



Child Development Center

Standing on shaky ground

By **MIKE FERGUSON**

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

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

"Clearly there have been cover ups, witch hunts, to address the shortcomings of the previous regime."

- AFGE Local 987 Vice President at Large Mike Ferguson

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

Typically, with new leadership there comes the way we did it at Base X and without any consideration or knowledge of the employees you are charged with supervising.

There are orders and then there are orders when you carry out the orders of those appointed over you. There



Mike Ferguson

is a reasonable expectation that you would provide sage advice as to applying the standards. There has been a great deal of turmoil with the previous leadership of the Child Development Center. So much so that new management has arrived on scene with an agenda that is not compatible with our contract or the Air Force Instruction 34-144.

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

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

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

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Performance Management, Appraisal Program

Defending the indefensible

By **HENRY BROWN**
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If the supposition is correct, every organization's success is dependent on Employee Performance, then why do we continue to defend supervisors that either through misrepresenting the facts or lack of understanding the appraisal process?

Committed employees enable an organization to achieve its objectives whereas poor performing supervisors lead to the downfall of an organization. To develop reliable and unbiased ways of evaluating employees, organizations must understand the key benefits of employee performance.

There is a direct correlation between employees' evaluation and the lack their creating a financial burden to the organization's indirect funding holding arbitration hearings. Ineffective performance appraisals can be alleviated and developed into a win-win for both employee and the organization, the net result of a fair and impartial appraisal system that conforms with well-established guidelines as prescribed for in Air Force Instruction 36-1002, Performance Management And Appraisal Program, and DoD Instruction 1400.25, Volume 431, DOF Civilian Personnel Management and Appraisal System.

As an employee you should know some of the following. However, the list is not all inclusive, but it provides a framework from which you can begin the annual appraisal process. You should be aware of the responsibilities levied on the supervisors.

Let them not write a check marked as "insufficient funds" when it comes to your rating. Keep an eye out that your performance plan includes you. It is a collaborative process that must contain your inputs.

When you and your supervisor are developing your performance plan make sure that it is not linked to your duties and responsibilities. Performance plans are not linked to your core document. If there are any questions, a good reference point is your past JON or PAC, information which contains your work history.



Henry Brown

for the cycle.

Unfortunately, your work as an employee doesn't end there. It should if the supervisor is doing his job - remember, the breakfast of champions is feedback, this is where you keep your supervisor informed as to your progress. Never miss the opportunity to let your supervisor(s) know how you're doing.

The progress reviews are fraught with challenges. Ostensibly it is missed opportunities for the rating that you so richly deserve, again, this is a collaborative process. Never miss the opportunity to participate in it and provide feedback to your supervisor.

Honesty is the best policy, as an employee when you find yourself in the position of not having work assigned and otherwise being overlooked by your supervisor's lack of assigning meaningful duty assignments.

"Let them not write a check marked as 'insufficient funds' when it comes to your rating. Keep an eye out that your performance plan includes you. It is a collaborative process that must contain your inputs."

- AFGE Local 987 Executive Vice President Henry Brown

Use this information as a reference point to begin the performance plan process. Make sure that any performance expectations are clearly communicated to you. This is your opportunity to have a clear understanding of what you are to be evaluated on

Don't wait to address their shortcoming(s). You have a contract with your supervisor in the form of a performance plan. Make sure that he's honoring his commitment to you by asking for clarification

See **DEFENDING**, page 3



Did you know?

If you recruit a new member, you get \$50 and the new member gets \$150. Sign up on your own and you get \$200. (Note: Restrictions apply if you got out of the union; i.e. you had to have been out for at least a year.)

Volunteers are still needed for the following committees:

- YOUNG
- Stewards
- Resolution
- Training and Education
- Grievance/Arbitration
- Publicity
- Fair Practice
- Retiree
- Women's
- Entertainment
- Veterans

Call Union Hall at 478-922-5758 for more information or to sign up.

United Steelworkers aiding Blue Bird employees in push to unionize

By **DON MONCRIEF**
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"Help people help themselves."

That is at the heart of an effort by a number of United Steelworkers volunteers to in turn help a majority of Blue Bird workers push to form a union.

"That's what it's really about," said Chris Salm, United Steelworkers Assistant Director of Organizing. (Wilhelmenia Hardy represents the tip of the spear as Lead Organizer.) "It's giving people the voice and collective power to make a difference in their lives. Once people recognize they've got that kind of power it changes their lives. Not just at work but in their entire lives. That's why we do the work we do."

The effort began approximately 18 months ago, Salm said, when Blue Bird workers reached out to United Steelworkers.

Issues behind their concerns include pay. "One of our steelworker brothers and sisters who has lived in Macon his entire life and worked there in '99. He made \$17 an hour. Workers now on the production line start at \$16. So pay is inadequate."

As is health and safety considerations, he said. "In the main facility workers have reported when it rains it gets on the shop floor, which creates slipping hazards. And there is also a lot



United Steelworkers Assistant Director of Organizing Chris Salm, left, and United Steelworkers Lead Organizer Wilhelmenia Hardy prepare for their morning brief. (AFGE Local 987 photo/Don Moncrief)

of electrical equipment, so there are significant health and safety risks."

He continued: "As we talk to employees, Blue Bird is just taking and taking and taking. The amount of vacation time people have is miniscule. I mean they get a couple of days. And even people who've been there a long time only get a couple of weeks."

