



Christmas in July

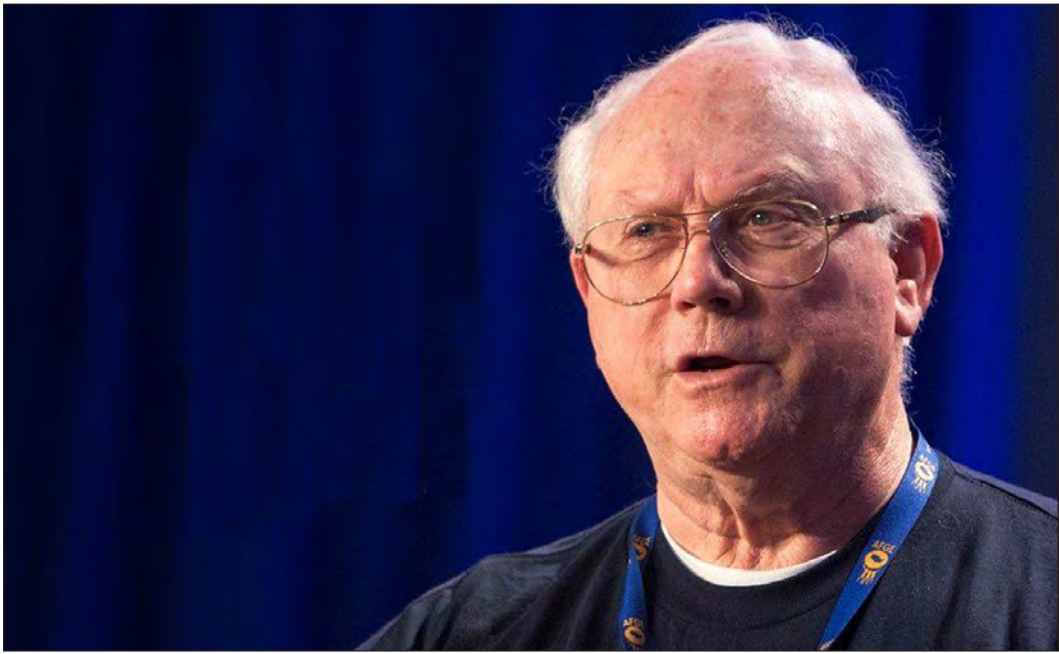


With the Macon Bacon



More photos - page 6

A special “thank you” to Benefit Architects for treating AFGE Local 987 members to a wonderful night at the ballpark.



Courtesy photo

Bobby Harnage: His life, legacy

By **DON MONCRIEF**
Editor, The Union Advocate
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“I joined the Air Force to see the world and make my fortune. I didn’t do either one.”

That was Bobby Harnage in a Georgia State University “Oral History Interview” in 2016. As seeing the world goes, well, Harnage saw some of it. In regard to making his fortune, it depends on what you’re using to measure it. If it’s money, then maybe not. If it’s having an impact on others, making their lives better, then he struck gold.

Harnage passed away on July 14 at the age of 85. He left behind a huge legacy that included being AFGE’s Local 987’s Vice President, National Representative and Vice President for District 5, AFGE Secretary-Treasurer and President at the National level and Vice President of the AFL-CIO.

Harnage was born Oct. 2, 1939 in Lakeland, Fla. His parents moved to Moultrie when he was 6. His father was a farmer – had a vision of Bobby taking over one day, but Harnage said when the time came he didn’t see a future in it; his dad had “no ability to modernize,” he said. His mother was a sales lady.

Working on the farm growing up did do at least one thing for him, he said: “I built up a pretty good strength picking up 100-pound bags of corn and 50-pound bags of cucumbers.”

That in turn helped him in football and baseball, both as a child – he played in the very first Babe Ruth League in little league – and when he got old enough to attend Moultrie High School – today known as Colquitt County High School.

He played halfback in football. Sort of. He said he lined up in that position but was

really used as a linebacker. “I only ran the ball one time. And I scored a touchdown that time,” he chuckled a bit, “but the coach chewed me out because I ran through the wrong hole.”

In baseball he was a pitcher. Sort of, as well. That position earned him a scholarship to Norman Park Junior College, but he ended up playing catcher because the coach thought he was better suited for it, and that change took place during the team’s first practice.

From there he joined the Air Force (1959). He said he was “supposed to be” an air traffic controller but after four weeks of basic training he received orders to a tech school, and as an “air police”. “I said, ‘You’ve got that wrong. I’m supposed to be an ATC.’ He said, ‘I don’t care what your recruiter told you, but as of now, you’re an air policeman.’” It required 10 weeks of training, which included learning judo and marksmanship. He proved to be exceptional at the latter, twice winning the 8th Air Force individual championship, once winning the Georgia State championship and placing fourth worldwide in the Air Force Logistics Command team competition – winning gold.

His first assignment was Clark Air Base in the Philippines. While there he worked a “pretty serious” criminal case, he said, involving a plan to rob some places on base. It ended up being plenty controversial when one of the informants got shot, and he, not wanting to testify against someone on his own team took a transfer to Robins AFB. (Note: Not that that meant the team member did the shooting, he said; but he did make some “controversial” remarks leading up to it.)

When he reached Robins

he said he learned they had built a “Christmas tree” on the “swamp side” of the base and that it was a “SAC” area with B-52s and C-47s. He said, “That’s a mistake. I’m supposed to be at the Air Base Wing in investigations. I said, I need to be transferred. He said, ‘There are only two ways to get out of SAC. One is to die and the other is to be discharged.’ So, I was stuck.”

He separated from the service in 1963; an extension got him a promotion as a staff sergeant. He was discharged on a Friday and went back to work on Robins on Monday as a sheet metal worker.

“It was scary. I didn’t know a thing about sheet metal. But because I was a helper I wasn’t expected to. I was mostly a gopher for a five-man team.” He did learn riveting and some things about metals, he said – like working them under heavy fire in a kiln - before being transferred to base security/law enforcement.

It was during that four and a half years, he said, “I became a pain in the ass for them. And I had fun doing it.”

It started with a policy that required staff to not only write out a “very detailed report” but to also make a “sworn statement”. “That always felt like an infringement on their rights,” he said. “He made an incident report of what occurred, but then he has to turn around and has to do the same thing (verbally in a separate statement) and it’s attached to the incident report. It was a JAG office requirement. I made arguments it wasn’t right. I said I don’t think they have the right to give me an order to make a sworn statement. It’s against my Constitutional rights.”

