligators are killed, not relocated.

● Leave alligators alone. State (Ga. Code Ann., § 27-3-170) and federal (50 CFR 17.42) law prohibits feeding, killing, harassing, or possessing alligators. Handling even small alligators is illegal and can result in injury.

● Never feed alligators. It is dangerous and illegal. When fed, alligators overcome their natural fear and learn to associate people with food. When this happens, these reptiles become dependent on that food source, grow increasingly aggressive, and eventually have to be removed and killed.

● When near water for recreation or physical fitness, dispose of fish scraps, excess bait, water bottles, etc., in the appropriate trash receptacle and do not throw them into

the water. Although feeding the alligators this way is unintentional, the result can be the same.

● Fish that are caught and released should be placed in the water and not thrown near an alligator.

● Alligators are most active between dusk and dawn. Therefore, take precaution during these times near bodies of water.

● Dogs and cats are similar in size to the natural prey of alligators. Don't allow pets to swim, exercise, or drink in or near waters that may have alligators.

● Swimming and wading is not permitted in any body of water on Robins AFB.

● Observe and photograph alligators only from a distance. The further away, the better.

Following the safety tips above can minimize chances of an unwelcome and unsafe encounter.

Top right: Aaron Wessman, Defense Logistics Agency Aviation care of supply inventory lead, counts items stored in the trays of a vertical lift modules, or VLM, in a DLA Aviation warehouse at Robins Air Force Base Feb. 2. Wessman conducted an inventory of approximately 4,000 items to ensure the item's numbers and materiel match what is supposed to be in each tray and shelf of the VLM. Bottom right: Quinton Hicks, Defense Logistics Agency Aviation materiel handler expediter, verifies the kind, count and condition of the materiel he picked for an F-15 aircraft at Robins Air Force Base Feb. 2. Each item selected has the stock number, correct count and condition of materiel inspected before going to the Warner Robins Air Logistics Complex customers. (U.S. Air Force photos by Joseph Mather)



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PROCESSES

From page 1

regulation, dated Sept. 30, 2022, outlines the process that “must” be followed by your management as well as the time limits to accomplish such task.

On the very first page of the regulation it states very clearly: “Compliance with this publication is Mandatory.” It doesn’t state compliance is “optional”.

In Chapter 13.1.2 it states: “The Air Force will provide reasonable accommodation to qualified individuals with a disability and qualified applicants for employment with a disability in accordance with federal Law, Equal Employment Opportunity Commission regulation, Department of Defense policy, Air Force instruction, and applicable collective bargaining agreements.”

Although this is a mouthful, it covers every regulation out there. So, why isn’t Robins AFB following this mandatory guidance? Is it that the powers that be don’t know of the regulation or they are just counting on you (the employee) not knowing?

This article will cover the high points you should know. However, I highly encourage you to get a copy of the regulations and guidance I provide to you all in this article. Your knowledge is your power to ensure you are not treated discriminatory.

Title VII Reasonable Accommodation vs. Robins Guidance on Occupational injuries and Non-Occupational injuries. Some of you may have heard a coworker or supervisor speaking about Occupational injuries vs. non-occupational injuries or Occ vs Non Occ.

In the eyes of 5 C.F.R. 1614 or even DAFI 36-2710, Chapter 13, there is no difference. If

an employee requests a reasonable accommodation, it must be looked at under the ADA guidelines or the Agency will find itself in violation of Title VII discrimination based on a disability for “failure to accommodate.”

I have heard about horror stories of employees being “strong armed” by management personnel in the organization when an employee requested a reasonable accommodation.

First, the Agency asked for all this medical information that the supervisor or RA first of all was not qualified to interpret; your doctor’s diagnosis and they really should not be viewing it, so “stop” giving them this information.

I’m not saying don’t provide the information being requested. I am telling you the information should be turned into OMS, to be added to your medical file. OMS in return will write you a new diagnosis limiting the medical information, but validating your medical condition and restrictions based on your doctor’s recommendation and diagnosis you provided to them.

Then you would give the OMS’s Optional Form 178 “Certificate of Medical Examination” (which most of the shop personnel call a limited duty form) to your supervisor or management official that requested the information.

I want you to know the complete form is about seven pages, and you should get all of that information, not just the one page they love to give you.

When you are asked to provide medical information, make sure you ask the management official (in writing, such as an email) to put in writing exactly what information you need your doctor(s) to provide to them in the doctor’s diagnosis letter.

The law states they must tell

you exactly what information they require of you or your doctor to provide.

The purpose of this article is to cover the Reasonable Accommodation, RA, process(s), inform you of what form(s) you will need to fill out as well as what the Agency “must” do in this process. If the Agency, meaning your management or anyone in the RA process, fails to perform their portion of this process in a timely and correct manner in accordance with law and regulation, you have the right to file an EEO claim for “Failure to accommodate based on your medical condition.”

With that being stated, this is what should transpire when you ask for a Reasonable Accommodation.

1. In accordance with (IAW) DAFI 36-2710, section 13.2.1 – the Reasonable Accommodation process can be initiated by the employee or individual seeking RA on behalf of the employee, such as a family member, friend, Program for People with disability manager, Union Representative, or healthcare professional.

a. The request does not need to contain special words, such as “Reasonable Accommodation”, and the individual need not have a particular accommodation in mind prior to making the request per 29 Code of Federal Regulation (CFR) § 1614.203 (d)(3)(i)(D).

b. The supervisor will acknowledge receipt of all requests for RA and enter into the interactive dialogue process and explain the process to the employee within 10 calendar days of receipt of the request.