"So really call in sick if you ever need a day. They keep peo-

ple working. They don't really give people time off and it really takes its toll."

Currently, Salm said, about three weeks ago, a majority of the workers have signed authorization cards for election and they are expecting an election in the next three weeks. The date is not set yet, he said, but said it would be concluded in mid-May.

Until then, the work contin-

ues.

"We're out here constantly talking to people. Making sure people are still on board, still going to vote to form a union. We are inviting our union siblings to join us on to talk to Blue Bird workers on April 29, at the United Steelworkers Local 234M, Union Hall, which is located at 325 Carl Vinson Parkway in Centerville.

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AFGE APOWER seeks survey participants

By **DON MONCRIEF**
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AFGE APOWER - Asian Pacific Organized Workers Empowering Representation - is seeking help to "achieve our mission", that is, to take part in an online survey it is currently offering.

"You can help us better understand the realities our community faces every day and offer insight on how we can better work toward building a more just union for all

federal and D.C. workers," a release from AFGE reads.

You can obtain the link by emailing APOWER@afge.org or calling 202-639-6417. The survey asks for basic information - name, location, email, agency, local - five questions where you're asked to rate from "strongly disagree" to "strongly agree" - 1-5. For example: "I believe my workplace is a safe and supportive workplace for Asian American, Native Hawaiian, and Pacific Islander employees.

There are also four "Yes", "No", "Maybe"

questions. I.e. "Have you experienced any discrimination (i.e. unfair, negative, or adverse treatment) at work based on your race or ethnicity?"

If you have "experienced discrimination or any unwelcome comment(s) or conduct at work or in the union based on your race/ethnicity" there is a place to write that in. There are also a couple of questions asking which "workplace" issues you are most concerned about - i.e. lack of promotion, lack of respect, pay inequities - as well

See **SURVEY**, page 3

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.





Senior Airman Kyle Rogers, front, 78th Healthcare Operations Squadron Medical Logistics Flight technician and Senior Airman Sabrina Ocampo, 78th HCOS Medical Logistics Flight technician, back, leave the logistics warehouse to make deliveries to the 78th Medical Group at Robins Air Force Base Feb. 15. Because of the volume of packages arriving on base, several trips from the warehouse to the clinic must be made each day. (U.S. Air Force photo by Kisha Foster Johnson)

Robins Medical Logistics: Getting supplies here, there and everywhere

By KISHA FOSTER JOHNSON
78th Air Base Wing
Public Affairs

When Senior Airmen Sabrina Ocampo and Kyle Rogers walk into the 78th Medical Group clinic at Robins Air Force Base, Georgia clinic, the excitement of their customer's is almost comparable to kids seeing Santa Claus.

Though not dressed in red, but instead wearing their camouflage uniforms of the day, the pair travels with a cart piled with a variety of medical supplies.

Ocampo and Rogers are 78th Medical Logistics Flight technicians, which is connected to the 78th Healthcare Operations Squadron.

"The smiles and 'YAYS' brighten my day," said Rogers. "Customer satisfaction is important. It gives me a sense of accomplishment, because I know I'm providing a service for something bigger."

"Our squadron is vital to the 78th Medical Group's mission," continued Rogers. "Without us, it can jeopardize the entire medical group getting critical supplies to treat Airmen. So our jobs

are very critical."

The medical logistics' warehouse is the place to get all things medical and even non-medical supplies for the installation.

"It's the foundation for the 78th Medical Group clinic," said Capt. Victor Johnson, 78th HCOS Medical Logistics flight commander. "Without medical logistics, you can't do anything else. We order the supplies for the doctors, nurses and technicians, and we also calibrate medical and dental equipment." "Whatever it takes" is the mission and mindset of these Airmen commonly known as "Log Dogs".

"I like that we can work at our own pace," said Ocampo. "We never know what to expect because it all depends on what is being delivered. On some days, it can be a lot and on other days a little."

Medical logistics is also responsible for ensuring deploying medical teams have everything they need to establish clinics stateside or abroad.

"We work with a variety of vendors to secure medical prescriptions and supplies," said

Master Sgt. Nadia Wolf, 78th HCOS Medical Logistics flight chief. "We are also responsible for ordering items like stethoscopes, dental chairs, MRI machines and any tools used for patient care. If it is something that belongs in a medical treatment facility, we order it."

Their work is centered around: Contracting, facility management, supply chain management, storage and distribution, medical materiel quality control, medical assemblage, management/war reserve materiel, inventory/property management

The logistics flight is also responsible for war reserve material. Those are deployable packages containing a variety of medical supplies for the wing and deployed when called upon.

"What I like most about working in logistics is that there are so many diverse sections," said Rogers. "I have really enjoyed learning how the entire process works on purchasing, delivering and everything in between. But the greatest thing is helping provide for the entire medical group, which is helping my fellow Airmen."



Tech. Sgt. Jessica Dougherty, 78th Healthcare Operations Squadron Medical Logistics Flight noncommissioned officer in charge of War Reserve Material and Home Station Medical Response returns expired medication to a pharmaceutical representative at Robins Air Force Base Feb. 15. Some outdated medications can be returned for a partial reimbursement; if not, the logistics team properly dispose of them. (U.S. Air Force photo by Kisha Foster Johnson)

Medal of Honor spotlight

Marine Corps Pfc. James Anderson Jr.