“Now if I’m willing to get on the stand and make a sworn statement, well, that the

See HARNAGE, page 3

LOCAL SUPPLEMENT AGREEMENT

Robins Air Force Base and AFGE Local 987

Installment 7: Join us each issue as we do a refresher/reminder of the rights BUEs have under the Local Supplement Agreement.

Article 9

AFGE Local 987 Newspaper Stands

9.1 The parties agree to the following terms relative to AFGE Bulletin Boards and AFGE Local 987 Newspaper Stands.

9.2 The union may install AFGE Bulletin Boards, no larger than 3’x 5’, in close proximity to any and all areas where Official Agency Bulletin Boards are located. Exact location must be coordinated with AFGE, CE, and Facility Managers prior to installation.

9.3 Additionally, CE will coordinate on all installation and removal of Union bulletin boards. AFGE will be afforded the opportunity to identify other buildings where they feel the need

may exist for bulletin boards and upon mutual agreement may be afforded the opportunity to install said bulletin boards in mutually agreed upon locations.

9.4 Additionally, as old buildings are demolished and new buildings are established, AFGE Local 987 will be notified in accordance with the Master Labor Agreement (MLA) and afforded the opportunity to remove and/or install bulletin boards. Any removal, replacement and/or changes to any AFGE bulletin boards must be coordinated and mutually agreed to by the Robins AFB Labor

Special

**Know your rights.
Know your LSA.**

Relations Office. In addition, AFGE maintains all rights in accordance with Article 33 of the Master Labor Agreement.

9.5 The union may locate its outdoor newspaper stands in the same or close to the locations the agency locates its official publication. The newspaper stands will be in compliance with agency security requirements.

9.6 AFGE Local 987 will be responsible for maintenance, appearance, and upkeep of all assigned union bulletin boards.

Article 10

Reduction In Force (RIF)

10.1 Notification Requirements
10.1.1 At the earliest feasible date, and prior to notification of affected employees, the Employer

See LSA, page 3

**SAVE
THE
DATE**

Membership meeting

Local 987 will have a membership meeting Aug. 21 at 5 p.m. It will be held at Union Hall, located at 1764 Watson Blvd. Membership will be verified. You can make updates to your contact information by calling Union Hall at 478-922-5758 or by emailing Linda Baxter at linda@afgelocal987.org or Jeanette McElhaney at jmac@afgelocal987.org.



Special agents with Air Force Office of Special Investigations Detachment 105 clear a room during a fugitive capture and recovery exercise at Robins Air Force Base May 30. The agents conducted the exercise to plan and prepare for apprehension, in support of AFOSI's mission-critical training to conduct safe and fair policing. (U.S. Air Force photo by C Arce)

AFOSI Det. 105 conducts fugitive captive, recovery exercise

By C ARCE
78th Air Base Wing
Public Affairs

Special agents from Air Force Office of Special Investigations Detachment 105 at Robins Air Force Base, Georgia, conducted a fugitive capture and recovery exercise May 30 to practice safe apprehension as a team.

AFOSI's primary responsibilities are criminal investigations and counterintelligence services. This includes fugitive capture and recovery, which requires physical acuity, mental preparation and scenario-based training.

"When an Airman makes the unfortunate decision to flee an arrest or trial, or becomes absent without leave, they typically don't run onto another Air Force base. AFOSI takes up this mantle to identify, track, and recover these fleeing individuals," said Special Agent Gueran Fenicle, AFOSI Det. 105.

During the exercise, they practiced various tactics such as clearing rooms for threats, muzzle control, communication, and footwork. After each scenario, they reviewed their tactics and dis-

cussed what improvements could be made.

The training prepared agents to apprehend an individual in an uncontrolled environment as safely as possible. This exercise ensured they can cohesively perform fair policing.

"Apprehending a suspect, especially one that knows they are being chased, can be a very chaotic and hazardous environment for everyone involved if not conducted properly... and it's up to us to make sure, through training scenarios like these, that our tactics and behavior are above reproach," said Special Agent Ami Malone, AFOSI Det. 105.

The special agents train on something new every week. This includes forensic examinations, crime scene reconstruction, interviewing techniques, de-escalation tactics, weapon retention and handling and physical combatives.

"If the job demands proficiency in it, we'll find a way to make the training happen," Fenicle said.

In addition to being tasked as the action arm for Department of the Air Force investigations, AFOSI also coordinates with local, tribal, state, federal and international agencies to ensure the safety and security of their respective bases.



Robert Wreden, right, 78th Civil Engineer Squadron mason, directs concrete flow into a taxiway repair hole while Travis Murphy, 78th CES mason, aerates the mix at Robins Air Force Base July 24. Aeration ensured even concrete distribution during the pour and prevented cavities or voids during its 29-day cure time. (U.S. Air Force photo by Jerry Foltz)

78th Civil Engineer Squadron's 'DirtBoyz' keep installation grounded in mission readiness

By JERRY FOLTZ
78th Air Base Wing
Public Affairs

Beneath the runways and buildings of Robins Air Force Base, Georgia, lies an immense network of underground utilities, vital for the base's daily operations and mission readiness.

When things go wrong in this complex subterranean maze, or above ground for that matter, specialized personnel from the 78th Civil Engineer Squadron, known as the "DirtBoyz," are the ones who get their hands dirty to keep things running smoothly.

From repairing burst water lines to ensuring the security of the perimeter fence, the DirtBoyz tackle a diverse array of labor-intensive tasks with technical expertise, resourcefulness and unwavering dedication. Handling everything

from paving and excavation to trenching and drainage, this team ensures the base's infrastructure remains in top shape.

"There's not just one right way to do things," said Steve Jackson, 78th CES roads and grounds supervisor. "There can be numerous solutions, and we have that flexibility. It's my favorite part of the job."

This problem-solving mindset is crucial, especially when dealing with aging infrastructure and unexpected issues.

In addition to underground repairs, a major focus for the DirtBoyz is clearing and upgrading the perimeter fence line. Using heavy equipment and a keen eye for detail, they create a clear boundary that enhances and maintains security.

Their impact extends far beyond fence lines and utility repairs. The DirtBoyz play a

crucial role in ensuring flight safety and operational readiness by conducting regular inspections to identify and eliminate potential hazards, including foreign object debris. Once identified, these crews swiftly address any discrepancies, employing cutting, digging, grinding or repair techniques to maintain smooth, well-maintained runways and flight lines.

This proactive approach prevents aircraft damage during takeoff and landing, reduces wear on landing gear and tires, and ultimately minimizes the risk of severe accidents and costly equipment losses.