2. The employee can submit an EEO Form 557(a), request for Reasonable Accommodation form, to create an accurate maintenance of Air Force records

regarding the Reasonable Accommodation request. This will be followed up with a EEO Form 557(b), Confirmation of Reasonable Accommodation form, acknowledging receipt of the employee’s request by the supervisor. However, let me be perfectly clear. It is not required! But I would strongly suggest that you submit the form for secondary form documentation that you requested a RA from your supervisor.

3. The supervisor will then contact the installation’s Disability Program Manager, Medical personnel, and other appropriate resources for assistance. The supervisor will consult with the servicing Civilian Personnel Office to identify the essential functions of the position if they are not easily to determine. Note: You want you to make sure your supervisor addresses the job or task you actually perform (listed in your PAC records, or the jobs you are certified to perform) not the Core document that is written overly broad and in most cases do not cover the task you actually perform on a daily basis. DAFI 36-2710 chapter 13.3.1.1

4. Timely processing of the Request for Reasonable Accommodation begins within 10 days of receipt of the initial request for RA by the supervisor.

a. When the supervisor is not the decision authority, the request will be submitted to a decision authority by the supervisor within 5 calendar days of the supervisor making a recommendation for RA. (Tracking the status of a Reasonable Accommodation can be done by contacting the Installation Disability Program Manager. Ms. Stephanie Hawthorne in the EEO Office).

b. The supervisor will provide a written decision from the deci-

sion authority on the request for accommodation in the shortest time practical, but not later than 30 calendar days from receipt of the initial request when the supervisor is decision authority. Exceptions exist for cases which require medical documentation. Remember the Agency must be specific in what medical information they are asking for. DAFI 36-2710 chapter 13.3.2.1 -13.3.2.2

This part is a direct insert from the DAFI:

13.3.2.3. *In the event a request for medical documentation is made by the Air Force, the timeframe for processing reasonable accommodation requests is adjusted. Time taken by the requestor to obtain/gather medical documentation is not counted against the Air Force’s obligation to issue a decision on reasonable accommodation requests within 30 calendar days of receipt of the request.*

13.3.2.4. *Denials of reasonable accommodation requests will be issued in writing no later than 10 calendar days of the decision to deny the request. (T-1).*

13.3.2.5. *The employee requesting reasonable accommodation is required to submit the information necessary for the decision authority to make a determination regarding provision of reasonable accommodation(s) within 20 calendar days of request by the Air Force. (T-1).*

13.3.2.6. *Failure to provide such information, to include medical documentation, specifics of the accommodation requested, and how the accommodation will enable the employee to perform essential functions of the position, may result in denial of the request. (T-0). Decision authorities will annotate any failure to provide*

information on EEOC Form 557b and, where possible, offer reasonable accommodation based on the information that has been received or deny the request. (T-0).

13.3.2.7. *Requests will not be delayed due to leave, TDY, or other absence or obligation of anyone involved in the process. (T-0). Extenuating circumstances are factors that could not reasonably have been anticipated or avoided in advance of the request for reasonable accommodation and may include: purchase of equipment, employee working with equipment on a trial basis, facility modifications or improvements. If time frames cannot be met, the requestor will be notified of the reasons for delay and an approximate date which a decision can be expected. (T-1). Supervisors will consider temporary measures or interim accommodations to assist the person as an interim step until a decision has been made and/or reasonable accommodation is provided. (T-0).*

If you do not get your decision back within the prescribed times, then you should be contacting the Union for assistance.

You have rights and you need to start using them to help you keep your job and prevent the Agency from weaponizing the Reasonable Accommodation process.

This is Part I of what is intended to be many series. Please keep a copy of this paper so that you get all the facts and information you need to protect yourself. My next article will cover the “alleged” 60-day Job Search, what the Agency “should” be doing and what they “are not” doing.

Until then brothers and sister, enjoy your weekend and be safe this over the Easter holiday.

BASICS

From page 1

categories of EEO: Disability, Sex, Color, Race, Religion, Age, National Origin, Genetic Information or Reprisal. (See the March 22 edition of The Union Advocate for a detailed breakdown.) It also must have an accompanying “theory”, she said. “And that’s because if it doesn’t have a basis or a theory, what is the investigator going to investigate? We need to make sure we put that information up front so that we can get an investigation to proves your case.”

There are five theories of discrimination: Disparate treatment, disparate impact, harassment or hostile work environment – the two interchangeable, she said – reasonable accommodations – for a disability or religion – and reprisal/retaliation – those two interchangeable as well. (See the definition breakout box.)

“So, you talk to the initial counselor 45 days from when you knew it was discrimination or you should have known. This process lasts 30 days of you talking to the counselor and the counselor trying to resolve it.

“Or it can last up to 90 days if you both agree to ADR. The thing to remember is as soon as no agreement is reached you will be given your notice of right to file a formal complaint.”

She regressed: “The counselor is not your representative. It doesn’t matter what they say as far as having a case or not having a case. What they’re supposed to do is give you literature so you can learn more about the different processes as far as ADR.

“They’re supposed to help you determine the issues and conduct a limited investigation. But then they provide you with a notice and you go ahead and file the formal complaint.”