By KATIE LANGE
DoD News

Marine Corps Pfc. James Anderson Jr. had a plan for his future, but when the Vietnam War began, he felt compelled to serve. The 20-year-old never returned home to fulfill the plans he had for himself, but the valor he showed during his short time in service earned him the Medal of Honor.

Anderson was born in Compton, California, on Jan. 2, 1947, to Aggiehine and James Anderson Sr. He was the first boy born to the couple, who already had five daughters. He also had a younger brother, Jack.

Growing up, Anderson liked to sing in the choir; he was also a fabulous dancer and took part in service organizations, such

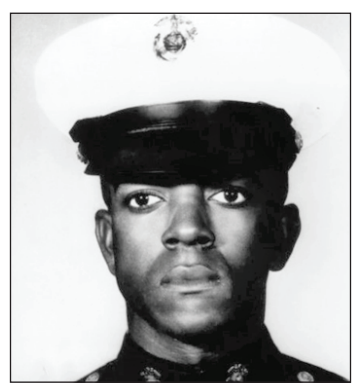


Photo courtesy defense.gov
Marine Corps Pfc. James Anderson Jr.

as the Boys and Girls Clubs of America, according to his niece, Denise Johnson-Cross. Anderson played clarinet in the band at Centennial High School and graduated 10th in his class in 1964. Johnson-Cross said her uncle, who was 14 when she was born, wanted to be minister.

After high school, Anderson went to L.A. Harbor College to study pre-law for a year and a half. When the Vietnam War started, he didn't want to be drafted into the Army, so he enlisted in the Marine Corps in February 1966 and was sent to Vietnam in December. Anderson was trained as a rifleman — even though his sister, Mary, told the Los Angeles Times in 1984 that he said he couldn't kill anyone.

On Feb. 28, 1967, Anderson had just celebrated his 20th birthday and his one-year anniversary in the Marines when he was put to the ultimate test.

Anderson was serving as a rifleman in Company F, 2nd Battalion, 3rd Marine Regiment, 3rd Marine Division, in the Quang Tri province

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BBB: Celebrity impersonations get more sophisticated with AI technology

To trick you, scammers need to earn your trust first. What better way than by posing as a popular celebrity?

Recently, BBB Scam Tracker has received numerous reports involving products supposedly endorsed by well-known and trusted celebrities.

With the rise in deepfake scams and ever-improving AI technology, these phony endorsements are more convincing than ever.

Here's how it works: You see a post on social media of a celebrity endorsing a weight loss product, health supplement, or another product. In the post, photos show the celebrity using the product, or a video features their voice talking about the amazing results they've seen. It sounds too good to be true, but the photos and video look so real! Also, the social media account appears to belong to the celebrity.

For example, one consumer reported ordering "Oprah Winfrey's keto gummy bear supplements" after seeing a phony endorsement.

They explained: "The ad showed Oprah's face and featured her explaining the product and offering a first-time buyer discount of buy one bottle for \$49 and get a second one free. I clicked on the link and put in my order. The next morning, I received an email stating my order had been processed for \$198!"

The company denied the customer a refund and shipped the product anyway. Upon arrival, they found the gummies were from a company that had no affiliation with Oprah Winfrey.

Before you make a purchase, take a minute to reexamine the post and social media account. The photos and videos are most likely fake. If you make a purchase, you'll lose money (often more than you expected) on a product that is substandard or doesn't exist.

BBB offers the following tips for spotting fake celebrity scams:

Get familiar with deepfake technology. Scammers use deepfake technology to trick people. They take authentic video clips and photos of a person and use them to create new videos and audio clips.

Deepfake images and videos can be surprisingly realistic. See this BBB article for tips on



Kelvin Collins

spotting deepfakes. **Understand how AI-generated images work.** With AI image generators, you can type in a few words describing the image you want to be created, and the AI generates an image based on your text.

It's valuable technology, but scammers can abuse it to create images to back up their stories, products, or outright lies. The point? Don't assume a photo is proof that something is trustworthy.

Know that scammers often impersonate celebrities. Don't assume celebrity posts, images, or videos are legitimate until you verify they came from an official source. Just because something is shared widely on social media does not mean it's real.

For example, an AI-generated photo of Pope Francis in a designer puffer jacket recently went viral. This deepfake video of Ukrainian President Volodymyr Zelenskyy telling his soldiers to surrender was also widely circulated on social media. Always do your due diligence before you purchase or reshare something you saw on social media.

Only do business with companies you know and trust. If you want to purchase a product or donate, do so through a reputable business or non-profit.

BBB Accredited Businesses promise to adhere to BBB's Standards for Trust, so look for and verify the BBB Accredited Business Seal. It's the Sign of a Better Business.

If you want to buy something from a company you aren't familiar with, do plenty of research first. Look up the company name, website, and contact information.

Read reviews on BBB.org and do a general search with the company's name and the word "scam." Don't skip this step, even if you're excited about the product. It's the best way to protect yourself from fraud and identity theft.

Why early detection of lung cancer is so important

(StatePoint) Lung cancer is the leading cause of cancer death in the United States. While early detection can vastly improve a patient's chances to lead a full and healthy life, the majority of those who are high risk are not getting screened.