The DirtBoyz are often put into hazardous positions with the many projects they undertake. Robins personnel should maintain situational awareness and remain vigilant, paying close attention to road signs,

See GROUNDED, page 3

BBB: Beware of sports streaming scams

If you're like me, you are excited that high school football season is almost here. You used to have to go to the stadium to root for your local high school athletic team or your favorite college or professional sports team. However, online streams now make it possible for people to watch games from the comfort of their living rooms.

Unfortunately, the scammers have followed. By sharing fake streaming links on social media, scammers aim to capture personal information, including credit card and Social Security numbers, as fans get tricked into logging in to watch their team play.

How the scam works

You want to watch the local high school's football game, or your niece's travel softball team is playing in a tournament out of state. You search on social media to find a link where the game might be streamed, and sure enough, a fan has put in a link where you can watch for free!

It's almost time for the game to start, so you eagerly click the link. The next screen asks you to sign up for the streaming service, so you enter your name and email... and then you get asked for a credit card number and potentially more sensitive information. Are you seeing red flags yet?

These scammers infiltrate social media with links to fake streams. The posts often will tag the schools involved to make the post appear legitimate. The scammers hope the would-be viewer inputs their information and pays to watch the event.

The consumer doesn't get to watch the game because the scammer has not set up a stream. Instead, whatever data they entered may be compromised.

As a new school year begins, Better Business Bureau reminds consumers to do their research when looking to watch a high school sporting



Kelvin Collins

event online.

On social media especially, take notice of account names and photos, which often seem random, and look at their follower and following numbers. Low follower counts indicate the account likely was just started. Look at the content of their posts as most are nothing but tweets of game streams.

Last year, many state associations that oversee high school athletics issued warnings about the fake streams.

If you want to watch a specific school's game online, check with the school to see if it has streaming options available. While many schools do offer live streaming now, there are others who do not.

BBB Scam Tracker has received reports of fake sports streaming links. One consumer shared, "The link was posted under a high school football post claiming we could watch the high school football games for free. Then it asked for credit card information in order to charge \$1. After putting in credit card information, I was not able to watch any football games...my trial was for 24hours and if I didn't cancel, it would charge my credit card \$60 per month."

BBB offers these tips on how to stay safe online:

Research any website before paying any money or entering any information. Check the company's BBB Business Profile at BBB.org.

Pay by credit card whenever possible if you need to challenge the payment. Credit cards offer extra layers of protections to protect consumers.

Medal of Honor spotlight Army 1st Lt. Richard T. Shea Jr.

By KATIE LANGE
DoD News

Army 1st Lt. Richard Thomas Shea Jr. was a decorated U.S. Military Academy distance runner who could have been an Olympian but instead decided to fulfill his obligation to the Army by serving during the Korean War. He lost his life during a dayslong battle there, and his courage and leadership led to a posthumous Medal of Honor.

Shea was born Jan. 3, 1927, in Portsmouth, Virginia, to Mary and Richard Shea Sr. He grew up on a farm with two brothers, Robert and William, who both served during World War II.

As a child, Shea liked riding horses and swimming when he wasn't helping his family on the farm. He was also an altar boy for the Catholic Church.

Shea was a smart and popular student at Churchland High School in 1944. He was the senior class president and graduated second in his class.

After attending a few semesters at Virginia Tech University, Shea decided to enlist in the Army in 1945, serving in the 53rd



Photo courtesy defense.gov

Army 1st Lt. Richard T. Shea Jr.

Constabulary Regiment in Nuremberg, Germany, as World War II came to an end. While there, the young soldier became interested in running cross-country and started competing in races.

When Shea returned to the U.S. in 1948, he received an appointment to attend the U.S. Military Academy and quickly became one of West Point's great distance runners. During his tenure at the school, he won 16 major championship races and set seven academy track records. He was ranked among the country's top runners and even beat Olympic gold medalist Horace Ashenfelter in the steeplechase — a footrace of 3,000 meters over

hurdles and a water jump.

Shea was eventually invited to join the U.S. Olympic track team, qualifying for the 1952 games in the 10,000-meter race, according to West Point. However, he rejected the invitation so he could go right into service as a soldier.

Shea graduated with honors from the academy in June 1952. Around the same time, he married Joyce Reimann.

About a year later, Shea was sent to Korea, where the U.S. and United Nations forces were at a stalemate with North Korea in a battle to contain communism. Shea was assigned to Company A of the 17th Infantry Regiment, 7th Infantry Division. He had only been in the country a few weeks before he gave his life for the cause.

On the night of July 6, 1953, Shea was serving as his company's executive officer near Sokkogae, Korea. The soldiers were reinforcing defensive positions on what was known as Pork Chop Hill when they were attacked by a much larger enemy force.

Shea immediately moved to the area that was most threatened and began organizing and leading a counterattack. In the bitter fighting that ensued, he killed two hostile soldiers with his trench knife. According to his Medal of Honor citation, Shea calmly moved among his soldiers, checking their positions and urging them to hold firm as they continued to fight throughout the night.

Despite heavy enemy losses, the hostile forces were determined to push forward.

See HONOR, page 3



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

HARNAGE

From page 1

next step. Not you violating my rights and making me make a sworn statement.”

He said they told him if he ever got in a situation where he was required to do it, and then refused, they would fire him. Then, he said he thought they set him up, to test him.

“I got a call from the desk sergeant when I wasn’t on patrol. It was about an incident in the barracks. He (the person he was called to investigate) had gotten a ‘Dear John’ letter. He was smoking (marijuana), I think. He was high. He got a little belligerent. I had to subdue him. Cuff him. They said you need to make a sworn statement. I

said, ‘Let me think about it.’ He (a major) said, ‘I’m giving you a direct order to make a sworn statement.’ At that point and time I was like, ‘I don’t have to think about it anymore. I’m not going to do it.’”

They tried to fire him, he said, but the JAG wouldn’t let them. Instead he was placed on suspension. He took the opportunity to visit the union – Local 987. “I said I want to join, but I’ve got a problem. I’ll take care of it. You just tell me what the regulations are, the procedures are, I’ll take care of it from there.”

He filed a grievance. He resented himself. After not hearing anything for awhile, he said he began to call and check on it. The hearing official, he said, finally told him they had sent it back three times. He said

he was going to rule against him but made him promise he would appeal. He did, and he did, eventually winning. They were forced to expunge his record and give him back pay. (A sidenote: During the time he was on suspension he said he went to base surplus, loaded up enough mahogany and made a “very pretty desk”. After being restored to his position he said he put it on the bulletin board along with a “thank you” note to the officials who had put him through this. It was removed until he made the threat, “I don’t know who took it down but they better put it back. It’s on the ‘union’ side (of the bulletin board) and you’re not allowed to touch it.” It was put back up within 10 minutes, he said.)