Again, withing 15 days, she said, adding that it must include the action resulting in the complaint. I.e. “Was it a non-selection? Was it a demotion? Was it a hostile work environment? Was it a policy that on its base was neutral but treated employ-

ees differently? When I say different,” she continued, “it has to be based on (one or more of the protected categories). And it can’t be that you just happen to have one of them. Like you have a disability or you’re of a certain color. It has to be why the employment decision was made. Or why you were treated badly. And there was a hostile working environment. It has to be the cause of what happened.”

When filing the complaint, Vemury strongly recommended having an “addendum”. This, she said, was the first time you were officially indicated what happened to you, “and the Agency is going to use this against you, or try to use this against you, for the next several years, as far as pointing out holes or misconceptions or anything that sounds off within this formal complaint.

“So I want you to include as much information as possible because we don’t want you to get to a judge three years later and all of a sudden remember new things.

“You should be the most clear now because it’s one or two months from within the event occurred. So include an addendum and include a chronology of events. Include as much as can. If you have friends or coworkers who said they would write you statements go ahead and get them to write statements now. Because they may feel differently when asked by an EEO investigator. Go ahead and keep that information also.”

“When you submit this letter to the Agency they may accept some of the claims, they may accept all of the claims or they may accept none of the claims. Whatever they accept is what will be investigated. Investigated by the EEOC investigator.”

That’s the third stage in the process, the EEOC investigator an Agency employee or somebody contracted by the Agency to investigate, she said. This stage takes up to 180 days or up to 360 days if you make amendments to the issue, she said.

A complaint can be amended anytime prior to the end of the investigation, she said, to include “like or related” claims.

Theories of Discrimination:

1. Disparate Treatment

Disparate Treatment occurs when a management official intentionally treats a member of a protected group differently (with respect to the terms and conditions of employment) than the management official treats an individual of a different protected group.

2. Disparate Impact

Disparate Impact refers to an agency’s facially neutral rule or policy that has an adverse effect on a particular protected group.

3. Harassment/Hostile Work Environment

Harassment is unwelcome conduct that is based on race, color, religion, sex, national origin, EEO protected activity, age, disability, or genetic information. Harassment occurs when the conduct is severe and/or pervasive enough to create a work environment that is hostile, intimidating, offensive, or abusive.

1) Non-Sexual Harassment

In non-sexual harassment, the actions committed by the Harasser must be directly related to the Complainant’s claimed protected status.

2) Sexual Harassment

The EEOC defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when this conduct affects an individual’s employment, unreasonably interferes with an individual’s work performance, or creates an intimidating, hostile, or offensive work environment. Sexual harassment is not limited to harassment by men against women. Both men and women can be sexual harassers, and both men and women can be sexually harassed. There are two categories of sexual harassment: Quid Pro Quo and Harassment/Hostile Work Environment.

a. Quid Pro Quo Sexual Harassment. Quid pro quo harassment occurs when an individual’s submission to or rejection of unwelcome sexual conduct is used as the basis for employment decisions.

b. Harassment/Hostile Work Environment. An employee is subjected to unwelcome sexual conduct (based on sex) that is so severe and/or pervasive that it creates an intimidating, hostile, offensive or abusive work environment.

4. Reasonable Accommodations

Federal laws require an employer to reasonably accommodate an individual with a disability or a sincerely held religious belief that conflicts with a work requirement, unless doing so would pose an undue hardship.

A. Disability Accommodation

The Rehabilitation Act, the ADA and ADAAA require employers to provide reasonable accommodations for the physical or mental limitations of an otherwise qualified individual with a disability, unless the employer can demonstrate that the accommodation would impose undue hardship on the operation of its business.

A disability is defined as a physical or mental impairment that substantially limits one or more of an individual’s major life activities. An employee must have a disability to qualify for a reasonable accommodation, not merely be regarded as having a disability. The Rehabilitation Act also requires agencies to reasonably accommodate the needs of qualified federal employees and applicants with a known physical or mental impairment. This means that the agency may need to change the workplace to enable the disabled individual to perform the essential functions of their job.

B. Religious Accommodation

Federal laws require an employer, once on notice that an accommodation is needed, to reasonably accommodate an individual who’s sincerely held religious belief, practice, or observance conflicts with a work requirement, unless doing so would pose an undue hardship. Undue hardship under Title VII is defined as “more than de minimis” cost or burden which is a substantially lower standard for employers to satisfy than the “undue hardship” defense under the Americans with Disabilities Act (ADA), which is defined instead as “significant difficulty or expense.” EEOC Compliance Manual, Section 12: Religious Discrimination (Jan. 15, 2021)

To prove undue hardship for a religious accommodation, the employer cannot rely on hypothetical hardship, but rather should rely on objective information such as the actual cost or disruption the proposed accommodation would involve. Id. Notably, an accommodation that would require the agency to pay overtime is more than a de minimis burden and is an undue hardship. *Arrendondo v. U.S. Postal Service*, EEOC Appeal No. 0120070018 (2008) (Complainant accommodated with two hours of leave to attend when additional time would require agency to pay overtime).

5. Reprisal/Retaliation

An employer may not retaliate against an individual for making allegations of discrimination, participating in a discrimination proceeding (i.e. complainant, witness, representative, etc.), requesting reasonable accommodations, or opposing discrimination.

- Source: AFGE’s Guide to Fighting Discrimination

However, she said, “In reality what happens? Sometimes the EEO counselor will say, ‘Yes. Of course we’ll amend it.’ Sometimes they’ll say, ‘No. We can’t amend it because the investigation is almost over.’ In that situation, they should either let you file a new complaint or they have to go ahead

and amend the other complaint.