The American Lung Association, which is committed to defeating lung cancer and supporting those with the disease, is sharing vital information to help more people learn their risk and connect them to screenings and other life-saving resources:



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

Preventable deaths

According to the 2022 "State of Lung Cancer" report, a mere 5.8% of Americans eligible for a low-dose computed tomography scan were screened. A low-dose CT scan is a special kind of X-ray that takes multiple pictures as the patient lies on a table that slides in and out of the machine. A computer then combines these images into a detailed picture of the lungs.

Studies estimate that if even just half of the approximately 8 million Americans identified as high risk for lung cancer were screened with a low-dose CT scan, over 12,000 lung cancer deaths could be prevented. In fact, since low-dose CT scans started to be used for screening, it has reduced cancer deaths by 20% and it has reduced deaths from other causes by almost 7%.

Risk eligibility

Many people who are at risk for lung cancer and are eligible for screening are not identified and are not referred for screening. Under the most recent lung cancer screening guidelines, those ages 50-80 who have a 20 pack-year smoking history or who have quit smoking in the past 15 years should get screened for lung cancer.

The American Lung Association offers a helpful tool for determining your eligibility for screening, found at www.SavedByTheScan.org.

Eliminating racial disparities

It is especially important for Black men and women to speak to their health care provider about their risk and get screened if necessary, as they are more likely to develop lung cancer and less likely to sur-

vive five years with the disease than people of any other racial or ethnic group.

Research suggests that Black Americans have a higher baseline risk for developing lung cancer -- Black American smokers get lung cancer at least 20% more often than other people who smoke.

Furthermore, systemic racism and injustices and issues continue to persist in the healthcare system, and Black people and other communities of color are less likely to be diagnosed early, less likely to receive surgical treatment, and more likely to not receive any treatment at all.

Fighting barriers

Despite the fact that lung cancer screening is extremely effective at improving life expectancy and has the

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

DEFENDING

From page 1

as soon as you become aware of any deviations from your performance plan. Somewhere I read that employees should initiate discussions and engage with their supervisor to improve workplace effectiveness or personal performance. You as an employee's performance is a major determi-

nant in the productivity of your organization. There are various reasons that affect this process, the least of which is the first-line supervisor. There must be a concerted effort on behalf of the agency to better train supervisors in the appraisal process.

Performance appraisals are periodic evaluations of an employee's job performance against a set of expectations and goals. The results of

this process is used to make informed decisions during the rating process for both the individual employee and the organization.

As an employee, you have an inherent responsibility of following up on the supervisor that should understand how to administer an appraisal by rating you upon an agreed upon standard between you and your supervisor.

There is one thing to remem-

ber about the appraisal process and that is: Compliance with the publications is mandatory. Simply stated, the supervisor does not have the authority to deviate from the guidelines that were mentioned in the beginning of this article. Words matter: Required by law or rules; compulsory. Employees' watch word must at all times be accountability.

Your appraisal should never be a surprise to you ...

GROUND

From page 1

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

I cannot say with any certainty how this new management team failed to notify the union that a meeting was being held with bargaining unit employees. There is a reasonable expectation of there being someone in management who understands the process and that they violated the office of general counsel

guidance on meeting.

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

Recently there have been several employees facing termination as a result of this misguided management team who themselves have violated the very AFI that holds them accountable. The witch hunt included pawing over recordings to fit their agenda of drudging up evidence that would support their agenda. The crux of this witch

hunt is that no one in management can support the termination of these employees with the so-called video recording.

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

The DoD operates the largest employer-sponsored childcare

program in the United States, which is considered as essential to the readiness, retention and recruitment for military. Think about that for a minute. Consider the facts of the past and current leadership teams of the Child Development Center. We held out hope against hope that the new leadership would be a welcome change. Instead, it's more of the same old poor leadership.

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

PUSH

From page 1

It is scheduled from 9 a.m.-1 p.m. Salm also asked if anybody knew somebody who worked at Blue Bird if they would ask them to contact him to talk. His number is 310-308-2099. His email is csalm@usw.org. Also, the group is meeting at Local 987 Headquarters and can be found there (downstairs).

As a sidenote to "the work continues," that hasn't been lost on Blue Bird.

"Three or four weeks ago the boss started what we call 'captive audience' meetings. Where they go in and talk (tell lies) about how union dues are going to bankrupt you. How there's no guarantee there's going to be a contract. How Steelworkers are crooks.

"Workers have reported that supervisors are asking them how they are going to vote, which is illegal.

"They really try to plant seeds of doubt. And it has its effect. Because if you've never been part of a union or formed a union, which most people have not, when the person signing your paycheck tells you 'Hey, we don't want to form a union, and things can go worse' people listen.

They've also tried to portray them as outsiders, Salm added, but he said United Steelworkers have been in Middle Georgia since 1971. Anchor Glass, Graphics Packaging and Armstrong are just a few of those who have unionized under United Steelworkers.

He also went on to say that a union at its core is just workers coming together to tell the boss what they want. And keep the boss from doing what they don't want.

"We never make any guarantees. But one thing we guarantee is you have a voice at work when you form a union and then you can negotiate all the things taken away over the years. That stops when they vote 'yes' for a union.

