

## Start the year off right with training

**By AFGE FIELD SERVICES, EDUCATION DEPARTMENT**

New year, new learning! Join the Field Services and Education Department for our 2024 webinars to ring in the New Year! Visit [www.afge.org/events](http://www.afge.org/events) to view webinars and sign up.

**Workers' Compensation - Basic**  
Date: Jan. 3-4, 2024  
Time: 9 a.m.-5 p.m. EST  
Synopsis: This two-day introductory training by Workers' Comp expert Joe Mansour covers the five essential elements of filing a workers' comp claim for federal workers, the requirements of Publication CA-810, navigating the ECOMP system, and associated timelines. Actual cases are also reviewed.

Updated COVID 19 requirements will be discussed. Participants must attend both days.

**Stewards Online Orientation**  
Jan. 8, 2024  
Time: 1-5 p.m. EST  
Synopsis: This introductory webinar overviews the role of the steward, active worksite representation, and one of the most important laws that outlines the rights of union representatives: 5 USC Chapter 71.

**Parliamentary Procedure Workshop**  
Jan. 17, 2024  
Time: 3-5 p.m. EST  
Synopsis: Running association meetings, whether board meetings or membership meetings, can be a challenge—or worse.

Use parliamentary procedure and Robert's Rules of Order to make your meetings shorter and more legal and efficient. Learn what rules you should follow, the order of business, agendas, minutes, board vs. membership

**See TRAINING, page 3**

## In memory ...

**Dennis Kellum**  
**Passed away Nov. 23, 2023**  
**Member since February 2005**

**Membership meeting**

Local 987 will have a membership meeting **Dec. 21 at 5 p.m.** (Doors open at 4 p.m., with refreshments/available.) It will be held at **Union Hall, located at 1764 Watson Blvd.** (It will also be on Zoom.) As always, membership will be verified before admittance into the meeting. You can make updates to your contact information - address, phone, email - by calling Union Hall at 478-922-5758 or by emailing [Linda Baxter at linda@afgelocal987.org](mailto:LindaBaxter@afgelocal987.org) or [Jeanette McElhaney at jmac@afgelocal987.org](mailto:JeanetteMcElhaney@afgelocal987.org).

## Year in review

# The rising tide in Union pride

**By HENRY BROWN**  
Executive VP, AFGE Local 987  
[henry.brown@afgelocal987.org](mailto:henry.brown@afgelocal987.org)

As we come to the end of another year, I am reminded of the immortal yet prophetic words of the great Omar Khayyam: "The moving finger writes, and having writ, moves on: nor all thy Piety not Wit Shall lure it back to cancel half a Line, Nor all thy Tears wash out a Word of it."

We have been a rising tide in every facet of the labor movement. What we are seeing is this philosophical devolution on truth. Our perspective on truth: Truth is truth no matter how you feel. We have gone from an ontological per-



**Henry Brown**

spective to a consequentialist approach on truth so long as it's in the hands of those that make the decisions, hurt feelings or not.

The truth is, the statute

doesn't care about feelings. It is the standard by which we are all held accountable. The statute is cut-and-dry. The question is: Why it is so hard to meet the standards as it is codified in the statue? I was told at an early age: A lie doesn't care who tells it as long as it's being told.

The designated management officials' sense of reality is dictated by their lack of knowledge and being out of touch with the working, every day, bargaining unit employee. What are they trying to avoid with the decisions they render? Typically, they try to avoid the reality of their decisions and those decisions have resulted in a record number of

arbitrations. A great many of the decisions emanating from some of the designated management officials defy logic. I have personally witnessed the ineptness of a few of the DMO's and the decisions that have been rendered. There decisions are being challenged in arbitration and have been overturned.

That said, here is a bit of a year in review from some of the others who have worked to make this Local a better, more professional, place for its members.

**From Full-time Steward Sam Berry:**

Well, folks, this year has been quite an adventure. I



**Sam Berry**

would guess we saw a 60-70 percent win ratio if I take out appraisal cases (and we haven't lost all of those). Just a guess, really, because

**See RISING, page 3**

## Celebrating in style



More photos page 4 and 6





Photo source: iStock via Getty Images Plus

# Advice to help you start a business in the new year

(StatePoint) Millions of new businesses are formed nationwide each year and women of color are leading the charge.

The Wells Fargo Impact of Women-Owned Businesses Report found that Black women are one of the fastest-growing groups of entrepreneurs in the United States, representing 14.8% of all women-owned businesses, and Hispanic/Latina women represent 14.3% of all women-owned businesses.