There was a period in which

he worked on changing careers – going into the OSI, reenlisting, going into the Reserves, becoming an Army Ranger, etc – but eventually he settled back in to the security police role. He also became a shop steward and shortly after that was asked to go to Washington as part of the Local’s contingent to talk about issues affecting Robins AFB. He became vice president of Local 987, which is when he helped take the membership from 38,000 to 52,000.

He also championed an effort to end “horrific” working conditions for a number of security police. “They were making them direct traffic on and off during peak times,” he said. “Moving 23,000 automobiles off three exits. It was a total mess. It was a two-lane highway

and you would get insults for holding one lane too long. A lot of being cussed out and a lot of being given the finger.

“There was a complaint about me. I said, ‘Wait a minute. I have a right to confront my accuser. You bring that SOB in here and let him tell me that.’”

He started to investigate. In particular property lines. He found the places where the fence was a mix of state property and federal property, but Highway 247 was state property – “from end to end. The law ‘Posse Comitatus’. You can’t use military for enforcement of civilian law.”

It was a long battle – it included meeting with Gov. Lester Maddox as well as enlisting the aid of his chief of staff to go on record stating the law, thus forc-

ing the Georgia State Patrol to take action – but he got it done.

That was him in a nutshell.

“Through turbulence and transformation, Bobby Harnage kept AFGE grounded in purpose and bold in its pursuit of justice for federal and D.C. workers,” said AFGE National President Dr. Everett Kelley. Kelley credited Harnage for AFGE being able to defeat multiple attempts to privatize federal jobs, for winning the largest pay raise for federal workers in 18 years, for prevailing in a landmark case that secured millions for affected employees, and much, much more.

“His legacy is one of resilience, foresight and unshakable commitment to the labor movement. We are grateful for his visionary leadership.”

LSA

From page 1

will notify the Union of the proposed implementation date of a Reduction in Force (RIF) and/or transfer of function activity where five or more unit employees are identified to be reduced in grade or separated by reduction in force procedures.

10.1.2 The Employer agrees to provide the following information as soon as it is available to the Union:

10.1.2.1 The reason for the RIF or transfer of function.

10.1.2.2 The numbers, types and grades of employees involved.

10.1.2.3 The anticipated effective date of the action.

10.1.3 The Union may designate one representative who will be permitted to review RIF notices and placement actions pending issuance by the Civilian Personnel Office. All persons who have access to RIF information will maintain the confidence of the information until such information is officially released. This does not preclude the Union representative(s) designated in accordance with this Section from discussing the RIF and information pertaining thereto with the local Union President who will also abide by the confidentiality requirement. If the RIF will reduce in grade, separate, or otherwise adversely affect 300 or more activity unit employees, one representative for each multiple of 300, not to exceed 4 representatives, may be designated by the union. The Union may appoint an alternate for each designee with the understanding the alternates will only be recognized when the primary representative(s) is not available to perform the designated duties.

10.2 Reducing Impact of RIF

10.2.1 In the event of a RIF, existing vacancies will be utilized to the maximum extent possible to place employees in continuing positions in order to minimize adverse actions and reduce separations.

10.2.2 The Employer shall request, when appropriate, that HQ AFMC, or other authority as appropriate, determine the agency is undergoing a major RIF for the purpose of authorizing voluntary retirements under 5 USC 8336(d)(2). Upon request, the Employer will provide the Union information and consider recommendations concerning selection criteria for early retirement and associated incentives to be offered to bargaining unit employees.

10.2.3 At such time as a RIF has been announced, the Employer shall meet individually with affected employees eligible for optional or involuntary retirement and who request it to explain its benefits.

10.3 RIF Placement 10.3.1 The Employer, consistent with mission requirements, shall make a maximum effort to waive qualification requirements in assignments to vacant positions during reductions in force.

10.3.2 Employees whose qualification requirements were waived and placed in a position with different duties from those previously performed will receive job related training as determined necessary by the Employer to enable the employee to perform work at an acceptable level.

10.4 Access to Information

10.4.1 Retention registers shall be established and employees listed in order of their retention standing, tenure group, and sub-group.

10.4.2 An employee affected by RIF or the designated representative has the right to inspect RIF records pertaining to the employee’s individual action.

10.5 RIF Notices

10.5.1 The Employer shall provide a written notice to each employee affected by a change to lower grade or separation in a RIF at least sixty (60) calendar days prior to the effective date. The notice shall state what action is being taken, the effective date of the action, the employee’s service computation date, and sub-group. It shall describe the employee’s competitive area and competitive level. Rights of appeal and time limits on such appeals will also be in the notice.

10.6 Pay Retention

10.6.1 Pay retention for affected employees will be allowed as provided for under appropriate law and regulations.

10.7 Off Base Unemployment / Reemployment

10.7.1 In the event of a RIF affecting release of employees, the Employer will determine from the appropriate State Employment service whether any of the affected employees may be eligible for training at government expense and, if so, will inform the employees how to apply for such training.

10.7.2 The Employer will advise employees who are separated by RIF of other federal agencies within the competitive area who may be a possible source of employment.

10.7.3 Any career or career conditional employee who is separated because of RIF will be placed on a reemployment priority list in accordance with applicable rules and regulations, and such employees will be given preference for rehiring in temporary and

permanent positions for which they are qualified.

It is understood the acceptance of temporary employment will not alter an employee’s right to be offered permanent employment.

10.8 Details During RIF

10.8.1 Employees on detail will not be released from the position of detail but rather the employee’s permanent position.

10.9 Transfer of Function - Relocation Expenses

10.9.1 The Employer agrees to pay relocation expenses for employees relocated by transfer of function as allowable under appropriate regulations.

10.9.2 The Employer will grant excused absence to those employees

moving as a result of RIF or transfer of function to find new housing and schools, to make arrangements for disposition of their current homes, and to handle any other matter involved in the move, to the extent allowed under appropriate regulations.

10.10 Employees Who Choose Not to Transfer

10.10.1 For employees who do not wish to transfer with their function, the Employer will make every effort to find a position within the competitive area to place the employee in accordance with mandatory placement priorities.

10.11 Information Update to Union

10.11.1 The Employer will periodically update the Union on the status of the RIF and/or transfer of function.

10.11.2 Employees who are downgraded as a result of RIF will be entitled to appropriate priority promotional consideration in accordance with Article 14 of the Master Labor Agreement.