"And they're going to have to negotiate any change they want to make. And sometimes you win, sometimes you lose, but you have a fighting chance and that is the key. These workers don't get any respect and opportunity. But right now



United Steelworkers volunteers prepare/plan for their day ahead. (AFGE Local 987 photo/Don Moncrief)

the management is not listening. When they form their union management will have to sit down with them as equals and negotiate all these terms and conditions."

SURVEY

From page 1

as one regarding issues that affect your family and/or community - i.e. systemic racism, health and wellness, etc.

There are a couple of questions asking you what you feel AFGE is doing well in terms of "building a diverse, equitable, inclusive, and accessible union" and finally, what "initiatives" you would most like to see AFGE APOWER offer

to address the issues facing its constituency in your Local.

AFGE APOWER was established in 2021 by AFGE's Women's and Fair Practices Departments. It, per the release, "strives to provide an environment that promotes profession-

al development, acknowledges AANHPI contributions, and supports collaborative efforts in furthering the betterment of working conditions for all of AANHPI AFGE members and their allies."

DETECTION

From page 2

potential to dramatically improve lung cancer survival rates, many patients are not getting screened, even when they have a referral from their doctor to do so.

The reasons for low screening

adherence range from practical concerns, such as financial and transportation barriers, to more elusive issues like distrust of the medical system and lack of awareness regarding the seriousness of the disease.

Emerging resources are helping eliminate these barriers and are making it easier for people to assess their screening eligibility,

locate screening centers, schedule appointments, and receive financial assistance if they don't have insurance or transportation.

Free tobacco cessation resources and other lung health resources also exist to help people to reduce their risk. To learn more, visit www.lung.org/lung-health-diseases.org or speak directly to a

nurse or respiratory therapist by calling the Lung HelpLine at 1-800-LUNG-USA.

When lung cancer is detected and treated in its earliest stages, more positive outcomes can be expected. That's why it's so important that everyone learns their risk and connects to resources to help them get screened.

HONOR

From page 2

on Vietnam's central coast. He and his platoon were on a mission to rescue a heavily besieged reconnaissance patrol when they came upon heavy enemy fire in dense jungle northwest of Cam Lo.

The platoon reacted quickly and began firing back. Anderson found himself on the ground in a tightly packed group of Marines within about 20 meters of the enemy and began firing back at

them. All of a sudden, a grenade landed within feet of Anderson's head. Without hesitation, Anderson selflessly grabbed the grenade, pulled it into his chest and wrapped himself around it before it detonated.

Anderson's body absorbed the blast. He was immediately killed. Thanks to his actions, though, the Marines around him survived with just minor injuries. Anderson's extraordinary valor and self-sacrifice were a testament to his courage, and that's why he received the Medal of Honor posthumously

on Aug. 21, 1968. His parents accepted it on his behalf from Navy Secretary Paul R. Ignatius during a ceremony at Marine Barracks Washington.

The honor made Anderson the first Black Marine to receive the nation's highest award for valor.

Anderson's sister, Mary, told the Los Angeles Times that he did what he did in Vietnam "because of his faith and his belief in mankind. He always cared about other people."

Anderson's sacrifice has not been forgotten. In 1983, the U.S. Navy showed its appreciation

for his gallantry by renaming a maritime prepositioning ship after him. The USNS Pfc. James Anderson Jr. was based in the Indian Ocean and carried equipment to support a Marine expeditionary brigade until 2009. His name also adorns Anderson Hall at Marine Corps Base Hawaii.

More recently, a bill passed by Congress in December 2022 will rename a post office in Anderson's hometown for the distinguished Marine.

A park in Carson, California, near Anderson's home, was also named in his honor.

U.S. Equal Employment Opportunity Commission

Actions/decisions:

EEOC sues T. C. Wheelers, Inc., for harassing, driving out transgender employee

T. C. Wheelers, Inc., which operates T.C. Wheelers Bar & Pizzeria in Tonawanda, New York, violated federal law when management and employees harassed an employee because of his gender identity, the U.S. Equal Employment Opportunity Commission charged in a lawsuit filed recently.

The EEOC alleges that beginning in January 2021, one of T.C. Wheelers' owners repeatedly harassed Quinn J. Gambino, a transgender male, including telling Gambino that he "wasn't a real man," asking invasive questions about his transition, and asking, "Does she have female parts?" According to the EEOC's complaint, T.C. Wheelers' owners also intentionally misgendered Gambino by using female pronouns (such as "she" or "her") and stood by as employees and customers did the same.

The federal agency further alleges that management and employees at T.C. Wheelers made numerous other anti-transgender comments, including asking questions about Gambino's genitalia, telling him he wasn't a "real guy," and equating being transgender to pedophilia.

Gambino, who worked as a cook at T.C. Wheelers, complained repeatedly to management, the EEOC said. TC Wheelers failed to protect Gambino by not addressing the almost daily harassment from all levels of staff, including owners, managers, and line employees. Eventually, Gambino had no choice but to resign to escape the harassment, the EEOC charged.

North Memorial Health to pay \$180,000 to resolve disability discrimination lawsuit

North Memorial Health, a health care provider that operates two hospitals and 26 specialty and primary care clinics, urgent and emergency care facilities and medical transportation services throughout the Twin Cities metropolitan area, will pay \$180,000 and provide other relief to settle a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission, the federal agency announced recently.