Steve Hall, vice president of Economic Development and Small Business Lending for Local Initiatives Support Corporation, a non-profit that connects under-invested people and places with hard-to-tap resources, shares these tips for ensuring your business will succeed in the new year and beyond:

1. Increase financial literacy. It's important to have a solid working knowledge of credit, bookkeeping, projections, financial statements, reporting and financing to help you make sound business decisions. Free educational resources like Hands on Banking can get you started.
2. Be passionate. Running

a successful small business requires round-the-clock dedication, so be sure it's something you enjoy and are passionate about.

3. "Run the idea." Speak with a business banker about your business plan, ways to fund your operations and how to establish credit. A strong relationship with a business banker can help set you up for success. They can guide you toward the right financial products for every stage of the business, identify potential barriers you may face, help you find capital and help you avoid predatory debt collectors.

Likewise, a certified public accountant can advise you on what paperwork you need to file to start your business, how to structure your business and how to manage monthly financials and taxes.

They can also help connect you with the right vendors.

4. Seek out capital. Capital is the fuel to start and grow your business. More credit options can be the difference between survival and closure. In addition to traditional lending, working with community development financial institutions and

minority depository institutions can create an ecosystem of support that provides additional avenues to accessing capital.

These institutions specifically work with underserved entrepreneurs, including those in low-to-moderate income areas and minority populations.

Thanks to new efforts, more small businesses have a shot at success.

5. Solicit trusted advice. Check out LISC's webinars, local networking events and online resource center. No matter what industry you're in, SBA.gov and your local chamber of commerce can also be helpful.

For guidance in accessing capital, lean on Business Development Organizations, which serve as trusted ambassadors to underinvested communities, guiding business owners in accessing loans and resources.

"It takes passion and grit to start and grow a business. It also takes planning, important financial decisions and a series of legal steps," says Hall. "Fortunately, a range of resources exist to guide an entrepreneur through the logistics of turning their dream into a reality."

# Tips for supporting metabolic health

(StatePoint) Good metabolic health is the backbone of great overall health. Unfortunately, many Americans misunderstand what metabolic health is and are not aware of its importance.

A recent poll from Metavo/Harris Poll Study reveals that nearly three in four North Americans have experienced at least one issue related to metabolic health in the past year, while only 52% have heard, read or seen information on metabolic health issues.

What's more, only 30% of North Americans know that metabolic health is not the same as gut health, and many falsely believe that metabolic issues mostly occur in those who are overweight.

"This knowledge gap plays a factor in why many health issues related to metabolic health, such as brain fog, food cravings and energy slumps, often go unaddressed," says Dr. Paul Spagnuolo, associate professor in the Department of Food Science at the University of Guelph, whose research includes finding new ways for people to proactively support their metabolic health.

Issues related to metabolic health can take a toll on your mental wellbeing, your ability to perform your job, and even your social life and personal relationships, making it critical to nip them in the bud. To improve your metabolic health and feel your best in 2024, consider these tips:

- Get active. Whether you're hitting up the gym for a weight training session or simply going for a longer walk during your day, daily physical activity is recommended to support your metabolic health. Find activities, daily movement and workouts you enjoy and stick with them.
- Prioritize proper sleep. Maintaining proper sleeping habits can help to keep your insulin and hormone levels balanced.
- Fuel often. Fueling more frequently can

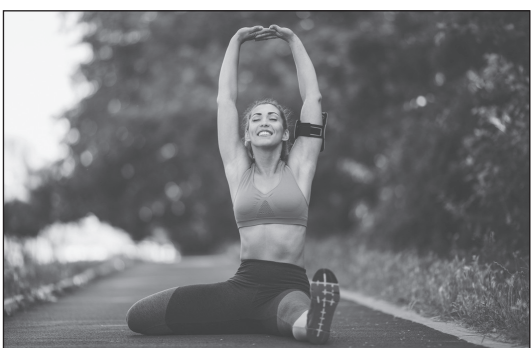


Photo source: iStock via Getty Images Plus

boost your metabolism. Being sure to eat smaller portions at regular, consistent times every day and drinking plenty of water can also help improve metabolic health. Set alerts on your phone, or even use a hydration app, to help you remember to drink up.

● Explore supplements. Consider taking a daily supplement designed to support metabolic health and activate metabolism naturally, like Metavo. Featuring the proprietary avocado compound Avocatin B, also known as AvoB, Metavo Advanced Glucose Metabolism Support activates your metabolism naturally at the cellular level.