HONOR

From page 2

At dawn, they made an all-out attempt to overrun defending troops.

But Shea’s men were ready. They charged forward to meet the challenge and drove the enemy back. That afternoon, Shea integrated more soldiers from another company into the unit to reinforce their stance. Soon after, he and about 20 men again charged the enemy.

Shea was wounded in this attack, but he refused to be evac-

uated and continued to lead the counterattack. According to his citation, “When the assaulting element was pinned down by heavy machine-gun fire, he personally rushed the emplacement and, firing his carbine and lobbing grenades with deadly accuracy, neutralized the weapon and killed three of the enemy.”

Shea kept his men in place and had them hold their position throughout the night. On July 8, the enemy attacked again. Despite suffering more injuries, Shea launched another forceful counterattack. He was last seen in hand-to-hand combat with

the enemy before being reported missing in action.

A few weeks later, an armistice was signed, ending hostilities in the country.

According to a 1955 article in the Norfolk, Virginia, newspaper, The Virginia-Pilot, Shea’s body was found on Nov. 12. He was returned to the U.S. and buried in Olive Branch Cemetery in his hometown, June 9, 1954.

On May 16, 1955, his widow received the Medal of Honor on his behalf during a ceremony on the parade grounds in Fort Myer, Virginia.



Gavin Yawn, 78th Civil Engineer Squadron industrial mechanic, welds a metal plate onto a steam vent pipe. The pipes were used for heating buildings, supplying hot water, powering industrial processes, sterilizing equipment, and regulating humidity in specialized facilities. (U.S. Air Force photo by Jerry Foltz)

GROUNDING

From page 2

cones and proper messaging to ensure the safety of both the team and the broader base population. “Watch for road workers,” Jackson emphasized. “Be aware of the surroundings and be cautious.”

The DirtBoyz exhibit a dedication that translates into significant cost savings for the Air Force. Regular inspections and preventative maintenance extend the lifespan of runways

and pavement, reducing the need for costly and time-consuming rehabilitation projects.

“Proper maintenance also minimizes the likelihood of damage to aircraft, potentially saving millions of dollars in repair costs,” said Jackson.

Ultimately, the “DirtBoyz” are essential to the operational readiness of Robins AFB. Their expertise and dedication ensure the base can continue to execute its critical missions, making them an indispensable asset to the entire installation.

“Starting a project and knowing we’re having a direct impact on the mission and base is a great feeling,” said Jackson.

Do you know?

What is a union?

And why should you join?

People who aren't in a union or don't know anyone in a trade or labor union are often unsure what labor unions do and why someone would join.

WHAT IS A UNION?

Labor unions strive to improve the lives of all working families – to bring economic justice to the workplace and social justice to our nations.

It's all about making sure working families receive what they deserve. A labor union or trade union is an organized group of workers who unite to make decisions about conditions affecting their work.

WHO ARE UNION MEMBERS?

There are over 60 unions representing over 14 million workers throughout the country.

No matter what work you do, there's a union that represents your work. Teachers, miners, firefighters, farmworkers, bakers, engineers, pilots, public employees, doctors, nurses, plumbers, bus drivers, office workers, computer professionals and so many more professions all have unions.

BENEFITS OF BELONGING TO A UNION

One of the big reasons that workers join a union is to ensure fair treatment in the workplace. As a union member, people **usually*** have a collective voice regarding:

- Pay & wages
- Work hours
- Benefits – including retirement plans, health insurance, vacation, sick leave, tuition reimbursement, etc.
- Working conditions
- Ways to balance work and family
- Best ways to get work completed
- Other work-related issues

* (Only DC government AFGE members are permitted to bargain over pay, wages and/or benefits)

Another advantage of belonging to a union is that members earn 30% more than non-union workers. And if you're a union worker, you are also much more likely to have health and pension benefits.

In addition, unions give workers a strong collective voice that's heard in government. Unions represent workers in talk with lawmakers and remind politicians that working families voted them into office.

Brought to you by AFGE's Young Organizing Unionists for the Next Generation (Y.O.U.N.G.)