According to the EEOC's lawsuit, in July 2020, North Memorial Health failed to hire an applicant who is deaf for a greeter position because of her disability and failed to provide her a reasonable accommodation. The applicant was qualified for the position and could perform the essential functions of the job which included greeting visitors, applying COVID-19 masking standards and policies, giving directions and keeping the area tidy and welcoming, violated the Americans with Disabilities Act of 1990, as amended, which requires the accommodation of employees' and applicants' disabilities and prohibits firing or refusing to hire an applicant due to their disability.

In addition to the \$180,000 in monetary relief, the two-year consent decree settling the suit requires North Memorial Health to revise its policies to state it will apply its disability anti-discrimination and reasonable accommodation policies to all applicants and employees hired to work at North Memorial Health, whether they are hired by North Memorial directly or through a staffing firm. The decree also requires North Memorial Health to include in all new contracts with staffing firms that provide contract or temporary workers, a provision that North Memorial Health will engage in the ADA interactive process when informed that an applicant or employee has requested an accommodation, and North Memorial will provide a reasonable accommodation unless doing so would result in an undue hardship or direct threat.

Pneuline Supply agrees to settle EEOC discrimination case

Pneuline Supply, a Colorado parts manufacturer, will pay \$44,250 and provide other relief to settle a disability discrimination lawsuit brought by the U.S. Equal Employment Opportunity Commission, the federal agency announced recently.

According to the EEOC's suit, Pneuline fired a deaf employee after she complained of discrimination and requested to have a sign language interpreter during important meetings. The employee complained of discrimination because managers invited all other team members, except her, to team meetings. During the company's investigation, she requested a sign language interpreter to be present at performance reviews and any disciplinary discussions. The suit alleged that Pneuline denied her request and instead fired her based on the need to provide her with reasonable accommodations for her disability. The consent decree settling the suit requires Pneuline to review and update its disability discrimination and reasonable accommodation policies, as well as post an anti-discrimination notice. The company will also provide trainings on the ADA to its managers and human resources staff.

Excentia to pay \$100,000 to settle EEOC disability suit

Excentia Human Services, also known as The Pai Corporation and the S. June Smith Center, will pay \$100,000 and provide other relief to settle a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission, the federal agency announced recently.

Excentia refused to hire a candidate for a preschool provider position because she has cerebral palsy, the EEOC charged. Although the candidate was qualified, and human resources staff sent her to the worksite after a successful interview, management rejected the candidate after meeting her and discovering that she has cerebral palsy, according to EEOC's lawsuit. Such alleged conduct violates the Americans with Disabilities Act, which prohibits disability discrimination and requires employers to provide reasonable accommodations to individuals with disabilities unless it would cause undue hardship.

The three-year consent decree issued by the court requires Excentia to pay \$100,000 in back pay and compensatory damages, to adopt policies and procedures, and to provide training to ensure compliance with the ADA. The decree also requires periodic reporting, monitoring, and a process for reviewing future disability discrimination complaints.



Feta Roasted Salmon and Tomatoes

A Mission for Nutrition

Accomplish health goals with better-for-you family meals

FAMILY FEATURES

Setting out on a mission to eat healthier starts with creating goals and working to achieve them with those you love. To help make nutritious eating more manageable, call together your family and work with one another to create a menu everyone can enjoy while staying on track.

Connecting an array of recipes that all can agree on starts with versatile ingredients like dairy. Gathering at the table with your loved ones while enjoying delicious, nutritious recipes featuring yogurt, cheese and milk can nourish both body and soul.

For example, the key dairy ingredients in these recipes from Milk Means More provide essential nutrients for a healthy diet. The cheese varieties in Feta Roasted Salmon and Tomatoes and 15-Minute Weeknight Pasta provide vitamin B12 for healthy brain and nerve cell development and are a good source of calcium and protein, which are important for building and maintaining healthy bones. Meanwhile, the homemade yogurt sauce served alongside these Grilled Chicken Gyros provides protein and zinc.

To find more nutritious meal ideas to fuel your family's health goals, visit MilkMeansMore.org.



15-Minute Weeknight Pasta

15-Minute Weeknight Pasta

Recipe courtesy of Kirsten Kubert of "Comfortably Domestic" on behalf of Milk Means More

Prep time: 5 minutes
Cook time: 10 minutes
Servings: 6

- 6 quarts water
- 16 ounces linguine or penne pasta
- 2 tablespoons unsalted butter
- 1/2 cup thinly sliced onion
- 1 cup thinly sliced carrots
- 1 cup thinly sliced sweet bell pepper
- 1/2 cup grape tomatoes, halved
- 1 teaspoon kosher salt
- 1/4 teaspoon black pepper
- 2 cloves garlic, peeled and minced
- 1 cup reserved pasta water
- 1 teaspoon finely grated lemon zest

- 1/2 cup smoked provolone cheese, shredded
- 1/4 cup chopped fresh parsley (optional)
- Parmesan cheese (optional)

Bring water to rolling boil and prepare pasta according to package directions for al dente texture, reserving 1 cup pasta water.

In large skillet over medium heat, melt butter. Stir in onions, carrots and sweet bell peppers. Saute vegetables about 5 minutes, or until they brighten in color and begin to soften. Add tomatoes, salt, pepper and garlic. Cook and stir 1 minute to allow tomatoes to release juices.

Pour reserved pasta water into skillet, stirring well. Bring sauce to boil. Reduce heat to medium-low and simmer 3 minutes. Taste sauce and adjust seasonings, as desired.