“They cannot tell you that the EEOC judge will let you amend it later. That is not within their purview. The EEOC judge does not want that and that is not something they’re supposed to be doing.

“If they do do that, have them indicate in writing and then

provide it to the EEOC judge as soon as a judge is assigned.”

“Again, if a new issue such as retaliation comes up during the EEO investigation speak to the EEO counselor and ask that your case be amended or ask to file a new case. If they refuse, have them indicate it in writing with an explanation.”

The Investigative Stage gives way to the Request for a Hearing versus the Final Agency Decision – 30 days to choose. The Final Agency Decision is Stage 5. It occurs 40 days of the “order” and Appeal accounts for Stage 6 – within 30 days of the Final Agency Decision.

RIGHTS

From page 1

“Information Request.” The Union performs information requests to get documentation to support your grievances, or to show you where the

Agency did not violate any contractual obligations in its action(s) towards you.

The recent Arbitration decision aforementioned at the beginning of this article and received this week, confirms to the Agency, that they will provide all this information to the Union upon request. But it also covers you an

employee.

Although the Agency may sanitize what you receive – i.e. black out the name - we can still use the information to ensure it all was done correctly. In the case today, basically, we have to go back through all the information that will be provided to see if the

impacted employees were improperly passed over, or if there was some type of favoritism shown to those selected.

The Arbitrator basically told the Agency that they must give the union the information it requested. Before, they were only giving us small bits that didn’t show or do anything of value.

Now that you know, make sure if you are non-selected for a position, to invoke your rights to see the information that disqualified you.

If you still are not sure what to ask or look for, give the Union Hall a call or ask a Steward in your area for assistance.

Houston County - 2022 Annual Water Quality Report

Feagin Mill 1530021, Haynesville 1530004, Henderson 1530005

Is my water safe? We are pleased to present this year's Annual Water Quality Report (Consumer Confidence Report) as required by the Safe Drinking Water Act (SDWA). This report is designed to provide details about where your water comes from, what it contains, and how it compares to standards set by regulatory agencies. This report is a snapshot of last year's water quality. We are committed to providing you with information because informed customers are our best allies.

Do I need to take special precautions? Some people may be more vulnerable to contaminants in drinking water than the general population. Immunocompromised persons such as persons with cancer undergoing chemotherapy, persons who have undergone organ transplants, people with HIV/AIDS or other immune system disorders, some elderly, and infants can be particularly at risk from infections. These people should seek advice about drinking water from their health care providers. EPA/Centers for Disease Control (CDC) guidelines on appropriate means to lessen the risk of infection by Cryptosporidium and other microbial contaminants are available from the Safe Water Drinking Hotline (800-426-4791).

Where does my water come from? The Cretaceous Sand Aquifer supplies Groundwater to all Houston County Systems. The largest system, in and around the city of Warner Robins, is The Feagin Mill System (1530021). It has fifteen deep wells (soon to be sixteen) that serve 11 Water Treatment Plants (WTP's). A new well will pump to the Bear Branch WTP. The Haynesville System (1530004) has two wells and two WTPs. It also serves Elko. The Henderson Water System (1530005) is also served by two wells and WTP's.

Source water assessment and its availability: Water sources are inspected on a three year schedule by the Georgia Environmental Protection Division (EPD). To obtain information concerning the latest Sanitary Survey, contact John Bell, M-F 9:00 - 5:00, at the Houston County Lakeview Water Treatment Facility, located at 1601 Feagin Mill Road, Warner Robins, GA 31088, (478) 953-1110.

Why are contaminants in my drinking water? Drinking water, including bottled water, may reasonably be expected to contain at least small amounts of some contaminants. The presence of contaminants does not necessarily indicate that water poses a health risk. More information about contaminants and potential health effects can be obtained by calling the Environmental Protection Agency's (EPA) Safe Drinking Water Hotline (800- 426-4791). The sources of drinking water (both tap water and bottled water) include rivers, lakes, streams, ponds, reservoirs, springs, and wells. As water travels over the surface of the land or through the ground, it dissolves naturally occurring minerals and, in some cases, radioactive material, and can pick up substances from the presence of animals or from human activity: microbial contaminants, such as viruses and bacteria, which may come from sewage treatment plants, septic systems, agricultural livestock operations, and wildlife; inorganic contaminants, such as salts and metals, which can be naturally occurring or result from urban stormwater runoff, industrial, or domestic wastewater discharges, oil and gas production, mining, or farming; pesticides and her-

bicides, which may come from a variety of sources such as agriculture, urban stormwater runoff, and residential uses; organic Chemical Contaminants, including synthetic and volatile organic chemicals, which are by-products of industrial processes and petroleum production, and can also come from gas stations, urban stormwater runoff, and septic systems; and radioactive contaminants, which can be naturally occurring or be the result of oil and gas production and mining activities. In order to ensure that tap water is safe to drink, EPA prescribes regulations that limit the amount of certain contaminants in water provided by public water systems. Food and Drug Administration (FDA) regulations establish limits for contaminants in bottled water which must provide the same protection for public health.

How can I get involved? The Houston County Commissioners meet on the 1st and 3rd Tuesdays of each month. Additional information regarding these meetings can be obtained by calling (478) 542-2115. Your participation is welcome.