"Having a flexible metabolism at the cellular level enables the body to properly metabolize fats, proteins and carbs to help improve insulin sensitivity, glucose tolerance and energy," says Dr. Spagnuolo, whose research led to the development of Metavo. (To learn more, visit [www.metavo.com](http://www.metavo.com).)

When it comes to metabolic health, consistency is key. In the New Year, resolve to make physical activity, healthy eating, proper sleep and the right supplements a regular part of your routine.

# Wellness tips for a new you in 2024

(StatePoint) If your list of New Year's resolutions is a mile long, you may be feeling overwhelmed and unsure where to start.

Let these three essential wellness tips set you up for a successful year and give you the power, energy and determination you need to reach all your other goals.

## Make time for breakfast

Many people make the mistake of skipping breakfast, particularly if they are trying to lose weight. But breakfast is an essential part of your overall



Photo source: iStock via Getty Images Plus

health and wellbeing, giving you the fuel and energy you need to power the day until lunch. This is important to help kickstart your metabolism and regulate your hunger.

Think you don't have time to prepare a healthy breakfast? You're not alone.

However, many are open to implementing this habit with quicker breakfast options that cut prep time in half. In fact, 51% of consumers agree that frozen breakfast foods are the most convenient option and 37% said they would eat frozen breakfast foods more often if they were healthier, according to market research from Mintel.

Thanks to quick and tasty options like Eggland's Best Frozen Breakfast Bowls,

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# BBB scam alert: 5 ways to avoid delivery scams

Some consumers have recently been getting text messages stating a major delivery carrier needs them to "update delivery preferences" on a package by clicking on a link. The problem? The text is a scam, and the link results in theft of personal information.

Most consumers love the convenience of making purchases online and having them shipped straight to their doorstep. But with millions of packages delivered each year, con artists and thieves have developed many ways to steal from shoppers. Fortunately, there are also many ways to protect yourself from their shady tactics.

Delivery scams and theft are particularly prevalent during the holidays, when more packages are being ordered and shipped, but they can happen year-round. Scammers are hoping shoppers are busy or distracted and will act without thinking.

The first scam to look out for are phishing texts or emails that pose as official notices from delivery companies. These either contain a "tracking link" or a message that the shipper is having difficulty delivering a package to you, or most recently, a link to update delivery preferences. Clicking the link either takes you to a form that asks for personally identifying information, or to a site that downloads malware onto your computer.

Another delivery scam involves fake "missed delivery" tags. Scammers place a note on your door that claims they are having challenges delivering a package to you. They ask you to call a phone number to reschedule your delivery, but it's really a ruse to get your personal information.

Another issue shoppers face is package theft. Many consumers have had their packages stolen before they arrive home from work. Thieves snatch packages from doorsteps or lobbies of apartment or condo complexes. Criminals even follow delivery and postal trucks. When the truck leaves, the crooks move in and grab the parcels.

## How to avoid delivery scams:

1. Take precautions to ensure a safe delivery: If you are having a valuable or fragile item



Kelvin Collins

delivered to your home, purchase shipping insurance. In addition, always get tracking numbers for your purchases and check the shipping progress periodically.

2. Watch out for texts, calls or emails about a missed delivery. Legitimate delivery services usually leave a "missed delivery" notice on your door. If you receive a missed delivery notice, examine the form carefully to make sure it is authentic and only then follow their instructions. Keep track of what you've ordered so you have a better idea of what is coming and when. Don't click on any links; go to the delivery carrier's website directly or log in and use the retailer's tracking tools.

3. Request a signature: Chances are this feature may come with a price tag, but it may be worth the extra fee. Requesting a signature means that a delivery service won't be able to drop a package on your doorstep unless someone is around to sign for it.

4. Don't leave packages sitting on your doorstep. Packages left sitting outside are particularly vulnerable to theft. To ensure safe delivery, have your package delivered to your workplace, or to a trusted friend or neighbor who will be home to accept delivery. Some delivery companies now have lockers where your packages can securely wait for you to pick them up using a one-time code to open the locker.

5. Open your delivery upon receipt to check for damage or signs of tampering. Contact the seller immediately if you believe something is wrong with the shipment or if it's not what you ordered. Also, be sure to review the seller's return policy for damaged or unwanted items.

Visit [www.BBB.org/all/holiday](http://www.BBB.org/all/holiday) for more holiday tips or [BBB.org/AvoidScams](http://BBB.org/AvoidScams) to learn more about avoiding scams.