Transfer drained pasta to skillet along with lemon zest and smoked provolone cheese, tossing well to coat. Serve immediately with fresh parsley and Parmesan cheese, if desired.

Feta Roasted Salmon and Tomatoes

Recipe courtesy of Marcia Stanley, MS, RDN, Culinary Dietitian, on behalf of Milk Means More
Prep time: 15 minutes
Cook time: 15 minutes
Servings: 4

- Nonstick cooking spray
- 3 cups halved cherry tomatoes
- 2 teaspoons olive oil
- 1 teaspoon minced garlic
- 1/2 teaspoon dried oregano or dried dill weed
- 1/4 teaspoon salt
- 1/2 teaspoon coarsely ground black pepper, divided

- 1 1/2 pounds salmon or halibut fillets, cut into four serving-size pieces
- 1 cup (4 ounces) crumbled feta cheese

Preheat oven to 425 F. Line 18-by-13-by-1-inch baking pan with foil. Lightly spray foil with nonstick cooking spray. Set aside.

In medium bowl, toss tomatoes, olive oil, garlic, oregano or dill weed, salt and 1/4 teaspoon pepper.

Place fish pieces, skin side down, on one side of prepared pan. Sprinkle with remaining pepper. Lightly press feta cheese on top of fish. Pour tomato mixture on other side of prepared pan. Bake, uncovered, 12-15 minutes, or until fish flakes easily with fork.

Place salmon on serving plates. Spoon tomato mixture over top.

Grilled Chicken Gyros

Recipe courtesy of Kirsten Kubert of "Comfortably Domestic" on behalf of Milk Means More
Prep time: 30 minutes, plus 30 minutes chill time
Cook time: 20 minutes
Servings: 8

Chicken:

- 3 tablespoons unsalted butter, melted
- 2 tablespoons chopped fresh dill
- 1 tablespoon chopped fresh oregano
- 2 cloves garlic, peeled and minced
- 3 tablespoons freshly squeezed lemon juice
- 1 teaspoon kosher salt
- 1/2 teaspoon black pepper
- 2 pounds boneless, skinless chicken breasts

Yogurt Sauce:

- 1 1/2 cups plain, whole-milk yogurt
- 1 1/2 tablespoons freshly squeezed lemon juice
- 1/2 cup diced cucumber
- 2 tablespoons chopped fresh dill
- 1 clove garlic, peeled and minced

- 1/4 teaspoon kosher salt
- 1/8 teaspoon black pepper

- 3-4 small loaves whole-wheat pita bread, halved lengthwise
- 1 cup thinly sliced tomatoes
- 1/2 cup thinly sliced red onion

To make chicken: Place melted butter, dill, oregano, garlic, lemon juice, salt and pepper in gallon-size zip-top freezer bag. Seal bag and shake contents to combine. Add chicken. Seal bag, pressing air out of bag. Shake chicken to coat with marinade. Refrigerate chicken in marinade 30 minutes.

To make yogurt sauce: Stir yogurt, lemon juice, diced cucumber, dill, garlic, salt and pepper. Cover sauce and refrigerate.

Heat grill to medium heat.

Grill chicken over direct heat, about 10 minutes per side, until cooked through. Transfer chicken to cutting board and rest 10 minutes. Thinly slice chicken across grain.

Serve chicken on pita bread with tomatoes, red onion and yogurt sauce.



Grilled Chicken Gyros

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	5					8	1	2
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		9				1		
4			7					
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				3		4		

© StatePoint Media
Fill in the blank squares in the grid, making sure that every row, column and 3-by-3 box includes all digits 1 through 9.

STATEPOINT CROSSWORD

THEME: FILL-IN-THE-BLANK

ACROSS

- Centrally localized
- Tube in old TV
- Precedes drab
- Giraffe's cousin
- Big Island flower necklace
- Icelandic currency
- Grating sounds
- Software program, for short
- Tool with toothed wheel
- *Mellow ____ or ____ ribbon
- Butter ____ or ____ tape
- a.k.a. Common Market
- Printer cartridge color
- Toothy fish
- *Battle ____ or ____ tissue
- *Ninja ____ or ____ dove
- Oil group
- *Drug ____ or ____ friendly
- Old TV episode
- Nobel Peace Prize capital
- *Amazon ____ or ____ valley
- Ages and ages
- Earth shaking
- Hokkaido language
- *Odd ____ or ____ soup
- Stay clear of
- Vegetative state
- Olden day "your"
- Olden day "you"
- Sib
- Park bench friend?
- *Rose ____ or ____ variety
- LDS missionary
- Cacophony
- Goodbye, to amiga
- Gaelic-speaking Celts
- Mozart's "L" ____ del Cairo
- Courage to go on

- Fitness centers
- Drenched
- Not a trick

DOWN

- On behalf of
- "Fine by me"
- *Basket ____ or ____ study
- *Adam's ____ or ____ pie
- Finely-spun cotton threads
- Eagle's foot
- Workout unit
- Slightly drunk
- "Doggone it!"
- College drilling org.
- 1/36th of a yard
- "____, humbug!"
- #15 Down, pl.
- Come to pass
- Feline
- Fissure
- *Silly ____ or ____ down
- Church part, pl.
- Antiquity of the past
- *Southwest ____ or ____ Minor
- Lou of The Velvet Underground
- Rainbow swimmer
- *Free ____ or ____ hour
- Glorify
- Weighted weapon
- Nevada Wolf Pack's home
- Cuban dance
- 1.094 of a yard, pl.
- *Doctor ____ or ____ knows?
- Description of a fool
- Give qualities or money
- More eccentric
- Theatrical performance
- Previously mentioned, acr.
- Hair styling products
- Annoying biter
- Irish name of Ireland
- Very bright star
- *Easter ____ or ____ salad
- *Dry ____ or ____ cream
- Part of tennis match

