


Your Union made shopping guide

- By AFL-CIO



Apparel and accessories
 - * American Roots
 - * Custom Leather Canada
 - * Eyewear: Ray-Bans, Varilux lenses, Kodak, Eyezen+, BluTech eyewear
 - * Housing Works thrift stores
 - * Joseph Abboud
 - * Macy's
 - * Majestic Athletic
 - * Naturalizer shoes
 - * Nunn Bush shoes
 - * Red Wing Shoes
 - * Timex watches

Big spender
 - * Harley-Davidson motorcycle
 - * A stay at a union hotel (go to www.fairhotel.org)
 - * Steinway & Sons piano
 - * A union-built car or truck (go to uaw.org)

Books, stationery stores and subscriptions
 - * ACCO Brands
 - * Book Culture
 - * Comic books: Seven Seas Entertainment, Image Comics, Tender Claws
 - * Crane & Co.
 - * Goods for the Study
 - * Greenlight Bookstore
 - * Housing Works Bookstore
 - * McKAY's Books
 - * McNally Jackson
 - * Politics and Prose Bookstore
 - * Roaring Spring Paper Products
 - * Union newspaper subscription from The NewsGuild-CWA member newspaper
 - * Yours Truly, Brooklyn

Beauty products
 - * Avon
 - * Caress skin care
 - * ChapStick
 - * Dove beauty products
 - * L'Oréal
 - * Old Spice

Games and toys
 - * Barrel of Monkeys
 - * Battleship
 - * Billiards accessories: Mizerak, Minnesota Fats, Lucasi, PureX, Rage, Players
 - * Candy Land
 - * Chutes and Ladders
 - * Clue
 - * Connect 4
 - * Darting: Unicorn, Accudart, Arachnid, Nodor, Winmau
 - * The Game of Life
 - * Game tables (hockey and soccer): Atomic, American Legend, Redline, Triumph
 - * Hi Ho! Cherry-O
 - * Monopoly
 - * Mouse Trap
 - * Noble Knight Games (store)
 - * Operation

Outdoor games: Zume Games, Pickleball Now, Onix, Viva Sol, Triumph Paizo (Pathfinder and Starfinder role-playing games)

Pictionary

Risk

Scrabble

Sorry!

Taboo

Twister

Woodplay or ChildLife play equipment

Yahtzee

Homemade gifts
 - * Ornaments using recycled boxes and Trait-tex® yarn
 - * Peanut butter blossoms with Hershey's Kisses
 - * Peppermint bark using Ghirardelli chocolate kisses or Hershey's Kisses
 - * Pies with Sara Lee frozen pie crusts

Kitchenware
 - * All-Clad
 - * Anchor Hocking Company
 - * Corning
 - * Cutco
 - * Fiestaware
 - * O-I Glass

Sports equipment
 - * American Athletic (Russell Brands)
 - * Archery: Bear Archery, Trophy Ridge, Whisker Biscuit, Cajun Bowfishing
 - * Baseball: Louisville Slugger
 - * Basketball goals: Goalrilla, Goalith, Silverback, Hoopstar, Goalsetter
 - * Fitness equipment: The Step, US Weight, Lifeline Fitness, KettleWorx, Natural Fitness, PER4M
 - * Golf: MacGregor Golf clubs, Standard Golf, Callaway golf balls
 - * Indoor table games: Escalade Sports
 - * Table tennis: STIGA US, Ping-Pong, Prince

Stocking stuffers
 - * Bennington Potters pottery
 - * BIC lighters
 - * Ghirardelli chocolates

See SHOPPING, page 3

The quality of our childcare affects military readiness

By MIKE FERGUSON

VP At Large, AFGE Local 987

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Freedom of the press or freedom of the media is the fundamental principle that: Communication and expression through various media, including print and electronic media, especially published materials, should be considered a right to be exercised freely.

The unifying factor between our members and the Union Advocate is that they are kept apprised of the failing leadership. In this instance, the Child Development Center. They are engaging in one of, if not “the”, most diabolical undertaking in history, and that is to deny our members and anyone an opportunity of reading the Union Advocate.



Mike Ferguson

Their actions are a look into the window of failing leadership.

The Department of Defense supports the largest employer-sponsored system of high quality childcare in the United States, with the exception of

Robins Air Force Base’s Child Development Center. To be sure, there are challenges in finding childcare after the birth of a child or moving the family to a new assignment. It can sometimes even prevent military members from reporting to duty.

RAFB’s Child Development Center has the dubious distinction of having a failing grade when it comes to fulfilling their obligation of providing lead-

ership and oversight of taking care of children placed in their charge.

Not only are they failing the children, they are failing the employees as well. This leadership team mantra, dare I say, is your child is being left behind as a result of a lack of serious leadership.

When you look to hiring a failing leadership team composed of not so much of

See QUALITY, page 3

“Every day, news leaks from the Child Development Center provide an open window of the abject failure and the ill treatment of the employees.”

- AFGE Local 987 VP At Large Mike Ferguson



Following is a continuation of our special series on workplace bullying. It is compiled from a couple of sources: The AFGE Women’s and Fair Practices Departments Workplace Bullying Training webinar series, which began in September and concludes in December, as well as the books written by Dr. Gary Namie (he is also leading the webinar training).

By DON MONCRIEF
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In 1964 in Queens, New York, Kitty Genovese, a waitress, was returning home one night after a late-night shift when she was mugged in the parking lot – on the front stoop of her apartment building no less.

She screamed in horror as she was repeatedly stabbed. The mugging became famous for the fact that nobody bothered to report the attack. Across the street from her apartment building was an equally tall apartment building facing hers. In response to her initial screams, dwellers in the building awoke, switched on their lights and went to their windows to see what was wrong. Subsequent reports were that there were 38 of them. Not one bothered to call the police.

This is one example Dr. Gary Namie uses in his, and his wife’s, Ruth Namie, book The Bully-Free Workplace to talk about the influence of “social factors” on bullying. How they can “make people do things that they are not aware that they’re doing.”

Namie continues that two social psychologists, Bibb Latane and John Darly made their research careers by recreating the circumstances for the Genovese murder witnesses. Their conclusion was that the people were not bad. Rather, each person “was aware that there

were other witnesses, and each thought someone else would call the police.” The researchers called it “diffusion of responsibility.” The “larger the witnessing group, the lower the probability that any single individual will intervene became the maxim. The field of study was in turn labeled “bystander intervention, actually nonintervention.” Later, Namie said, this would “become crucial in formulating ways to get coworkers to respond when they witness bullying incidents. The bystander effect is one example of a larger set of illustrations called social influence. The presence of others whose actions are unknown diminishes the chance of intervening in an emergency.