Additional Information for Lead
If present, elevated levels of lead can cause serious health problems, especially for pregnant women and young children. Lead in drinking water is primarily from materials and components associated with service lines and home plumbing. Houston County is responsible for providing high quality drinking water but cannot control the variety of materials used in plumbing components. When your water has been sitting for several hours, you can minimize the potential for lead exposure by flushing your tap for 30 seconds to 2 minutes before using water for drinking or cooking. If you are concerned about lead in your water, you may wish to have your water tested. Information on lead in drinking water, testing methods, and steps you can take to minimize exposure is available from the Safe Drinking Water Hotline or at <http://www.epa.gov/safewater/lead>.

Water Quality Data Table
In order to ensure that tap water is safe to drink, EPA prescribes regulations which limit the amount of contaminants in water provided by public water systems. The table below lists all of the drinking water contaminants that we detected during the calendar year of this report. Although many more contaminants were tested, only those substances listed below were found in your water. All sources of drinking water contain some naturally occurring contaminants. At low levels, these substances are generally not harmful in our drinking water. Removing all contaminants would be extremely expensive, and in most cases, would not provide increased protection of public health. A few naturally occurring minerals may actually improve the taste of drinking water and have nutritional value at low levels. Unless otherwise noted, the data presented in this table is from testing done in the calendar year of the report. The EPA or the State requires us to monitor for certain contaminants less than once per year because the concentrations of these contaminants do not vary significantly from year to year, or the system is not considered vulnerable to this type of contamination. As such, some of our data, though representative, may be more than one year old. In this table you will find terms and abbreviations that might not be familiar. To better understand these terms, see the Acronyms and Unit Descriptions below.

ACRONYMS			
MCLG	MCLG: Maximum Contaminant Level Goal: The level of a contaminant in drinking water below which there is no known or expected risk to health. MCLGs allow for a margin of safety.		
MCL	MCL: Maximum Contaminant Level: The highest level of a contaminant that is allowed in drinking water. MCLs are set as close to the MCLGs as feasible using the best available treatment technology.		
TT	TT: Treatment Technique: A required process intended to reduce the level of a contaminant in drinking water.		
AL	AL: Action Level: The concentration of a contaminant which, if exceeded, triggers treatment or other requirements which a water system must follow.		
Variances and Exemptions	Variances and Exemptions: State or EPA permission not to meet an MCL or a treatment technique under certain conditions.		
MRDLG	MRDLG: Maximum residual disinfectant level goal. The level of a drinking water disinfectant below which there is no known or expected risk to health. MRDLGs do not reflect the benefits of the use of disinfectants to control microbial contaminants.		
MRDL	MRDL: Maximum residual disinfectant level. The highest level of a disinfectant allowed in drinking water. There is convincing evidence that addition of a disinfectant is necessary for control of microbial contaminants.		
RTCR	RTCR: Revised Total Coliform Room		
MNR	RTOR	MNR: Monitored Not Regulated	
		RTOR: Routine Original	
MPL	RAA	MPL: State Assigned Maximum Permissible Level	
		RAA: Running Annual Average	
TC	EC	TC: Total Coliform	
		EC: E. coli.	

2022 CCR – The Feagin Mill System 1530021									
Contaminant (or Facility Site ID)	MCLG or MRDLG	Maximum Contaminant Level, Treatment Technique or Maximum Residual Disinfection Level Goal	Detect In Your Water	Range		Sample Date	Violation	Typical Source	
				Low	High				
Disinfectants & Disinfection By-Products (There is convincing evidence that addition of a disinfectant is necessary for control of microbial contaminants)									
Chlorine (mg/L)	4 ppm	4 mg/L	1.00 AVG	.54	1.33	2022	No	Water additive used to control microbes	
TTHMs (Total Trihalomethanes)	NA	80 ppb (.08 mg/L)	ND	-	-	2022	No	By-product of drinking water chlorination	
HAA5 (Haloacetic Acids)	NA	60 ppb (.06 mg/L)	ND	-	-	2022	No	By-product of drinking water chlorination	
Inorganic Contaminants									
Fluoride (ppm)	4	4	.86 AVG	.17	1.18	2022	No	Erosion of natural deposits; Water additive which promotes strong teeth; Discharge from fertilizer and aluminum factories	
Inorganic Contaminants (Continued)									
Contaminant (or Facility Site ID)	MCLG or MRDLG	Maximum Contaminant Level, Treatment Technique or Maximum Residual Disinfection Level Goal	Detect In Your Water	Range		Sample Date	Violation	Typical Source	
Nitrate/Nitrite (ppm)	10	10	.61	0	2.1	2022	No	Runoff from fertilizer; Leaching from septic tanks, sewage; Erosion of natural deposits	
Lead - action level at consumer taps (ppb)	0	15 ppb	90 th % 0 ppb or ug/L	0 ppb or ug/L	4.2 ppb or ug/L	2021	No	Corrosion of household plumbing systems; Erosion of natural deposits	
Copper- action level at consumer taps (ppm)	1300 ppb	1300 ppb	90 th % 200 ppb	0 ppb	240 ppb	2021	No	Erosion of natural deposits; Leaching from wood preservatives; Corrosion of household plumbing systems	
Microbiological Contaminants									
Total Coliform (RTCR)	NA	TT	NA	NA	NA	2022	No	Naturally present in the environment	
E. coli (RTCR) in the distribution system.	0	1. Routine and repeat samples are TC +, and 2. either is EC +, or 3. system fails to take repeat samples following EC + routine sample, or 4. system fails to analyze total coliform positive repeat sample for E. coli.	0	NA	NA	2022	No	Runoff from fertilizer use; Leaching from septic tanks, sewage; Erosion of natural deposits	
Radiological Contaminants									
Combined Radium	0	5 pCi/L	4.03 AVG	2.5	6.87	2022	No	Erosion of Natural Deposits	
Gross Alpha	0	15 pCi/L	4.75 AVG	0	9.30	2022	NO	Erosion of Natural Deposits	
Volatile Organic Compounds – None Detected in 2022									