## Medal of Honor spotlight

# Marine Corps 2nd Lt. Robert Reem

By KATIE LANGE

DoD News

When Marine Corps 2nd Lt. Robert Dale Reem led his fellow Marines into battle in Korea, he did his best to protect them at all costs – a cost that ended up being his life.

He sacrificed himself to save the men around him from a live grenade. That selflessness earned him a posthumous Medal of Honor.

Reem was born Oct. 20, 1925, in Lancaster, Pennsylvania, and grew up in nearby Elizabethtown. His parents were Harvey and Irma Reem, and he had three sisters and two brothers. One brother, William, served in World War II and survived the Battle of the Bulge. The second, Harvey III, served with the occupying Army post-World War II.

Reem went to Elizabethtown high school, where he was an outstanding athlete who played football, basketball and baseball. He also spent a portion of his senior year as a page for the state House of Representatives.

His family said he'd always showed an interest in the military, so after graduation in 1943, he joined the Marine Corps. Once he'd completed his training, Reem received an appointment to the U.S. Naval Academy, which he graduated from in June 1948, earning a commission as a second lieutenant.

In April 1949, he married Donna Zimmerli, who was the daughter of a Naval Academy professor.

Reem was sent to the Mediterranean with the 2nd



Photo courtesy defense.gov

Marine Corps 2nd Lt. Robert Reem

Marine Division in December 1949. But, by the summer of 1950, he was redirected to the Pacific, where he eventually joined the 3rd Battalion, 7th Marines, 1st Marine Division in Korea as conflict there was heating up. His battalion fought during the landings in Inchon and the capture of Seoul, where Reem suffered an injury that required hospitalization, according to an article in the Elizabethtown Chronicle.

By fall 1950, the 7th Marine Regiment had been ordered to march its way north in an attempt to push enemy forces into China. They were headed toward the Chosin Reservoir, where one of the most brutal, frigid battles of the war would soon play out.

Before they go there, though, Reem's unit encountered a lot of fighting along the way. On Nov. 6, 1950, Reem was the platoon commander of Company H, which had been tasked with dislodging several enemy infantry units hidden behind well-fortified positions on a ridge near Chinhung-Ni, Korea. Reem moved slowly

up the side of the ridge with his platoon but was forced back three times by a hail of machine gun, grenade and rifle fire.

When they got pinned down, Reem managed to rally his men for a fourth attempt, even though they were depleted and disorganized by this time. Just as they were prepared to attack, however, an enemy grenade landed right where the group was standing. Without hesitating, Reem threw himself on top of it to protect others from harm. In doing so, he gave his life, absorbing the full impact of the explosion.

Reem's sacrifice helped his fellow Marines push forward and continue the fight. The effort by the 7th Marines during that time gave the regiment the distinction of being the first American military unit to defeat the Chinese communists in battle.

Reem was initially buried in a United Nations cemetery in North Korea; however, his remains were eventually returned to the U.S., and he was buried with full honors at Arlington National Cemetery.

On Feb. 8, 1952, Reem's widow received the Medal of Honor on his behalf from Pentagon officials at a ceremony in Washington, D.C. That medal was later donated to the U.S. Naval Academy Museum.

Reem has not been forgotten. In the 1970s, memorials were set up honoring him at a public library and a community park in his hometown. He's also been honored in many ways at his alma mater, the Naval Academy.



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



RIISING

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I don't have time to keep up with that figure.

What the membership needs to know is that your Labor Relations office is doing their best to "not" hear any cases invoked for arbitration. This has been the case since January 2023. See, what happened was ...

The Union and Agency began negotiating two Memorandums of Agreement (MOAs) around August/September of 2022. The purpose of these MOAs were twofold: 1) to "stop" adding cases to the horrendous backlog created from years past (that's an article all unto itself), and, 2) to hear newly invoked cases (after Jan. 1, 2023) in a timely manner and IAW the MLA.

To do this, the Union and Agency created a larger Arbitrator panel to both hear the old and, since we would establish locked in dates with arbitrators (who are booked a year in advance), have dates readily available to hear newly invoked cases (thereby, not "adding" them to the backlog).

Now, the two MOAs went back and forth between the parties. Then, around Dec. 16, 2023, the Agency sent a letter to the Union that they were withdrawing from the MOA concerning future invocations. Mind you, the MOA was already verbally agreed to and it is in an email, which confirms the agreement.