“Other social influence studies demonstrate how susceptible we are to the definition of reality by others. Just hanging around a waiting room with a person who is giddily happy, making paper balls and shooting baskets, makes another person happier—and more likely to engage in that type of behavior. Being in a room that fills with smoke while others sit by doing absolutely nothing and not acknowledging the smoke leads people to simply sit through the smoke and not call for help.”

Some of the strongest examples of social influence, he continued are “modeling.” That is, we observe what others are doing, and if they have status in our minds (such as parents or bosses), we will most likely copy what they do when we see their behavior positively reinforced.

“It’s easy to see how rewarded aggressive behavior gets copied. It works, so others are willing to do it. The message here is not to underestimate the power that others have over presumably objective circumstances.”

See BULLYING, page 3



AFGE Local 987 President Marion Williams (not shown), Executive Vice President Henry Brown and Treasurer Jeanette McElhaney were able to discuss issues that affect Robins AFB, as well as other issues, during the “meet and greet” featuring Sen. Jon Ossoff recently held by the Georgia Labor Council in Macon. (Courtesy photos)



Issues, interface with Sen. Jon Ossoff

By DON MONCRIEF

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The Georgia Labor Council held a meet and greet with U.S. Senator Jon Ossoff recently in Macon. AFGE Local 987 President Marion Williams, Executive Vice President Henry Brown and Treasurer Jeanette McElhaney were among those in attendance.

Ossoff talked about a number of milestones reached – within the administration as a whole - since he and Sen. Raphael Warnock were elected in 2021. One he made particular note of was the Inflation Reduction Act. It, he said, “broke through

a decade and a half of gridlock. Led by Democrats, but also Republicans, it proved we can put the nation’s interests ahead of our own (party).” And, he added, “It only happened because of Georgia (the efforts of its people).”

Ossoff also praised results of the act, one of which was to cap insulin at \$35 per month. That, he said, at a time “when for decades seniors were cutting bills in half. Trying to decide in summertime whether to cut on the air conditioner or get their insulin.”

Not only did it cap insulin, he said it phased in a \$2,000

See OSSOFF, page 3

Mark your calendar

Adult Christmas party. Dec. 16, 6-11 p.m. at the Museum of Aviation.

- * Great food (catering by Liz Southern Cooking and Catering)!
- * Great entertainment (a DJ with a wide-selection of music genres)!
- * Great prizes (gift cards, presents)!
- * Photo booth (say “cheeze”)!
- * Wet bar (with tickets for your first two drinks)!
- * Call 478-922-5758 to RSVP.



Airmen with the 52nd Combat Communications Squadron, assemble a tent frame, which was used as the unit's operations tent at Robins Air Force Base Oct. 23. The 52nd CBCS conducted a base build up in a simulated deployed area as part of the unit's Air Force Force Generation deployment availability certification. (U.S. Air Force photo by Joseph Mather)

Agile Gator exercise: Making 52nd Combat Comm mission ready

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

The 52nd Combat Communications Squadron is always ready anytime, anywhere. The ability to perform at an optimal level for a range of missions in any environment - from humanitarian relief to full-scale conflict - comes from a lot of practice and participation in exercises, like Agile Gator 23-4, which took place Oct. 16-27, at Robins Air Force Base.

"This is a test of our combat capability," said Maj. Nicholas Riascos, 52nd CBCS Director of Operations. "Agile Gator is our Air Force Force Generation 100-level, unit-resourced and unit-led exercise. The purpose is to prepare, train, and employ combat communication forces and capabilities in a volatile, uncertain, complex and ambiguous contested environment. This exercise also tests our ability to respond to a no-notice task and incorporates mission partners across the installation to deploy our forces."

This was a collaborative effort which involved the 5th Combat Communications Support Squadron, 78th Air Base Wing and 461st Operation Support Squadron. By having various entities participate, Riascos said it provided realistic scenarios for all phases of the deployment drill process.

During the exercise, Airmen built and inspected pallets for a simulated deployment and assembled communication kits. The evaluation certified Airmen for AFFORGEN, which builds forces ready to engage adversaries from competition through crisis, and, if deterrence fails, prevail in conflict. "The Airmen tested on three



Staff Sgt. Joshua Weum, 52nd Combat Communications Squadron HVAC technician, connects an HVAC system to a tent for the unit's operational readiness exercise at Robins Air Force Base Oct. 23. The unit conducted a base build up at Gator Air Base as part of the unit's certification for the Air Force Force Generation deployment availability. (U.S. Air Force photo by Joseph Mather)

broad components," said Lt. Col. Adam Cross, Commander, 52nd CBCS. "First, the team's ability to establish communications; the goal is to always do this in under our employment standard timelines. Second, Airmen tested their battlefield skills when faced with injects to simulate enemy activity, such as radio jamming, chemical weapons, missile attacks, and direct small arms engagement.

"Finally, it tests our leaders' ability to conduct mission command," Cross added, "continuing operations through decentralized execution with commander's intent. We are equipping our Airmen with these skills so they can confidently execute their mission and win the fight against any potential adversary."

The 52nd CBCS falls under the umbrella of the 5th Combat Communications Group, which is composed of the 5th Combat Communications

Support Squadron, 51st Combat Communications Squadron and the 85th Engineering Installation Squadron, which is based at Keesler Air Force Base, Mississippi.

"Success is measured in large part by timelines, in which our Airmen need to be able to set up their various communications suites and bring services online," said Cross. "Our quality assurance personnel and operations team monitored progress throughout the event and provided feedback to inform what is ultimately my decision as the squadron commander to certify team members as mission ready or not."

According to the Department of the Air Force, there are four phases of the AFFORGEN model, which occur over a 24-month period and in a three-phase model.

-Available to Commit - Similar to today's

See READY, page 3

Cease the grease - never pour oils, greases down the drain

By 78th CIVIL ENGINEERING GROUP
Water Quality Program

When you finish cooking bacon or sauteing vegetables, it is easy to dump the excess oil and grease down the drain without a second thought. However, oils and grease should never be disposed of down the drain.

Even a small amount of these materials (e.g., fuels, motor oil, lubricating oil, hydraulic oil, cooking oil, or animal derived fats [such as bacon grease]), dumped down the drain can build up over the years and ultimately cause backups in the pipe system within your home, at the wastewater treatment plant, or anywhere in between.

Pipe backups can lead to sewer capacity reduction, increased maintenance costs, shortened infrastructure lifespan, treatment plant upsets, facility closures, harm to fish and plants, odors, human health hazards, and fines levied against Robins Air Force Base.