For More Information Contact Jeff Chandler or John Bell
Lakeview Treatment Facility 1601 Feagin Mill Road, Warner Robins, GA 31088 (953) 478-1110

2022 CCR – Haynesville Water System 1530004 This System is also the source of County water in Elko, Ga.									
Contaminants	MCLG or MRDLG	MC L TT or MRDL	Detect In Your Water	Range		Sample Date	Violation	Typical Source	
				Low	High				
Disinfectants & Disinfection By-Products There is convincing evidence that addition of a disinfectant is necessary for control of microbial contaminants									
Chlorine (mg/L)	MRDLG 4 ppm	4 mg/L	1.02 Avg.	.68	1.23	2022	No	Water additive used to control microbes	
HAA5 (Total Haloacetic Acids)	NA	60 ppb (.06 mg/L)	ND	-	-	2022	No	By-product of drinking water chlorination	
TTHMs (Total Trihalomethanes)	NA	80 ppb (.08 mg/L)	ND	-	-	2022	No	By-product of drinking water chlorination	
Inorganic Contaminants									
Fluoride (ppm)	4	4	.86 Avg.	.24	1.29	2022	No	Erosion of natural deposits; Water additive which promotes strong teeth; Discharge from fertilizer and aluminum factories	
Copper-Action level at consumer taps (ppb or ug/L)	1300 ppb or ug/L	1300 ppb or ug/L	90 th % 320	8.9 ppb or ug/L	360	2022	No	Erosion of natural deposits; Leaching from wood preservatives; Corrosion of household plumbing systems	
Lead - action level at consumer taps (ppb)	15 ppb or ug/L	15 ppb or ug/L	90 th % 6.0	0 ppb or ug/L	14	2022	No	Corrosion of household plumbing systems; erosion of natural deposits	
Nitrate/Nitrite (ppm)	10	10	ND	ND	ND	2022	No	Runoff from fertilizer use; Leaching from septic tanks, sewage; Erosion of natural	
Contaminants	MCLG or MRDLG	MC L TT or MRDL	Detect In Your Water	Range		Sample Date	Violation	Typical Source	
Microbiological Contaminants									
Total Coliform (RTCR)	NA	TT	NA	NA	NA	2022	No	Naturally present in the environment	
E. coli (RTCR) in the distribution system.	0	1. Routine and repeat samples are TC +, and 2. either is EC +, or 3. system fails to take repeat samples following EC + routine sample, or 4. system fails to analyze total coliform positive repeat sample for E. coli.	0	NA	NA	2022	No	Runoff from fertilizer use; Leaching from septic tanks, sewage; Erosion of natural deposits	
Radiological Contaminants									
Combined Radium (Radium226 & Radium 228)	0	5 pCi/L	ND	-	-	2021	No	Erosion of Natural Deposits	
Gross Alpha	0	15 pCi/L	3.10 pCi/L	-	-	2019	No	Erosion of Natural Deposits	

2022 HE CCR - The Henderson Water System 1530005									
Contaminants	MCLG or MRDLG	MCL TT or MRD	Your Water	Range		Sample Date	Violation	Typical Source	
				Low	High				
Disinfectants & Disinfection By-Products There is convincing evidence that addition of a disinfectant is necessary for control of microbial contaminants									
Chlorine as Cl ₂ (ppm or mg/L)	4	4	.99 Avg.	.61	1.34	2022	No	Water additive used to control microbes	
Total HAA5 (HAA5) (ppb)	80 ppb (.08 mg/L)	60	ND	NA	NA	2022	No	By-product of drinking water chlorination	
TTHMs [Total] (ppb)	60 ppb (.06 mg/L)	80	ND	NA	NA	2022	No	By-product of drinking water disinfection	
Inorganic Contaminants									
Fluoride (ppm or mg/L)	4	4	.87 Avg.	.41	1.27	2022	No	Erosion of natural deposits; Water additive which promotes strong teeth; Discharge from fertilizer and aluminum factories	
Copper - action level at consumer taps (ppb)	1300 ppb or ug/L	1300 ppb or ug/L	90 th % 200 ppb or ug/L	31	300	2022	No	Corrosion of household plumbing systems; Erosion of natural deposits	
Lead - action level at consumer taps (ppb)	0	15ppb	90 th % 1.8 ppb or ug/L	0 ppb or ug/L	.36 Ppb or ug/L	2022	No	Corrosion of household plumbing systems; Erosion of natural deposits	
Nitrate/Nitrite (ppm)	10	10	ND	-	-	2022	No	Runoff from fertilizer use; Leaching from septic tanks, sewage; Erosion of natural deposits	
Microbiological Contaminants									
Total Coliform (RTCR)	NA	TT	NA	NA	NA	2022	No	Naturally present in the environment	
E. coli (RTCR) & Total Coliform (RTOR) in the distribution sys.	0	0	0	NA	NA	2021	No	Runoff from fertilizer use; Leaching from septic tanks,	
Contaminants	MCLG or MRDLG	MCL TT or MRD	Your Water	Range		Sample Date	Violation	Typical Source	
Radiological Contaminants									
Combined Radium (Radium226 & Radium 228)	5 pCi/L	0	ND	-	-	2021		Erosion of natural deposits	
Gross Alpha	15 pCi/L	0	ND	-	-	2021	No	Erosion of natural deposits	
Microbiological Contaminants									
Total Coliform (RTCR)	NA	TT	NA	NA	NA	2022	No	Naturally present in the	
E. coli (RTCR) & Total Coliform (RTOR) in the distribution sys.	0	0	0	NA	NA	2021	No	Runoff from fertilizer use; Leaching from septic tanks,	