The Agency wished to proceed (with cases invoked after Jan. 1, 2023) in accordance with the Master Labor Agreement. The problem with that is/was: the MLA requires panels of arbitrators of a specific size (which the panels chosen were NOT of this specific size), i.e., we would NOT be complying with the MLA using the panels we (Union and Agency) previously selected.

There are emails back and forth asking to strike another panel from the Union and the Agency saying, nah, the panels we have are sufficient.

However, as I just explained, they actually "violate" the MLA but the Agency seems to be okay with that (not entirely surprising as virtually every arbitration deals with a "violation of the MLA", AFL, statute, law, whatever, by the Agency, anyway).

Sorry for the long diatribe of frustration. This is merely one example of what your Union officials deal with every doggone day that you, as members and BUE's alike, have no idea is happening.

As usual, we will continue to try to thwart the Agency's attempts to bully you into submission. As for the David's of the world (those who dislike the Union, believe you don't need the Union, think the Union only takes care of the

worst cases) good luck facing Goliath without your sling.

The Agency doesn't care about you, your family, or your life. If you think they, do you are only fooling yourself.

Everyone has had a good supervisor, a friendly supervisor. Everyone has had a bad supervisor.

What you need to remember is that supervisor's (even if he/she is your friend) works for a Management Official who is "not" your friend and your supervisor ... Well, that poor slob has to do what he is told and "will" do what he is told ... the hell with you!



Jeanette McElhaney

On Treasurer Jeanette McElhaney:

The absolute imperative is that success breeds more success. There has been a great deal of work in the legislative arena by Jeanette. So much so that her efforts have been sought in most, if not all, major elections.

Her efforts have provided the impetus that has provided the locals with the ability to flex their muscle on your behalf when meeting with our representatives. It has been generations since we have had the ear of our elected representatives.

In highlighting the accomplishments, they are broad and varied. Our success as a Local is measured in the number of arena where changes are made on behalf of our members. Here are but a few of the challenges that have been made with the courage of her convictions:

Worked on legislative issues as an AFGE representative working with "We Vote We Win", "Stand-Up & Vote", GA State AFL-CIO and the Central Labor Council of Middle Georgia. She worked to educate the middle Georgia voters on their rights and encouraged them to get out to vote. As a retiree she's an active member with various organizations. They include: Rebuilding Together Warner Robins, The Maj. Gen Joseph A. McNeil Chapter of Tuskegee Airmen, Inc., Coalition of Labor Union Women, and she is a lifetime member of the NAACP and Federally Employed Women. These are organizations that help with improving our communities.

Jeanette will be an AFGE Union activist forever and a day.



Mike Ferguson

From VP-At-Large Mike Ferguson:

The challenges have been many. Most notable are the ongoing issues with the Child Development Center where there has been abject failure by the leadership team.

Employees were summarily investigated by security forces, absent of due process, and failure to follow the statue when directing members to something akin to an investigation. If you didn't know any better, the conduct of the investigators were more of a "blacksite" integration.

Unfortunately, the CDC isn't the only bad actors. Considering the fact of there being a zero tolerance of assault, what has our AAFES mission partners done other than obstruct the rights of an employee that had to suffer through workplace violence?



Gregory B. Collins Sr.

From VP of Maintenance Gregory Collins:

In a nutshell, maintenance has lagged behind the curve in the personnel arena.

Morale in the Complex presents a large challenge. The indiscriminate movement of personnel has proven to be something out of an Orwellian reading. Still there is the issue of keeping in place the "preferred employee" which has created issues with the more senior personnel. The Agency has operated under the guise of doing the right thing and that simply isn't a fact.

The President, myself and Executive Vice President have labored tirelessly on behalf of the members. On top of that, a supervisor who was removed from the area "for cause" has found his way back into the same workplace where he was removed from for cause. I would like to think that this is a bad dream. Unfortunately, it's not.

Then there is the supervisor hiding behind vehicles in

the parking lot to entrap unsuspecting employees not wearing reflective gear while walking into the flightline. An ounce of prevention is worth a pound of cure. How much money does this individual make to hide behind vehicles to entrap employees? It begs the question: Is there a core document for this hide-and-seek position? I would think that if you have time to entrap employees, you would have time to stand at the gate to correct the behavior before it becomes an issue. What would happen if someone got injured while you were hiding.

Shame on you. Stand up and address and stop hiding. Keep a watchful eye and make sure that you have your reflective belts. Time to put him back on the job doing something productive instead of wasting taxpayers' money and jeopardizing the mission.