What happens if the pipes back up? Back-ups in pipes may lead to floods within your home or the environment. Back-ups in the environment allow the oil and grease to be washed into storm water runoff systems, which eventually lead to our ponds, lakes, creeks, and rivers. Only a small amount of oil or grease is required to contaminate a large body of water. Backups cost significant time and money to repair.

Why can't the Industrial Wastewater Treatment Plant or Sanitary Treatment Plant treat oils and greases? At Robins AFB, the IWTP pre-treats metals from wastewater before it enters the STP. At the STP, biological processes require micro-



Courtesy photo - Robins AFB

organisms to break down organic material in the water. Oil and grease kill these microorganisms so the treatment plant cannot properly treat the wastewater.

What should I do instead? Used fuel, motor oil, lubricating oil, and hydraulic oil from domestic or official functions should be disposed of at an appropriate location. For example, oils can be recycled at an oil change business or at a permitted hazardous waste facility. Building 359 has tanks for storage of used oil from industrial operations. Contact your local environmental, health, or solid waste agency for household waste disposal.

Be sure to label your containers with information about the material that requires disposal. Domestic cooking oils should be poured into a container and disposed of in the trash. Base restaurants are equipped with edible oil tanks for recycling. Spill kits should be used to help clean up spills that occur at the workplace. Soiled rags and other contaminated materials should be containerized and properly disposed.

BBB warning: Avoid these holiday scams

Santa isn't the only one keeping track of who is naughty and who is nice! The Better Business Bureau is warning consumers to beware of these common holiday scams:

Be cautious shopping online. Because many retailers now have chip card readers, fraud at bricks-and-mortar stores is down, so scammers have shifted their efforts online. Use a credit (not debit) card online and only shop on secure websites. Look for https in the address (the extra "s" is for "secure") and look for a lock symbol.

Look-alike websites: When shopping online, make sure to use only legitimate websites. Watch out for URLs that use the names of well-known brands along with extra words.

Fake shipping notifications: These can have attachments or links to sites that will download malware on your computer to steal your identity and your passwords. Don't be fooled by a holiday phishing scam.

E-cards: Electronic cards can be great fun, but be careful. Two red flags to watch out for are: the sender's name is not apparent; you are required to share additional information to get the card.

Letters from Santa: Several trusted companies offer charming and personalized letters from Santa, but scammers mimic them to get personal information from unsuspecting parents. Check with bbb.org to find out which ones are legitimate.

Emergency scams: Be cautious if you get a call from a family member or friend claiming to be in an accident, arrested, or hospitalized while traveling in another country or out of state. Never send money unless you confirm with another family member that it's true.



Kelvin Collins

donating.

Temporary holiday jobs: Retailers and delivery services need extra help at the holidays but beware of solicitations that require you to share personal and/or financial information online or pay for a job lead. Apply in person or go to retailers' main websites to find out who is hiring.

Unusual forms of payment: Be wary of anyone who asks you to pay for holiday purchases using prepaid debit cards, gift cards, wire transfers, third parties, etc. These payments cannot be traced and cannot be undone.

Free gift cards: Pop-up ads or emails offering free gift cards for surveys are often just a ploy to get your personal information that can later be used for identity theft.

Social media gift exchange: It sounds like a great deal; buy one gift and get 36 in return. But it's just a variation on a pyramid scheme and it's illegal.

Make your holidays merry and bright by becoming informed on holiday scams and keeping your hard-earned money in your pocket.

For more holiday tips from the BBB, visit bbb.org.

Medal of Honor spotlight

Army Lt. Col. Don Faith Jr.

By KATIE LANGE
DoD News

Army Lt. Col. Don Carlos Faith Jr. was one of thousands of men forced to fight through frigid conditions and overwhelming odds during the Korean War's Battle of Chosin Reservoir. He didn't survive the ordeal, but the leadership and bravery he showed while commanding troops earned him a posthumous Medal of Honor.

Faith was born Aug. 26, 1918, in Washington, Indiana, to parents Katherine and Don Faith Sr., who was a World War I Army general. As an Army brat, the younger Don and his two brothers, Francis and Edwin, grew up all over the world, including in China, the Philippines, Georgia and Washington, D.C.

In the late 1930s, Faith attended Georgetown University, where his father was then the director of veterans' education, according to a 1950 edition of the Washington, D.C., newspaper, The Evening Star. But by June 1941, he decided he wanted to follow in his father's footsteps by joining the Army, months before Pearl Harbor would thrust the U.S. into World War II.

After basic training, Faith went to Officer Candidate School and received his commission before being assigned to the 82nd Airborne Division. Faith was first stationed at Camp Claiborne in central Louisiana, where he met Barbara Wilbur. They married in November 1942 and eventually had a daughter, Bobbie.

Faith went on to serve in North Africa, Italy, France and Germany, earning two Bronze

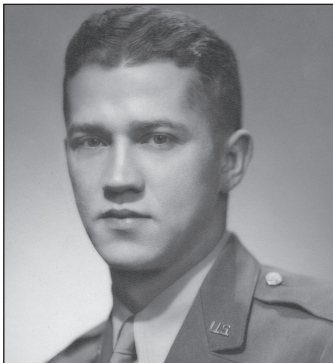


Photo courtesy defense.gov

Army Lt. Col. Don Faith Jr.

Stars and the French Croix de Guerre for his actions. When the war was over, he was stationed for a short time in the Philippines before being sent home to serve as the Army secretary to the United Nations Military Staff Committee.

In early 1948, Faith served in China before joining occupation forces in Japan, where he was stationed when the Korean War began in June 1950. By then, he was a lieutenant colonel and was given command of the 1st Battalion, 32nd Infantry Regiment. A short time later, they were sent to Korea.

By November 1950, United Nations troops, which were largely American, had pushed the North Koreans north toward the border with China. Around the same time, China decided to join the war on the enemy's side, so it sent thousands of its own troops south across the Yalu River to help the fleeing North Koreans.

The Battle of Chosin Reservoir, as the ensuing fight is now called, was one of the most savage battles of the war, playing out in rugged, hotly contested terrain during one of the coldest winters on record for the region. Temperatures,

which reached about -40 degrees Fahrenheit, were so cold that weapons malfunctioned, and foxholes couldn't be dug because the ground was too hard, historians said.

Starting on Nov. 27, 1950, about 100,000 Chinese soldiers encircled the Chosin Reservoir near the village of Sasu-ri, quickly outnumbering and outgunning about 30,000 UN troops, including Faith's 1st Battalion.