CROSSWORD

1	2	3	4	5	6	7	8	9	10	11	12
13					14			15			
16					17			18			
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35			36		37		38		39		
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63					64	65		66			67
68					69			70			
71					72			73			

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Why do people carry umbrellas? Because umbrellas can't walk.

I hate the key of E minor. It gives me the E-B-G-Bs.

Know Your Presidents?

RAMABOLCIBJEFFERSONVFJ
 QASHGHEISENHOWERVBNVN
 EDNALEVELCPSFOOTKOOONO
 SAMZPRCUNEQRQOVCSRTSIT
 CMUAEZOFSAEJSNSLQMNIXG
 GSQVIDLDOGMEXJICHJIDON
 FYOJTHLFARVUOWDTAELANI
 COPIBCINQEDHRLPCLDCMRH
 HSFUUADELNNOETKENNEDYS
 VDSVCRGTKSPIDSHZJHLXYA
 SHQTQTEROGFQOONIUCIOW
 LTNZOENNQRLNQHDGVBTDPY
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|------------|------------|-----------|
| ADAMS | BUSH | CARTER |
| CLEVELAND | CLINTON | COLLIDGE |
| EISENHOWER | FORD | GARFIELD |
| GRANT | HOOVER | JACKSON |
| JEFFERSON | JOHNSON | KENNEDY |
| LINCOLN | MADISON | NIXON |
| OBAMA | REGAN | ROOSEVELT |
| TRUMAN | WASHINGTON | WILSON |

A little humor ...

After A nearsighted minister glanced at the note that Mrs. Edwards had sent to him by an usher.

The note read: "Phil Edwards having gone to sea, his wife desires the prayers of the congregation for his safety."

The minister failed to observe the punctuation, however, and surprised the congregation when he read aloud, "Phil Edwards, having gone to see his wife, desires the prayers of

the congregation for his safety."

A woman and her five-year-old son were headed to McDonald's.

On the way, they passed a car accident. As was their habit when seeing an accident, they prayed for whoever was involved.

After the mother prayed, she asked her son if he would, too. "Please, God," he prayed, "don't let those cars be blocking

the entrance to McDonald's."

Who was the greatest financier in the Bible? Noah; he was floating his stock while everyone else was in liquidation.

At Sunday school, Mr. Duncan told his students that God created everything, including human beings.

Freddy seemed especially intent when Mr. Duncan explained that Eve was created

out of one of Adam's ribs.

Later in the week, his mother noticed him lying on the floor and asked, "Freddy, what is the matter?"

Freddy responded, "I have a pain in my side. I think I'm gonna have a wife."

The Sunday school teacher was telling his class the story of the prodigal son.

Attempting to emphasize the bitterness of the elder brother, he laid stress on that part of the parable.

After describing the rejoicing of the household over the return of the wayward son, the teacher spoke of one who failed to share in the joyful spirit.

"Can anyone tell me who this was?" he asked the class.

"I know! I know!" a young girl responded. "It was the fattened calf."

A Sunday school teacher was reading a Bible story to her class.

"The man named Lot was warned to take his wife and flee out of the city, but his wife looked back and turned to salt."

A little boy softly asked, "What happened to the flea?"

Who was the greatest female financier in the Bible? Pharaoh's daughter; she went to the bank of the Nile

and drew out a little prophet.

A minister got up on Sunday and announced to his congregation, "I have good news and bad news. The good news is, we have enough money to pay for our new building program.

The bad news is, it's still out there in your pockets."

A Sunday school teacher asked her little students, as they were on the way to

the church service, "And why should we be quiet in church?"

A little girl replied, "Because people are sleeping."

A child was watching his mother delete e-mail messages from her in-box. "This reminds me of the Lord's Prayer," the child said.

"What do you mean?" asked the mother. "Oh, you know. That part that says, 'Deliver us from e-mail.'"



STR8TS

No. 634 Easy

	3			6		1	
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Previous solution - Medium

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

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

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

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

Homeless Outreach

“Jesus was moving through His hands and feet.”

So said AFGE Local 987 Trustee Brandon Hayes on his Facebook page and of The Assembly at Warner Robins’ latest Homeless Outreach, which was held Saturday in what has become home for this ministry - the parking lot of Local 987.






More than 50 meals and provisions were served during the event, Hayes said, and the Gospel was presented “right on the streets of Warner Robins.”

“So many people and organizations to thank (Jesus Saves Outdoor Ministry, Local 987 and Avondale Baptist Church being three) and I pray that I didn’t miss any,” he said. “But this great work could not be done without You!

“When thanking one of our volunteers he (the volunteer) said, ‘Why wouldn’t I serve after what Jesus has saved me from ...’ That’s what this movement is about. Loving folks as Jesus loves us!” (Courtesy photos)



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ENROLL



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