Marion Williams

From President Marion Williams:

In my last article (Nov. 15) I started by thanking each and every one of you for the jobs you perform. Let me start this one out, by doing it again. As before, whether it is working out in functional testing for the different aircraft platforms, performing administrative work in support of the Supply chain, indirect support in the Maintenance area, or in Civil Engineering ensuring everything is working properly in the facilities or securing this installation from all threats seen or unseen. Thank you, you are all part of an integral team, that supports in its own way the Mission of this Air Force.

Having said that, the focus of the article was on arbitration, and seeing as it is as much a look back as it is a look forward – it's easier to be reminded before rant than to have to correct what's already occurred – please indulge me to repeat it one more time:

The Department of Defense Performance Management and Appraisal Program, better known by some as DPMAPS, is one of the systems used to measure performance. It is one of the most widely used systems in DoD. The other is Acq., Demo, which deals mainly with our GS personnel. I will be addressing this in a later article.

In this article I want the employees who are covered by DPMAPS to make copies of this article, specifically the parts that allow you to act and be an

integral part of your appraisal process. Each Master Labor Agreement has a chapter or Article that covers Employee Performance. This chapter in the Master Labor Agreement covers the obligation and responsibilities for both management officials/supervisors as well as the employee.

The importance of these articles cannot be underrated; for example in Council 214's MLA, Article 15, Section 15.02, it specifically tells you that appraisal can be used for competitive in-service placement actions including promotions; Reassignment to positions with known growth potential; Selection for training that results in enhancement of career growth; within grade increase (step increase); and Performance Awards.

What it doesn't tell you is that the awards can be in the form of up to 40-hour Time off awards. (And there is no specific number of these awards you can receive, to my knowledge, at one time.) It can be monetary awards of up to 10% of your annual salary or as high as 18% which would require approval from the Office of Personnel management.

These can be issued in combination with each other as well such as a TOA and monetary award. The sole purpose of DPMAPS is to incentivize the program to increase production. The better you perform, the more you are capable of achieving a performance award.

The question now becomes: How can I achieve these goals? In article 15.02 (f) of the Master Labor agreement it tells you exactly that. On page 49 it states, and I'm paraphrasing, a performance narrative will be written to capture the justification for such rating. Supervisors will be instructed to capture an employee's achievements, contributions performance as it relates to the specific, measurable, achievable, relevant, and timely (SMART) criteria, and areas of improvement.

The next paragraphs states in 15.02(g): "Upon request, the supervisor will provide clear guidance on how to perform at the 'Outstanding' level for each element of the performance plan." Clear guidance is information recorded in the employee's 971 file, or on a separate piece of paper for insertion into the 971 files, that briefly and accurately describe the level of the performance required by the employee to perform at the "Outstanding" level for each element of the performance plan.

The supervisor will sign and date the written guidance and the employee will sign and date acknowledging receipt. The supervisor will retain a copy in the employee's 971 file and provide a copy to the employee.

For my DLA employees, you will find this information under Article 18. Each contract on this Installation has an Article dedicated to employee performance. Contact us at the Union hall as we can direct you to the one that covers you.

Cut out or copy down the part of the article (above) and present it to your supervisor, having him/her sign and date it, giving you a copy for your records.

Now, with this stated, give this to your supervisor. You sign it, have him/her sign it and allow them five business days to provide you with the written, clear, guidance as outlined above.

If you do not receive the Performance Plan (clear guidance) within the five business days, give them a second notice and allow them five more business days before filing a complaint.

Remember you are on a time schedule as well. You can file the complaint as a contractual violation of the Master Labor agreement (grievance), you can file with the FLRA, or with OPM against the Agency.

Your management must provide this information to you in the form of a Performance Plan in writing. If you are having trouble getting this done you should contact a Union Steward in your area or contact the Union Hall at 478-922-5758 for assistance.

This is a major part of your supervisor's job and duties to provide you with this information. If he/she is not able to perform this, then they are no different than you as an employee who is unable to perform their duties and should be held accountable.

This is your career, your future, your rating, make sure it is done correctly.



Teresa Freeman

From Vice President, Defense Logistics Agency, Teresa Freeman:

The representation process, although it comes with challenges for our membership, the beat goes on, and what can be said as a matter of fact is there hasn't been any falloff.

We've been settling appraisal grievances to the benefit of the member. In some arena that would be considered a win. We consider it an awakening and a teachable moment for the managers. Of note is the use of the Alternate Dispute Resolution process to settle a number of employee centric issues. The process saves both the Local and the Agency money by engaging in this process, saving untold dollars in arbitration fees.