When enemy troops launched a fierce attack against them, Faith directed the action amid heavy fire and even led counterattacks to restore positions that had been breached.

At one point, Faith directed an attack that would help his battalion link up with another unit, the 31st Regimental Combat Team, which was in dire need of help. Faith did reconnaissance on the route they would take and personally directed the first elements of his command across the ice-covered reservoir. He then directed the battalion's vehicles, which were loaded with wounded men, until all his command had passed through enemy fire. Only then did he allow himself to cross the reservoir.

When the battalion reached the beleaguered 31st RCT, Faith assumed their command. Nicknamed Task Force Faith, the combined unit was ordered to organize its survivors and withdraw south about 14 miles to Hagaru-ri, where they would be able to join with more friendly forces.

Although they were all exhausted by the bitter cold and physical effort, Faith rallied his men and launched

See HONOR, page 3

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

QUALITY

From page 1

“has been” but, “never was” or “will be”, the bottom line is that the CDC is operating under a hiring system that most often rewards people who are risk averse and have never been qualified as a good leader in any capacity.

Now granted, these types of people being favored for promotion is not a new thing. Every day, news leaks from the Child Development Center provide an open window of the abject failure and the ill treatment of the employees. The real question is how can this take place?

My point here is not to bash their leadership for their failures, but to put failure in a perspective and to make our

readers aware of the challenges that have been going on for a protracted period of time. Nothing new here. The previous leadership failed the public scrutiny test. They made national news for their abject failure. Our previous warning fell on deaf ears, but we are not rejoicing in the failure of that leadership team. In fact, it pains me to know that our members are being lead by them.

We know about it. The throwing of papers in the wastebin. Sending employees home absent of any proof of there being the slightest indiscretion by that employee.

The shame of the matter is that this is round two of the continuing saga of the bad leadership in the Child Development Center. The previous regime is now facing charges in the Federal Court of

Macon Georgia.

When people finally come to grips with the right thing, as evidence mounts, or as consequences become more serious for the leaders as in the case of the previous leadership team.

I would to say that we look for the good in those charged with leading our Robins Air Force Base teammates. We just haven’t been able find any in this leadership team. The Child Development Center at this point has continued to fail the employees with a struggling leadership staff and their inability to receive accreditation. Leadership, or the lack thereof, has affects on their ability for fully staffing the facility with qualified employees and retaining those caregivers.

This staffing problem dilemma is two pronged. First, why are we failing (poor leader-

ship) and why is the behavior unchecked (the wait and see if it gets better)? Both impact the quality of child care in direct proportions to the quality of leadership that is being provided.

The leaders are so audacious as to implicate employees in wrongdoing absent of any facts. The old tactic of pitting employees against one another, using the investigatory might of the Agency, security forces investigations, is old hat. There is not a single point failure, and they have created a climate of fear.

These employee-targeted investigations are laughable. As of this writing, how many supervisors have been investigated?

I am to understand that failure can only be linked to the employees. To date there hasn’t

been a single supervisor investigated. The real question is why not? If the supervisors are spending their time collecting and disposing of the union newspaper, trying to keep information from their employees ... Not too smart of them, the Child Development Center isn’t the only location where the Union Advocate can be found. (Shh. Don’t tell them. They just might decide to leave the Child Development Center to chase down other locations where the Union Advocate may be found; which is everywhere on base).

I would like to make a recommendation. At some point in the leadership journey you would have had to been exposed to Johari Window. The Johari Window (named after the first names of its inventors Joseph Luft and Harry Ingram is a model describing what each

of us is like, as we are known both by others and by ourselves. The training consists of a four-paned window. It divides personal awareness into four different types, as represented by the four quadrants: open, blind, hidden and unknown.

I don’t think the Child Development Center’s leaders have a honest self-awareness of their failing and for sure they lack the leadership acumen to address their shortcomings. What they have is a sense of superiority over their employees and that superiority is manifested in their treatment of those employees. No surprise then, that there is a rich history of leadership failure at the Child Development Center.

The question still looms as large as a billboard: When will the Agency do something just, true and honest in response?

BULLYING

From page 1

Namie goes on to reference a 1974 study done by Stanford University – the prison experiment. A mock prison was established in the basement of the university. Students – all “normal” males - were recruited to play parts – the whole of the experiment was supposed to last two weeks. The students were randomly —“remember, “randomly,”” Namie said - assigned to be either prisoner or guard. Prisoners in turn stripped of their dignity by being made to wear short, flimsy hospital gowns with no underwear. They were instructed to refer to each other by an assigned number and to follow commands given by guards. Guards were given uniforms and told

to work an eight-hour shift.

“They received no instructions. They were left to fill time as they saw fit. To the surprise of the professor and the overseeing graduate students, the experiment was shut down after only five days. The first anxiety breakdown happened on day three. That prisoner wanted to quit but was goaded into staying by five fellow prisoners. One guard grew increasingly mean and violent. Most guards made prisoners do push-ups and ask for simple rights, such as to eat or use the bathroom.

“The takeaway lesson from this landmark study was that normal people could fall quickly into adopting roles as if they were in a play, and despite the artificiality of circumstances, the individuals acted out roles as they thought they were expected to do.

“It seems roles come with unwritten scripts. The prison script was totally improvised and acted out wholeheartedly by the participating students and faculty. We think it’s obvious how managerial and supervisory expectations without the benefit of specific training can lead to disastrous results. The guards grew aggressive in the study when given complete freedom to act as they wished and relied on stereotypes about prison guards, probably based on bad movies or television shows.

“They were conforming to unstated expectations. Similarly, many managers think that aggression is what’s expected of them. Throw into the mix the observation by newer, younger supervisors of aggressive senior managers getting rewarded and you have nearly guaranteed the style of man-

agement you will see. To be rewarded, the person does not have to be promoted or receive a paid bonus. It is sufficient not to be stopped.”

To bully with impunity, he continued, is itself rewarding and sure to sustain the misconduct. “There is typically a glaring juxtaposition between official pronouncements stating that disrespect is wrong (in those ubiquitous statements of mission, vision, and values) and in-the-trenches aggression between individuals.

“Observed, successful, and expected conduct is a better predictor of how managers manage. If aggression is expected, it happens reliably. Words pale compared with actions and observed consequences.”

One other reason for bullying makes us reluctant to even mention it, he said: people bully others because

they are simply following orders.

“They are told when they are first assigned to a new unit to ‘clean up’ the mess down there. In other words, the manager has some leftover grudges that he or she wants settled. Bullying is the way to finish the work that the original manager started. We say we’re reluctant to mention it because if you genuinely want bullying to stop (after all, you did buy this book), you’re probably not the type of manager to order it done on your behalf. However, just as managers bully because they think that that’s what they should be doing, there are many managers who bully simply because they are doing what they are instructed to do.”