Unit Descriptions	
Term	Definition
ug/L (or ppb)	ug/L : micrograms per liter, or ppb: parts per billion
mg/L (or ppm)	mg/L: milligrams per liter, or ppm: parts per million
pCi/L	pCi/L: picocuries per liter (a measure of radioactivity)
NA	NA: not applicable
ND	ND: not detected
NR	NR: Monitoring not required but recommended.
Positive Samples	positive samples/yr: The number of positive samples taken that year

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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: COLORS

ACROSS

- Partner of pains
- "Raiders of the Lost"
- Opposite of flows
- Flesh of fish
- Grazing area
- Soft palate hanger
- Boatload
- Wood-shaping tool
- Old episode
- *Alice of "Color Purple" fame
- *Fruit and color
- Long reef dweller
- Sound of pain
- Math class total
- Excessively abundant
- **"Royal" color
- Arrival times, acr.
- *Color quality
- Shininess
- White House "sub"
- Spritelike
- Cupid's counterpart
- Serengeti grazer
- *Feeling blue
- Hokkaido native
- *Color wheel inventor
- Walk with a hitch
- "Malcolm X" (1992) movie director
- Stare open-mouthed
- Napoleon of "Animal Farm," e.g.
- *Between blue and violet
- *_____phobia, intense fear of colors
- Opposite of cathode
- North American country
- Run _____ of the law
- Geography class book
- Local area network
- It's firma
- Has divine power
- Banned insecticide, acr.
- German surrealist Max

DOWN

- "General Hospital" network
- Crop of a bird
- Zeus' sister and wife
- Two under par on a golf hole
- Meat-cooking contraption
- Winglike
- *Predominant color of Mars
- Type of membrano- phone
- Like never-losing Steven
- Town
- *Primary color
- ____ Juan, Puerto Rico
- 7th planet from the sun
- Chosen few
- Nicki Minaj's genre
- Not womenfolk
- *Number of colors in a rainbow
- Of service
- Colorful parrot
- *The Lumière brothers' colorful creation
- "Cheers" actress Perlman
- Jeopardy
- Sergio of Spaghetti Westerns fame
- Follow as a consequence
- Email folder
- Cone-shaped quarters
- Naiad or maenad
- Motherless calves
- Old horse
- Long John Silver, e.g.
- Modified "will"
- Bottom-ranking employee
- Opposite of "out of"
- Hall of Fame Steelers' coach
- June 6, 1944
- Run _____ of the law
- "_____ Buy Me Love"
- Between dawn and noon
- Yours and mine
- Expression of pleasure
- Melancholy
- Latissimus dorsi, for short

CROSSWORD

1	2	3	4	5	6	7	8	9	10	11	12	
13					14			15				
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71							72			73		

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What is green, fuzzy and if it fell out of a tree it would kill you? A pool table.

What did the green grape say to the purple grape? Oh my gosh! Breathe ... Breathe ... Breathe ...

Salad Dressing

C	U	C	A	E	S	A	R	O	W	U	V	N	C	T	Z	P	D	W	I	N	I
E	E	Z	K	V	N	O	C	P	V	L	T	B	A	V	W	E	R	D	K	K	H
S	A	M	I	T	J	P	N	A	I	L	A	T	I	I	T	X	B	B	A	Q	L
E	Z	U	A	C	L	A	O	M	T	L	C	B	L	L	S	T	V	O	V	I	P
E	V	Q	T	S	J	A	V	M	A	A	O	D	O	W	S	O	Z	R	B	E	I
H	I	U	F	W	E	T	T	S	E	L	L	P	Y	R	K	E	U	D	A	G	P
C	N	X	X	E	V	S	M	N	I	G	I	Z	R	E	H	F	R	S	V	P	V
E	E	M	F	W	C	I	H	V	E	H	R	C	N	Y	E	C	S	E	P	R	E
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| BALASMIC | BLUE CHEESE | CAESAR |
| CATALINA | CHIPOLTE | DIJON |
| FRENCH | GARLIC | GINGER |
| GREEK | ITALIAN | LEMON |
| OLIVE OIL | ORIENTAL | PARMESAN |
| PEPPERCORN | POMEGRANATE | RASPBERRY |
| RED WINE | RUSSIAN | SESAME |
| TERIYAKI | VINEGAR | ZESTY |

A little humor ...

After a blind date a fellow mentioned to his friend: "After I got home last night, I felt a lump in my throat."
"You really like her, huh?"
"No, she's a karate expert."

Girl: Will you marry me?
Boy: No, but I'll always admire your good taste.

"Do you have the book Man, Master of Women?" a young man asked the librarian.

"Fiction counter to your left," the librarian replied.

Boy, with one hand cupped over the other: If you can guess what I have in my hand, I'll take you out tonight.