Given the ability of our DLA team, they have successfully conducted 13 separate investigations ranging from employees concerned to safety issues all of which have benefited the DLA workforce.

TRAINING

From page 1

meeting procedures, motions, voting, closed sessions, tips for virtual meetings, and parliamentary resources.

Join Jim Slaughter, who is an attorney, Certified Professional Parliamentarian, author of four books on running association meetings, and AFGE Parliamentarian for a lively and interactive look at running better meetings.

Bargaining Basics

Jan. 18, 2024

Time: 1-5 p.m. EST

Synopsis: This introductory webinar is aimed at members who are likely to be involved in the collective bargaining process at their local or council.

We will discuss what can and cannot be bargained over under federal law, "good faith" bargaining, use of official time, information requests, and how to access additional relevant resources.

Strategic Bargaining

Jan. 19, 2024

Time: 1-5 p.m. EST

Synopsis: This advanced bargaining skills class is for AFGE leaders and members already experienced in the collective bargaining process who would like to further develop their skills in negotiating collective bargaining agreements for federal employees.

This course explores how to determine the best bargaining strategy for your situation, implementing a strategic bargaining plan, and effective strategies for educating members and gaining their support.

Participants should be experienced bargainers and/or have already attended the Bargaining Basics webinar.

Leading through Vision and Values

Jan. 22, 2024

Time: 7-9 p.m. EST

Synopsis: This course is designed for local leaders who are committed to taking their personal leadership to the next level for their local.

This online workshop will give leaders an opportunity to reflect on the personal values that shape their vision of union leadership.

Mental Health Awareness

Jan. 25, 2024

Time: 1-3 p.m. EST

Synopsis: We believe mental health is an important part of workplace health and safety, and we need to address it as we do other workplace exposures.

To help you learn more about mental health and wellbeing, we began offering mental health awareness training in collaboration with the Kaiser Permanente Labor Management Partnership.

Together, we have conducted several awareness programs and a training for those who want to conduct their own training at their workplaces.

We're glad to be continuing our Mental Health Awareness training with Kaiser Permanente. This interactive workshop is ideal for stewards, local leaders and members looking for ways to support members and co-workers.

It is intended to raise awareness of mental health conditions and create a stigma-free workplace. The skills we learn in this class can help us cope with the challenges of our new normal and provide methods to support our members and coworkers who may be struggling at work

and at home.

Effective Communication Skills for Local Leaders

Jan. 31, 2024

7-9 p.m. EST

Synopsis: This course is designed for local leaders to improve their knowledge and skills in communicating as a leader. Communication is the key building block to a strong foundation for leadership.

In this course, local leaders will identify opportunities to grow in their ability to effectively communicate with stakeholders of their local.

Strategic Goal Setting for Locals

Feb. 5, 2024

Time: 7-9 p.m. EST

Synopsis: This course is designed for local leaders to improve their knowledge and skills in thinking more strategically about the overarching goals for their local.

Clear goals are critical in fast-paced, ever-changing environments like local unions. This workshop provides frameworks for leaders to use for preparing both long-term and short-term goals for the local.

Local Officers Online Orientation

Feb. 26, 2024

Time: 1-5 p.m. EST

Synopsis: This overview training is designed to acquaint local leaders with the roles and responsibilities of elected officers and provide general information and resources needed to begin the process of building a strong and effective local.

Legal, fiduciary, and reporting requirements are discussed, as are planning and budgeting. Visit afge.org for more or to sign up.

YOU

From page 2

made with hearty ingredients and ready to eat in minutes, there are efficient ways to enjoy a nutritious breakfast.

Practice self-care

Between work, family life and other commitments, it can seem challenging to carve out time for yourself. But a little self-care goes a long way toward helping you recharge and better manage all your responsibilities and stressors.

Whether it's going for a run, taking a yoga class, doing arts and crafts or reading a book, be sure to spend some time each week doing something that you love that makes you feel your best.