Next up : A model to reengineer what needs to be changed in order to stop this and other types of bullying.

OSSOFF

From page 1

per year, total overall, cap for prescription costs for any senior on Medicare “no matter what their circumstances. And that’s despite the overwhelming and well-organize and limitless opposition of the pharmaceutical companies,” he said. “And that’s something that politicians had been talking about for decades and something we did, and it only happened because of Georgia.

“So when we think about if elections have consequences, when seniors across this country are saving thousands of dollars per year (they do). More importantly, when their lives are being saved, because

they can get life-saving insulin. Because as you all know, that’s not a drug you would like to have. It’s a drug you have to have to live.

“It’s because of what we did in Georgia. Those doors you knocked on. Those postcards you sent. Those calls that you made. It says a lot. It’s not about the satisfaction of team blue winning. It’s about how we’re able to govern.”

One state accomplishment Ossoff mentioned was working to provide more than a quarter of a billion dollars of supplemental money for historically black colleges. He also said he was 100 percent fully-committed to environmental efforts such as cleaning up the Chattanooga River, restoring/preserving parks and reserves

such as the Ocmulgee mounds.

“I’ve also invested a considerable amount of time in investigations and oversight,” he said. “As a candidate with my background in journalism, I’ve investigated the U.S. Penitentiary in Atlanta, rape and sexual assault of women in prisons, uncountable deaths in state and local prisons and jails. The medical abuse of female migrants in immigration detention. Right here in Georgia. The abuse of military families living in privatized housing on bases across the country. Right now, still in the process of investigating an abuse of children in foster care in Georgia.

“And my theory of change is progress requires the truth. And so bringing those facts into light and exposing wrongdoing and

neglect is a crucial part of my job and something I will continue to do aggressively.”

And so, he continued, “I mentioned what brings me satisfaction and what I see as my job as attending to the real daily needs of my constituents. And not courting controversy and national media. And not seeking ... on social media.”

He also said he wanted to point out that less than 24 hours after he was elected – Jan. 5 – the Capitol was “overrun by violent mob, hell bent on preventing the peaceful transfer of power from one administration to the next.

“Imagine so much history crammed into one day. You couldn’t write it. Georgia sends a young Jew and a Black pastor to the senate majority. Twelve

hours later the U.S. Capitol is sacked in an effort to seize power because power could not be won.

“So what I want to make very clear as we enter 2024 is that we’re still in that political process. That there are forces who are at work in this country and they are not hiding it. They are shouting it from the rooftops ... That they do not respect the rule of law or the Constitution. That they seek vengefully, vengefully, to attack their critics. And those who descent their political opponent.

“Former President Trump and his followers are saying these things. And we should believe them. Because he has demonstrated his will to disregard the law and the Constitution. And to put himself above our nation-

al interests.

“And so as we enter this coming election year, I urge us to focus. To worry less and to work more. Because the stakes could not be clearer. If Donald Trump is elected president, I say this with conviction. I truly fear for our republic. It is an unacceptable outcome. And once again Georgia will be the tipping point. Where we have to use all of our energy and goodwill through our democratic process to protect and defend our constitution and our Republic.”

Ossoff continued by talking about the great working relationship he and Warnock had before turning it over to an approximate 40-minute panel discussion on a range of topics.

HONOR

From page 2

an attack. When they were quickly stopped by enemy fire, Faith ran forward and got his stalled men moving so they could blast their way through the enemy ring.

By Dec. 1, days had passed since the troops had begun their flight south, and they were still being attacked.

According to Faith's Medal of Honor citation, "As they came to a hairpin curve, enemy fire from a roadblock again pinned the column down. Faith organized a group of men and directed their attack on the enemy positions on the right flank. He then placed himself at the head of another group of men and, in the face of direct enemy fire, led an attack on the enemy roadblock, firing his

pistol and throwing grenades."

Faith managed to get within about 30 yards of the roadblock when he was seriously wounded by grenade fragments; however, he continued to direct the attack until the roadblock was overrun. Unfortunately, Faith didn't survive his injuries and died the next day, according to the Defense POW/MIA Accounting Agency.

By the end of the Battle of Chosin Reservoir on Dec. 13, UN troops managed to break through the enemy siege and move south far enough to evacuate more than 100,000 North Korean refugees.

Throughout five days of action during that movement, Faith continuously disregarded his own safety, often throwing himself into the most dangerous situations to keep others safe. His actions were a great inspiration to his men, which led to him posthumously earning the Medal of Honor. His wife and daughter received it on his

behalf from famed World War II Army Gen. Omar Bradley.

"Mrs. Faith, I have known Don since he was a little boy, and I'm not surprised at his leadership and courage," Bradley told Faith's wife during a ceremony at the Pentagon, according to The Evening Star. The newspaper said nine other Korean War service members received the Medal of Honor during the same ceremony.

Sadly, Faith's remains couldn't be repatriated because of battlefield conditions at the time, so the family had nothing to bury. Instead, his name was inscribed on the Courts of the Missing at the National Memorial Cemetery of the Pacific in Honolulu.

In 2004, joint investigators were allowed into North Korea to survey a field near the Chosin Reservoir, where they located a mass grave site, the DPAA said. Boxes of remains were

exhumed and returned to the U.S. for identification. However, that process can take years due to the challenges that come with identifying remains that are lumped together.

In August 2012 — nearly 62 years after Faith died — the DPAA positively identified his remains as part of the batch that had been repatriated in 2004. Less than a year later, on April 17, 2013, Faith was finally laid to rest at Arlington National Cemetery.

To date, there are still 7,485 Americans who are unaccounted for from the Korean War, according to DPAA's website.

Faith's name continues to live on. In the 1990's, a headquarters building was built in his honor at Fort Drum, New York. His name is also inscribed on the Korean War Veterans Memorial Wall in Washington, D.C., which was updated in 2022 to include the names of the fallen.

READY

From page 2

normal deployment phase. Airmen have achieved peak readiness and are either deployed or ready to deploy. Some examples include Immediate Response or 9-1-1 forces.

-Reset – In this phase, the unit returns from deployment or is removed from the Available to Commit phase and focused on reintegration and reconstitution. Airmen reintegrate with

families, take post deployment leave, re-establish currencies and get back to basic proficiency.

-Prepare – Building toward peak unit readiness while shielded from deployment. Airmen complete advanced upgrade training and multi-mission unit package training.