Girl: An elephant!
Boy: Nope! But that's close enough. I'll pick you up at 7:30.

A schoolboy took home a library book whose cover read How to Hug, only to discover

that it was volume seven of an encyclopedia!

Boy: Ah, look at the cow and the calf rubbing noses in the pasture. That sight makes me want to do the same.

Girl: Well, go ahead ... it's your cow.

Girl: Do you think you could be happy with a girl like me?

Boy: Perhaps ... if she isn't too much like you.

"How come you go steady with Eloise?"

"She's different from other girls."

"How so?"

"She's the only girl who will go with me."

Boy: Gladys, do you love me?

Girl: Yeah.

Boy: Would you be willing to live on my income?

Girl: Yes, if you'll get another for yourself.

Girl: Do you love me? Boy: Yes, dear.

Girl: Would you die for me?

Boy: No ... mine is an undying love.

John: Don't you think I'm rather good looking?

Judy: In a way.

John: What kind of way?

Judy: Away off.

She: Look at my engagement ring.

Chi-Chi: That's a lovely ring. It's nice to know you're not marrying a spendthrift.

My uncle is a cannibal. He's been living on us for 20 years.

was hoping for a good ham sandwich.

Then there's the missionary the cannibal couldn't boil. He was a friar.

Cannibal cook: Shall I stew both of these Navy cooks?

Cannibal king: No. One's enough. Too many cooks spoil the broth.

A resourceful missionary fell

into the hands of a band of cannibals. "Going to eat me, I take it," said the missionary.

"You wouldn't like me."

He took out his pocketknife, sliced a piece from the calf of his leg, and handed it to the chief.

"Try it and see for yourself," he urged. The chief took one bite, grunted, and spat.

The missionary remained on the island 50 years. He had a cork leg.

STR8TS

No. 633 Medium

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

Previous solution - Tough

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

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.

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

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

Quick and Easy Dishes from *Around the Globe*

FAMILY FEATURES

One of the best parts of traveling is trying the local cuisine, and that's particularly true on an international scale. No matter where you go around the globe, however, there is one ingredient you'll likely find is an integral part of many cultures and cuisines: rice.

Grown on almost every continent, this staple ingredient is a large part of meals around the world, which means there are nearly endless varieties and recipes to try. However, you don't need to go on vacation to try authentic-tasting international food; easy-to-make versions of popular dishes from around the globe can be made right at home in mere minutes.

Mediterranean

Known for vibrant vegetables, savory sauces and incredible tastes, the Mediterranean is also home to a few classic rice dishes such as rich and creamy risotto from Italy. Other vibrant options include Spanish specialties like arroz con pollo (chicken and rice) and paella, which is made with an assortment of ingredients like seafood, spices and savory broth.

Asia

If you've ever been to an Asian restaurant, you'll notice a large portion of the menu likely includes recipes made with rice. While it might be difficult to pinpoint where certain recipes originate, fried rice is a Chinese specialty. Over time, this delicious dish has made its way to many different countries and been reinvented with local ingredients. For example, this Kale and Kimchi "Fried" Rice is based on Korean cuisine and can be made in less than 5 minutes using Minute Jasmine Rice & Red Quinoa Cups, which combine the buttery taste and aromatic scent of authentic Jasmine rice with crunchy, 100% whole-grain red quinoa in a convenient, pre-portioned cup.

Middle East

Much like other cuisines around the world, Middle Eastern cooking uses rice almost every day. A Turkish and Arab mixed dish, shawarma is now a global street food. Traditional Persian rice uses a variety of spices like turmeric, ginger and cardamom with dried fruits and nuts.

Latin America

Latin American recipes vary from country to country and region to region, but rice is essential on the side or as part of the main dish across the board. A quick and easy morning meal, this Mexican Breakfast Scramble is ready in 4 minutes. Aiding the short prep time, Minute Jalapeno Rice Cups are ready in just 1 minute and can help spice up dishes with a tasty blend of onion, green peppers and jalapenos.

North America

With bold flavors, few things say southern comfort quite like Louisiana cooking. Bring the taste of New Orleans to your kitchen with rice-based dishes like gumbo or jambalaya, or by pairing rice with another popular Cajun pastime – a classic shrimp boil.

Find more quick and easy international recipe ideas at MinuteRice.com.



Kale and Kimchi "Fried" Rice

Prep time: 2 minutes
Cook time: 3 minutes
Servings: 1

- 1 Minute Jasmine Rice and Red Quinoa Cup
- 1 cup kale, chopped
- 1/4 cup kimchi, chopped
- 1 teaspoon soy sauce
- 1 egg, lightly beaten

Heat rice according to package directions.

In medium microwave-safe bowl, combine kale, kimchi and soy sauce. Cover and microwave 1 minute.

Add rice and egg; mix well to combine. Cover and microwave 30 seconds. Stir and serve.

Serving Suggestions: Drizzle with sesame oil. Add cooked shrimp.

Mexican Breakfast Scramble

Prep time: 2 minutes
Cook time: 2 minutes
Servings: 1

- 1 Minute Jalapeno Rice Cup
- 1 egg, lightly beaten
- 2 tablespoons salsa
- 2 tablespoons queso fresco

Heat rice according to package directions.

In small microwave-safe dish, combine egg, salsa and rice.

Microwave 1 minute. Stir in cheese; microwave 30 seconds.

Serving Suggestion: For meal to go, wrap scramble in warm tortilla.



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