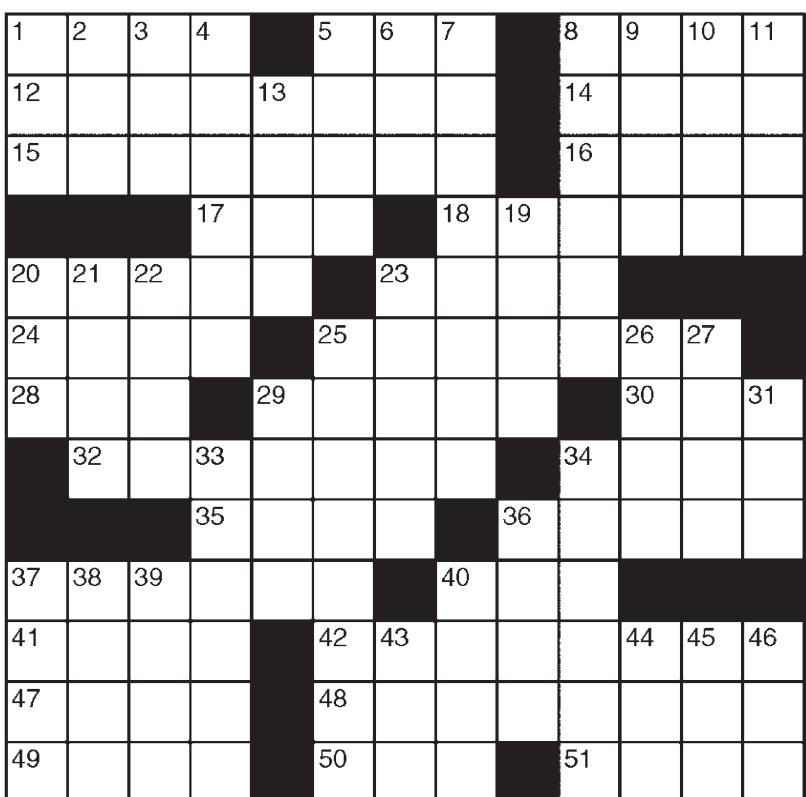
Learn more at afge.org/wfp



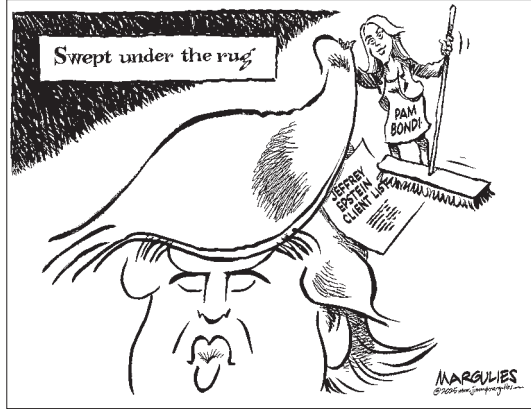
Just for

King Crossword

- ACROSS**
- 1 Two-way
5 Existed
8 Carton sealer
12 Lewd
14 Throat clearer
15 Baking dish
16 Male red deer
17 Sailor
18 Excuses
20 Leek's kin
23 Revue seg-
ment
24 Benefit
25 Goulash
spice
28 Used a chair
29 Eyelashes
30 "The Voice"
network
32 Cane-cutting
knife
34 Roman
emperor
35 "CSI" settings
36 Classic
Sinatra song
37 Actress
Fanning
40 As well
41 Flair
42 Tart dessert
47 First-rate
48 Pulling along
49 Reply to
"Shall we?"
50 — Juan
51 "Simpsons"
bus driver



- DOWN**
- 1 Chips go-with
2 Half of bi-
3 Citric bever-
age
4 Physics parti-
cle
5 Sport
6 Busy insect
7 Hearty pub
entree
8 Papeete's
island
9 Melville cap-
tain
10 Prefix with
"scope"
- 11 911 respond-
ers
13 Family
19 Turkish cur-
rency
20 Delivery docs
21 Linguist
Chomsky
22 Tiny bit
23 Mariners
25 Patchy
horses
26 Recognized
27 "East of
Eden" girl
29 Converse
31 Coquettish
- 33 Genetic cop-
ies
34 "Us" actress
Lupita
36 Synthesizer
pioneer
37 Transaction
38 Medicinal
plant
39 Philosopher
Immanuel
40 IRS agent
43 Historic time
44 Trench
45 Bank acct.
entry
46 Conceit



SCRAMBLERS
Unscramble the letters within each rectangle to form four ordinary words. Then rearrange the boxed letters to form the mystery word, which will complete the gag!

Task
ROECH

Sensory
COINS

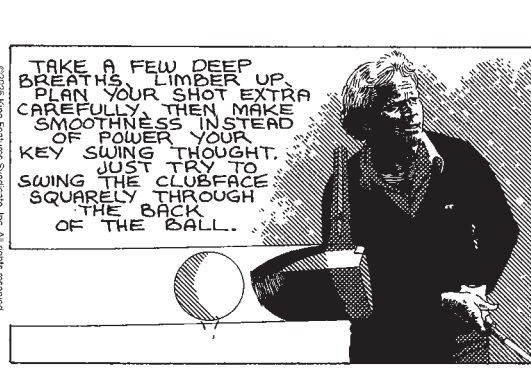
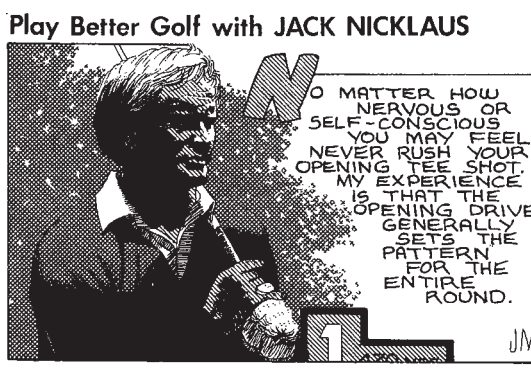
Writer
BRICE

Nook
INCEH

TODAY'S WORD

RECESSION
Today's Word
1. Chore 2. Sonic;
3. Scribe; 4. Niche
solution

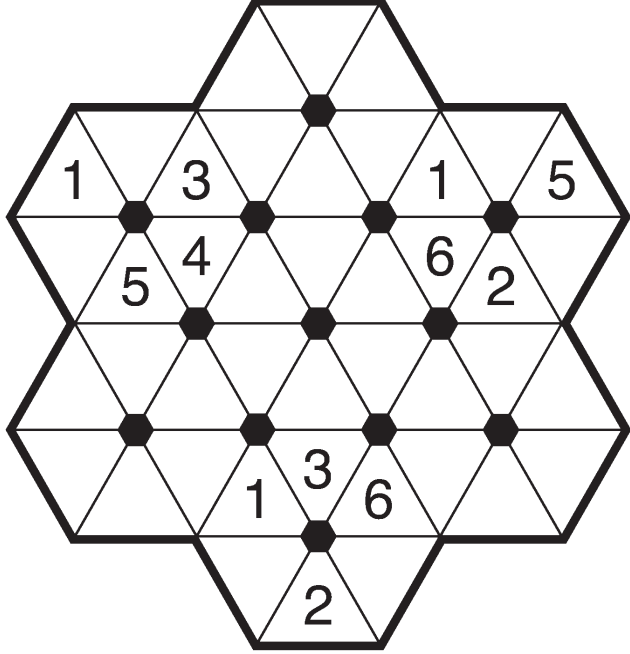
SCRAMBLERS



SNOWFLAKES

by Japheth Light

There are 13 black hexagons in the puzzle. Place the numbers 1 - 6 around each of them. No number can be repeated in any partial hexagon shape along the border of the puzzle.



DIFFICULTY THIS WEEK: ♦♦♦

♦ Easy ♦♦ Medium ♦♦♦ Difficult

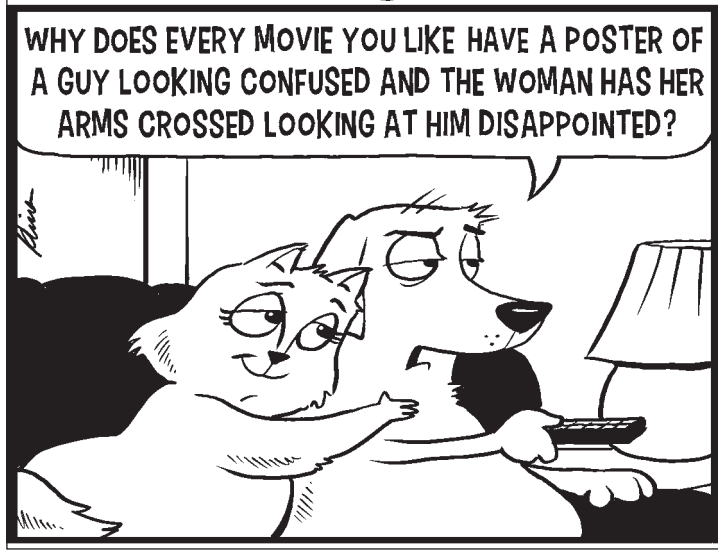
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Americanisms