-Ready – Working to achieve a high-level of readiness above the unit level for the high-end fight environment. Units come together from multiple wings to train and complete certify-

ing events such as flag exercise, Neptune Events, Weapon School Integration and other Large Force Exercises.

“This type of exercise has been traditionally conducted once a year in the past,” said Master Sgt. James Stacy, 52nd CBCS Noncommissioned Officer in Charge of Operations. “Under the new AFFORGEN model, unit-level certification events happen in the ‘Reset’ and ‘Prepare’ phases of the cycle to ensure it maintains a high state of readiness.”

SHOPPING

From page 1

- * Hershey’s chocolates
- * Jelly Belly candies
- * Klear Vu home textiles
- * Laffy Taffy
- * Natco Home furnishings
- * Ornaments/small gifts: B-Line
- * Engraving, Wendell August Forge, Seagull Pewter
- * Rabble-Rouser Chocolate & Craft Co.
- * Rayovac batteries
- * See’s Candies
- * Tootsie Pops

Tickets

- * Meow Wolf immersive entertain-

- ment
- * Plane travel from union-staffed airline
- * Ski passes: Loveland Ski Area; Breckenridge, Telluride, Crested Butte Mountain, Park City Mountain
- * Sporting events: Major League Baseball Players Association, NFL Players Association
- * Theater and live performances: Broadway, national tours and local
- Actors’ Equity Association (Equity) theater, Radio City Music Hall
- Christmas Spectacular

Wine, beer and spirits

- * August Schell Brewing Co
- * Bud Light
- * Budweiser
- * Budweiser American Ale
- * Bulleit whiskey

- * Busch
- * Captain Morgan rum
- * Charles Krug
- * Chateau Ste. Michelle
- * CK Mondavi
- * Columbia Crest
- * Gallo of Sonoma
- * Icehouse
- * The Lion Brewery
- * Michelob
- * Miller High Life, Miller Genuine Draft, Miller Lite
- * Milwaukee’s Best
- * O’Doul’s
- * Palmer Vineyard
- * Paumanok Vineyard
- * Pindar Vineyards
- * Red Dog
- * Rolling Rock
- * St. Supéry



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5 TIPS FOR SAFE HOLIDAY TRAVEL

FAMILY FEATURES

The holiday season can be stressful enough before adding travel to the mix. Coordinating ground or air travel and planning accommodations, even if you're simply staying with loved ones, is often just the beginning and health and safety concerns can fall by the wayside.

For example, the highest incidence rate of cardiac mortality for the entire year occurs between Christmas and New Year's Day, according to the American Heart Association, and more than 350,000 out-of-hospital cardiac arrests occur each year in the United States.

If you're among the 62% of Americans who plan to travel this holiday season, according to research conducted by IPX1031, consider these tips to protect your health and safety.

Plan Ahead

Proper planning can help ensure you're prepared to handle any unexpected challenges or delays when you depart. Check the weather before heading out – including at your destination – and travel around any anticipated storms. Leave early to account for potentially heavy traffic and plot your path in advance to ensure you're aware of any road closures or construction, which can allow you to find alternate routes, if necessary, rather than trying to adjust on the fly.

Ensure Your Family is Up to Date on Vaccines

Routine vaccinations can help protect you from infectious diseases that can be easily spread when around a large group of people. The Centers for Disease Control and Prevention recommends the seasonal flu vaccine for everyone 6 months of age and older. Other vaccines, such as the COVID-19 vaccine or booster and measles vaccine, can help protect not only your health, but your loved ones as well.



Photos courtesy of Shutterstock

Learn CPR

Only about 40% of people who suffer from cardiac arrest receive cardiopulmonary resuscitation, or CPR, from a bystander, according to the American Heart Association. However, immediate CPR can double or triple a cardiac arrest victim's chance of survival.

Just in time for the holiday season, revamped Hands-Only CPR training kiosks, which provide an overview of Hands-Only CPR followed by a practice session and a 30-second test, are available in airports, hospitals and other locations around the country. With the help of a practice mannequin, the kiosks give feedback about the depth and rate of compression, as well as proper hand placement – factors that influence the effectiveness of CPR – and teaches the two simple steps:

1. Call 911
2. Push hard and fast in the center of the chest of the individual experiencing cardiac arrest until help arrives

Many of the Hands-Only CPR kiosks, as well as the Hands-Only CPR campaign, are supported by Elevance Health Foundation. To find a kiosk along your travel path, visit heart.org/handsonlycpr.

Prepare Your Vehicle

Car trouble is a common culprit during holiday travel. To help avoid potential issues, have your vehicle checked before embarking on an extended trip. Check tires, the battery, headlights, windshield wipers and any other parts that may be adversely impacted by winter weather. Also ensure your vehicle is equipped with essentials like a spare tire or inflation kit, jack, jumper cables, blankets, a first aid kit and a flashlight in case of an emergency.

Pack a Health Kit

If you take prescription or over-the-counter medications, it may be difficult to quickly get a refill at your destination, so be sure to pack enough to last your entire trip, plus extras in case you encounter any travel delays. It may also be helpful to pack other essentials including hand sanitizer, a first-aid kit, cold medicine, aspirin and your health insurance card in case of any unexpected injuries or illnesses while on the road.



YOUNG Young Organizing Unionists for the Next Generation

The AFGE Young Organizing Unionists for the Next Generation program seeks to mobilize young union members to become leaders and activists for social change within AFGE and the Labor Movement.

AFGE members who are under the age of

40 and those mentors that are over 40 will work together to include younger workers into the union structure and keep them engaged in what's at stake for working class Americans.

AFGE YOUNG intends to provide young members with networking opportunities and resources

to engage in mobilizing other young workers into AFGE, union training to promote leadership skills, innovative social gatherings, AFGE conference meetings, and other engaging events.






In doing so, AFGE YOUNG participants work to build lasting labor solidarity, advance issues

of social and economic justice, and find more inclusive ways to engage the current and future generations in the Labor Movement.

For more information, or to get involved at the Local 987 level, contact Brandon Respress at brandon.respress@afgelocal987.org.



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-  **Aflac Hospital Indemnity:** Pays Benefits for on and off-the-job accidents and sickness/surgery/maternity.
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8								3
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	9	7	2			5	3	

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

I couldn't remember if the sun rose in the east or the west, and then it dawned on me.

As I handed my dad his 50th birthday card, he looked at me with tears in his eyes and said, "You know, one would have been enough."

Compound Words

J	L	T	R	O	P	S	S	A	P	O	T	X	X	D	A	L	A	A	U	B	T
L	Z	A	L	V	Q	S	H	E	W	H	U	R	D	A	G	Z	Q	N	Q	D	S
H	O	R	L	R	E	E	U	C	F	Q	T	E	G	R	O	F	H	V	D	I	A
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K	M	B	E	B	J	E	A	K	T	L	Y	N	B	O	D	D	T	H	K	I	W
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R	T	Y	B	R	W	P	L	E	N	R	W	U	E	E	H	Y	Q	E	I	U	A
O	C	S	E	S	D	M	L	X	Y	E	Z	O	A	R	H	S	N	F	V	R	O
A	M	V	S	P	E	A	R	M	I	N	T	Z	R	K	C	P	C	I	E	Z	M
R	O	O	R	I	V	E	R	B	A	N	K	K	V	D	E	T	D	S	D	B	X
G	R	A	N	D	S	T	A	N	D	R	O	G	W	A	R	K	N	H	A	F	C
C	U	W	P	O	S	L	A	C	T	O	D	A	Y	E	O	C	Z	F	V	I	B

ALSO

DISK DRIVE
FORGET
INTAKE
MAINLAND
PASSPORT
SPEARMINT
UPLIFT

BASEBALL

EARTHQUAKE
GRANDSTAND
KEYWORD
NEWSCAST
PICKUP
SUNFLOWER
UPROAR

CROSSWALK

FIREFLIES
HOOKUP
LIFELINE
OVERBOARD
RIVERBANK
TODAY
WHITEFISH

A little humor ...

Husband: "Now, that looks like a happily married couple."
Wife: "Don't be too sure, my dear. They're probably saying the same thing about us."

Husband: "Now look, Lucy. I don't want to seem harsh, but your mother has been living with us for twenty years now. Don't you think it's about time she got a place of her own?"

Wife: "My mother? I thought she was your mother!"

One Sunday as a farmer was getting in his hay crop, his minister stopped by. The pastor asked the farmer if he had been to church.
"To tell the truth, I would rather sit on the hay load and think about church than sit in the church and think about hay."

STATEPOINT CROSSWORD

THEME: HAPPY HOLIDAYS

ACROSS

1. Bag holder

6. P in mpg

9. Eye part

13. Dog

14. ____ Gershwin

15. *Eggnog ingredient

16. Hold the floor

17. ____ Mahal

18. Anti-elderly one

19. *Breaking news, to a caroler

21. *Coming, in Latin

23. ____'easter

24. "Begone!"

25. Parent-child divide

28. Fur-dwelling parasites

30. Lacrosse stick

35. Kiln for hops

37. Feline vibration

39. Little Richard's " ____ Frutti"

40. Cream-filled treat

41. *Number of candles in kinara

43. Mountain goat terrain

44. *"Prancing and pawing of each little hoof," e.g.

46. Carpenter's joint

47. Drug-induced state

48. Make lovable

50. "Cheers" regular

52. *Max to #57 Across

53. Overwhelming defeat

55. Thailand native

57. *Dr. Seuss' spoilsport

60. *Santa chute

64. Water border

65. "What?"

67. D in LED

68. Carved

69. Stars and Stripes land

70. Astronomer ____ Hubble

71. Hitler's sidekick

72. Joaquin Phoenix' 2013 movie

73. Crows' homes

DOWN

1. Dick's and Jane's dog

2. Famous Amos

3. Cormac McCarthy's "The ____"

4. Join the cast of (2 words)

5. Carboic acid

6. Deodorant target

7. Pitcher's stat

8. Indian prince

9. More than suggest

10. Blood tunnel

11. 90 degrees, on compass

12. Invoice qty.

15. Romp around

20. Key ____ on a movie set, pl.

22. Med school grad

24. Passepartout to Phileas Fogg

25. *Popular traditional holiday entree

26. Home run hero

27. Impostor

29. Prompted

31. "That hurts!"

32. Vegas' main drag

33. Coach-and-four

34. *Number of days in Hanukkah

36. Muscle quality

38. Word processor command

42. *Like Santa's pole

45. Repaired, as in socks

49. Mythical giant bird

51. Unmarried woman, archaic

54. Affirmative interjection

56. What timidest and polyimide have in common

57. Clarified butter

58. Theater seat arrangement

59. Wraths

60. Burn to a crisp

61. " ____ your chance...," contraction

62. Make changes

63. Yearnings

64. "Be quiet!"

66. Don't waste

CROSSWORD

1	2	3	4	5		6	7	8		9	10	11	12	
13						14				15				
16						17				18				
19						20			21	22				
			23					24						
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64						65	66			67				
68						69				70				
71						72				73				

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S	T	S	E	N		R	E	H		S	S	E	H		
N	I	N	D	E		V	S	U		D	E	W	E	H	
E	D	O	I	D		H	U	H		E	R	O	H	S	
Y	E	N	I	M		I	C		H	C	N	I	G	R	
			I	A		T		T		U	O	R			
T	E	P		M		R	O	N		R	A	V	E	N	E
H	G	H			O	D	A	D		D	N	U	O	S	
G	A	R			N	E	V	E		S		O	E	O	
I	T	T			R	R	U	P			T	S	V	O	
S	S	O	R		C		E	C		I	L		P	A	
			O	O	H	S				R	O	N			
		T	N	E	V	A	D		S	G	N	I	D	I	T
T	S	I	G		A	J		A	T		E	A	T	O	R
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E	A		U	V	E				P	E	R		P	A	P

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STR8TS

No. 665 Medium

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

Previous solution - Tough

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

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.

© 2023 Syndicated Puzzles

man standing by himself and inquired,
"What makes you think you belong on that side?"
Without hesitation, the meek little man explained, "This is where my wife told me to stand."

A man rushed into a drug-store and asked a pharmacist for something to stop hiccups. The druggist poured a glass of water and threw it into the man's face.
"Why did you do that?" the man exploded angrily. "Well, you don't have hiccups now, do you?"
"No!" shouted the customer. "But my wife out in the car still does!"

"But, Pastor," lamented the young husband in counseling, "whenever Joan and I quarrel, she becomes historical."
"You mean, hysterical?"
"No, historical. She is always digging up my past."

A local pastor joined a community service club, and the members thought they would have some fun with him. Under his name on the badge they printed "Hog Caller" as his occupation.
Everyone made a big fan-

fare as the badge was presented.
The pastor responded by saying: "I usually am called the Shepherd of the Sheep, but you know your people better than I do."

A minister who was very fond of pure, hot horseradish always kept a bottle of it on his dining room table. He offered some to a guest, who

took a big spoonful.
When the guest was finally able to speak, he gasped, "I've heard many ministers preach hellfire, but you're the first one I've met who offered a sample."