Just Like Cats & Dogs

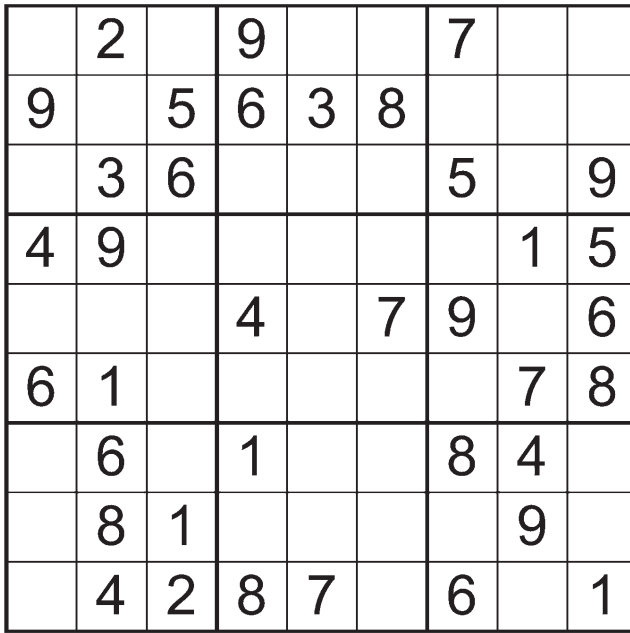
by Dave T. Phipps



Solution time: 22 mins.

King Crossword — Answers

Weekly SUDOKU

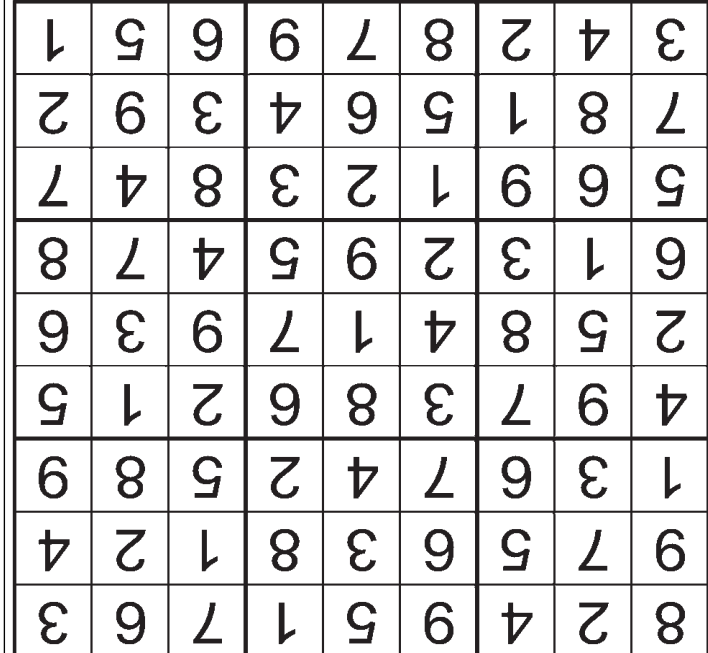


Place a number in the empty boxes in such a way that each row across, each column down and each small 9-box square contains all of the numbers from one to nine.

DIFFICULTY THIS WEEK: ♦♦

- ♦ Moderate ♦♦ Challenging
♦♦♦ HOO BOY!

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Answer

Weekly SUDOKU

fun

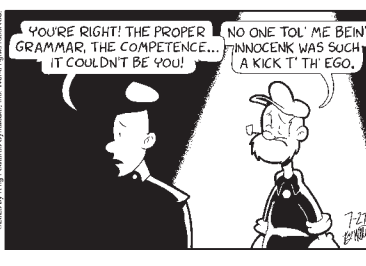
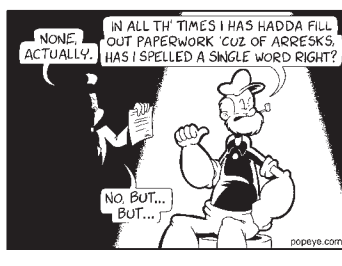
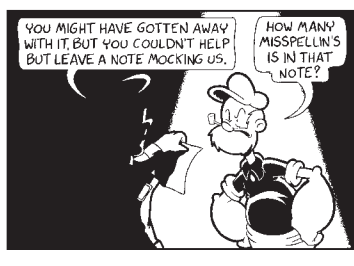
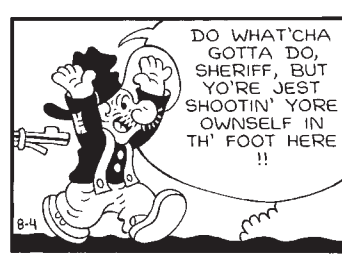
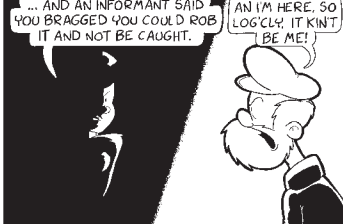
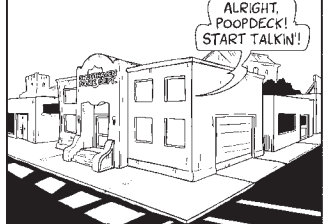
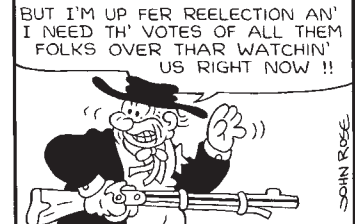
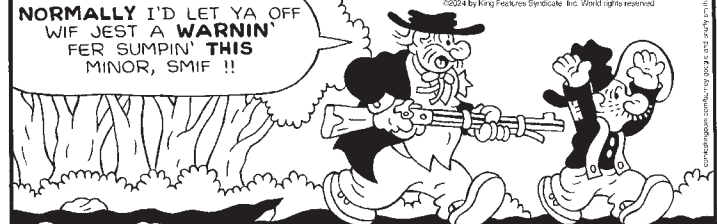
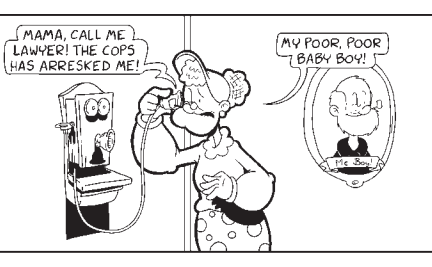
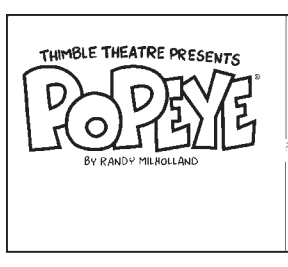
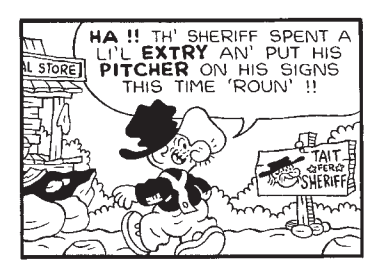
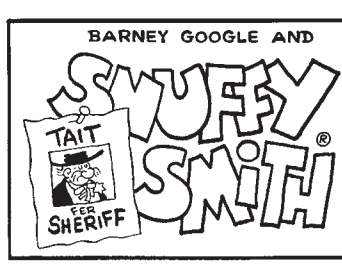
Amber Waves