Applicant: Before I take this job, tell me—are the hours long?
Employer: No, only sixty minutes each.

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

8 Smart Ways to Save On Holiday Expenses

FAMILY FEATURES

While often regarded as the most wonderful time of year, the holiday season is also an expensive spot on the calendar. Even as many families feel the squeeze of inflation and rising costs, there is hope for your budget when it comes to gatherings, gifts, food and beyond.

Consider these tips from the money-saving experts at Slickdeals and Head of Deals Vitaly Pecharsky to avoid overspending without sacrificing your festive spirit.

Stick to a budget. Beyond gifts and stocking stuffers, holiday costs can add up quickly once you factor in travel, decor, pet care, special events and more. Create an all-encompassing budget for the season then break it into segments for each type of expense, including hidden expenses like wrapping paper or extra toiletries for guests, so you don't end up with an unexpected credit card bill.

Split up food costs. Instead of putting yourself under the pressure of full-time holiday chef (and taking on all the expenses that come with it), consider hosting a potluck-style gathering. Providing the main course and encouraging guests to bring an appetizer, side or dessert is an easy way to avoid a hefty hosting bill. Send an e-vite with a list of must-haves that allows loved ones to sign up for specific dishes to ensure everything is covered without doubling up.

Search for the best deals. Whether you're looking for the perfect gift from toys to technology or trying to save on travel costs and home decor, make sure you find the best price. Consider a site like Slickdeals, where a community of millions of people work together to save money so you can be confident you're getting the best deal. With 12 million shoppers assisting others by vetting and voting up the top deals from renowned retailers, your holiday needs are covered without sacrificing quality. You can also set Deal Alerts that send notifications directly to your inbox when a deal that matches your criteria is posted to the site.

Share experiences, not just "things." Gadgets and gizmos may come to mind when brainstorming holiday gift ideas but remember some family members and friends just want more time together. If you're considering a special experience for – and with –



Photos courtesy of Shutterstock



that special someone, think about their favorite hobbies and activities. Animal lovers may be overjoyed with a day at the local zoo and gearheads would cherish tickets to the next auto show. Integrating experiences into your gifting repertoire often makes for a more memorable (and cheaper) solution.

Take advantage of gift cards. A quick internet search can lead you to discounted gift cards, allowing you to save cash on holiday purchases. Or, for the one on your list who has everything, simply give the card as a gift so he or she can pick out what's truly needed. As an added bonus, discounted gift cards are typically available even at the last minute so procrastinators can still save.

Show off your DIY skills. Buying new holiday decorations and replacing worn out crafts are seasonal expenses you may not immediately factor into your budget. Rather than heading to the store for (likely overpriced) ornaments and tablescapes, put your creative cap on and repurpose goods from around the house. Reusing items like glass jars to make homemade snow globes, for example, can be a crafty way to save. Plus, it's a fun activity for family members to enjoy together.

Seek out post-holiday sales. Once the holidays are over, it's a perfect opportunity to get ahead of the game for next year. Stock up on gift wrap, decorative items and other nonperishables that are often heavily discounted in the new year.

Save throughout the year. A handy tip for holiday seasons to come, try creating a fund each year where you can save up for gifts, food, travel and other end-of-year expenses. Set up a special bank account specifically for holiday savings where you contribute a small amount each month to be financially prepared for the festivities.

Find more ways to save this holiday season by visiting [Slickdeals.com](#).

Festive Peppermint Snacks with a Flavorful POP

FAMILY FEATURES

Among the many enchanting elements of the holiday season, the family traditions and familiar flavors of favorite foods enjoyed year after year bring loved ones together better than perhaps any other occasion. From decorating wreaths and trees to crafting ornaments and preparing classic recipes, it's a season of cherishing memories and creating new ones.

While there are countless ingredients that harken to the taste of holidays past, there's one sweet favorite that truly symbolizes the season: peppermint. Whether enjoyed in the familiar shape of a candy cane – the original kid-favorite – or added to recipes from beverages to desserts and everything in between, it's a delicious way to connect generations.

For example, these Jingle Balls provide a perfect kid-friendly project to keep them busy rolling popcorn balls in sparkling colored sugar for bite-size bits of holiday magic. They're equal parts holiday spirit and sweet appetizer, snack or dessert. Just be sure to have an adult melt together the butter, marshmallows and peppermint extract before letting little ones show off their creativity.

White Chocolate Peppermint Popcorn Bark offers another way for everyone to get in on the fun. The taste of peppermint and white chocolate make this a perfect holiday treat for sharing with a crowd. Plus, the easy prep means less time in the kitchen and more time savoring the classic flavors.

Better yet, it makes for a delicious gift to send off with guests as another festive celebration comes to a close. Simply package in a small, clear bag tied off with a colorful bow so loved ones can enjoy the tastes of the season in the days to follow.

These favorites are made possible by the versatility of popcorn, one of America's most beloved snack foods. Celebrated for its seed-to-snack simplicity, popcorn's smell, taste and versatility mean it can enhance any occasion as a budget-friendly solution for family gatherings.

Discover more delicious holiday snacks at [popcorn.org](#).



White Chocolate Peppermint Popcorn Bark



Jingle Balls

White Chocolate Peppermint Popcorn Bark
Yield: 1 pound

- 5 cups popped popcorn
- 12 ounces white chocolate baking chips, chopped white chocolate or white candy coating
- 1 cup crushed hard candy peppermints

Cover baking pan with foil or wax paper; set aside.
Place popcorn in large bowl; set aside.
In double boiler over barely simmering water, melt chocolate, stirring until smooth, or melt according to package directions. Stir in crushed peppermints.
Pour chocolate mixture over popcorn mixture and stir to coat. Spread onto prepared pan; cool completely.
When chocolate is cooled and set, break into chunks for serving.
Store in airtight container at room temperature.

Jingle Balls
Yield: 12 cups

- Nonstick cooking spray
- 12 cups popped popcorn
- 6 tablespoons butter or margarine
- 3 cups mini marshmallows
- 1/2 teaspoon peppermint extract
- assorted colored sugars

Lightly spray large mixing bowl with nonstick cooking spray. Add popcorn.
Spread plastic wrap on cookie sheet; set aside.
In medium saucepan, melt butter and marshmallows; stir until mixture is smooth. Stir in peppermint extract. Pour over popcorn, mixing until well coated. Let cool 2 minutes.
Spray hands with cooking spray and form popcorn mixture into 3-inch balls. Gently press colored sugar onto balls. Let sit on prepared cookie sheet until cool and set.