by Dave T. Phipps



Out on a Limb

by Gary Kopervas



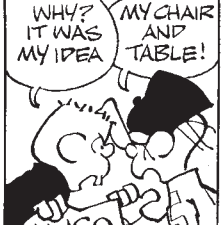
The Spats

by Jeff Pickering

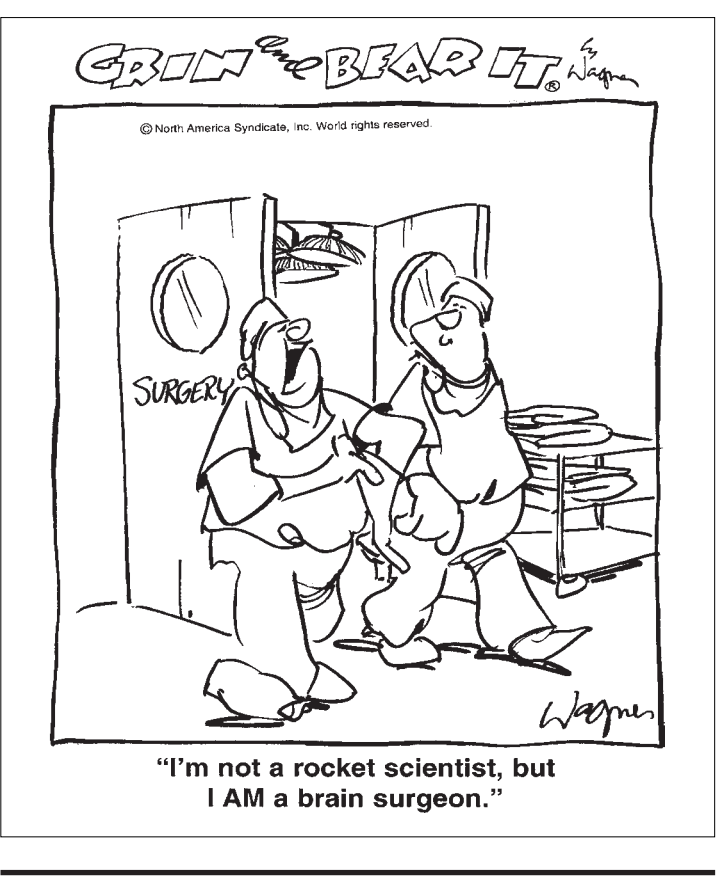


TIGER

by BUD BLAKE



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GO FIGURE!

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

1	+		+		=	8		
+		+		+				
	+		+		=	23		
+		÷		-				
	+		x		=	33		
=		=		=				
16		2		11				
1	2	3	4	5	6	7	8	9

FEAR KNOT

By: rj johnson

DOUBT? ...OR DARE!

RYC
♥ORTEDU
TEMTA
♥ADEM
♥TECIRD
TLE
OYER
♥IDEMA
♥DNA
♥MYALEN
♥ARNID
DTOR

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

CryptoQuip

Narrow connecting waterway that's becoming even narrower month by month: A recessive trait.

answer

FEAR KNOT

Go Figure!

answers

11	=	3	x	4	+	7
33	=	6	+	9	+	8
23	=	9	+	6	+	8
8	=	5	+	2	+	1

CryptoQuip

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

Clue: F equals W

WMOOXF UXWWIUSJWC FMSIO-
FMQ SLMS'B YIUXHJWC IAIW
WMOOXFIO HXWSL YQ HXWSL:
M OIUIBBJAI BSOMJS.

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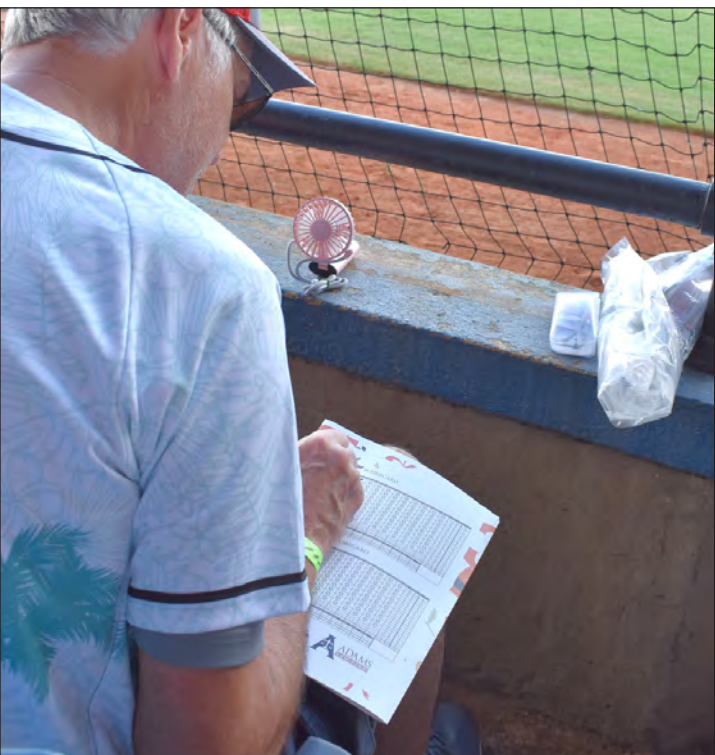
HOCUS-FOCUS

BY HENRY BOLTIHOFF

Find at least six differences in details between panels.

Differences: 1. Collar is larger. 2. Hat is tilted back. 3. Arm is longer. 4. Nose is different. 5. Thumb is moved. 6. Boy's hair is different.

Christmas in July with the Macon Bacon



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