Prioritize sleep

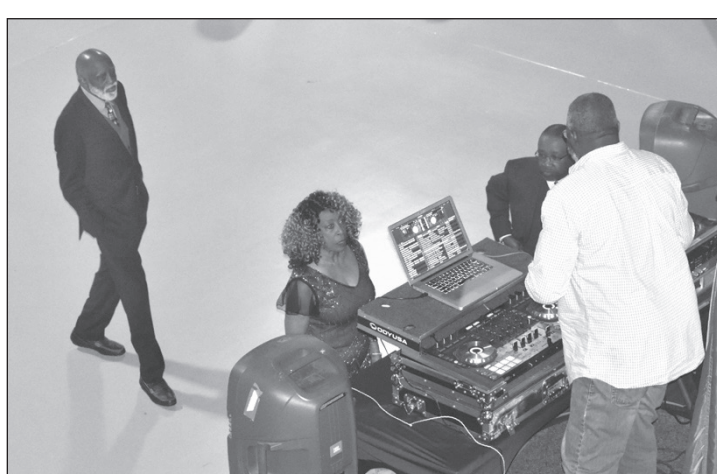
Prioritizing sleep will improve every aspect of your physical and mental wellness and help you achieve all your other goals. Unfortunately, streaming devices, social media and other distractions make it all too easy to stay up later than you intend. Setting an alarm in the evening can serve as a gentle reminder that it's time to put down devices and start your bedtime routine, helping you create a more consistent sleep schedule.

This will also eliminate exposure to blue light late in the evening, an environmental factor that has been proven to make it harder to fall asleep.

Achieving your goals starts with feeling your best. Make that happen in the New Year by prioritizing the most essential building blocks of health and wellness, from sunrise to sundown.



# AFCE Local 987 - Christmas 2023





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5			4				1 2
	3			7			8

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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.

TELL THE PUNCHLINE FIRST.  
HOW DO YOU RUIN A JOKE?

Why don't pirates drive on  
mountain roads?  
‘Scurvy

Once A Month

B	B	F	B	-	C	F	D	S	S	T	C	G	N	I	N	N	I	D	R	T	-
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C	N	U	G	I	N	T	I	P	N	I	S	N	G	H	I	O	P	L	V	A	K
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BILLS  
CHURCH  
DATING  
DREAM  
FULL MOON  
MIGRAINS  
READ  
SICK

BUDGET  
CLEANING  
DINNING  
E-MAIL  
HEADACHES  
MOVIES  
SALON  
SPA

CAMPING  
COMPUTER  
DOCTOR  
FAST  
MEDICATIONS  
PAID  
SHOPPING  
TELEVISION

A little humor ...

At the end of his shift, the police officer parked his police van in front of the station. His K-9 partner, Bo, was in the back.

As the officer was exiting his car, a little boy walked by and looked in the back window of the van. "Is that a dog you got back there?" the boy asked.

"It sure is," the officer replied. Puzzled, the boy looked at the officer, then back at the van.

Finally he said, "What did he do?"

The farmer's son was returning from the market with a crate of chickens his father had entrusted to him, when all of a sudden the box fell and broke open.

Chickens scurried off in different directions, but the boy walked all over the neighborhood, retrieving the birds and

returning them to the repaired crate.

Hoping he had found them all, the boy returned home. "Pa, the chickens got loose," the boy told his father reluctantly, "but I managed to find all nine of them." "You did well, son," the farmer said, "because you left with only six."

Tony was having trouble get-

STATEPOINT  
CROSSWORD

THEME: YEAR-IN-REVIEW

ACROSS

DOWN

CROSSWORD

1. Use a bayonet

5. \*Late Saget

8. Greek salad staple

12. Meal in a shell

13. Lowest brass

14. Like daytime energy

15. \*2022

16. Van Gogh's famous flower

17. Poodle minus d

18. \*Late Queen

20. Volcano off Sicily coast

21. Leaves out

22. Elf's distinctive body part

23. \*Olympic host

25. \*Russia's target

29. Black sheep sound

30. Treat badly

33. Reason for Thanksgiving

34. Carl Jung's inner self

36. "But I heard him exclaim '\_\_\_ he drove out of sight, "Merry Christmas..."

37. Pick on

38. Pro \_\_\_

39. Bank, usually

41. Driver's aid

42. Jalopy

44. Back of the neck, pl.

46. Finish line

47. Fur of the marten

49. Paul Bunyan story, e.g.

51. \*Economic woe

55. Faultfinder

56. Tropical edible root

57. Soreness

58. Irretrievable loss

59. Gator's cousin

60. \*Super Bowl winners

61. Undertaking

62. "For \_\_\_ a jolly good..."

63. Archaic form of do, second person singular

1. Eyelid affliction

2. Asian weight unit

3. Smoothie bowl flavor

4. Russian hunting sight-hound

5. Chemistry lab measuring device

6. Parting words

7. New Year's Eve get-together, e.g.

8. Running competition

9. \*Twitter's new proprietor

10. Western Samoan money

11. "\_\_\_ you ready?"

13. Relating to shinbone

14. Asparagus unit

19. Amnion, pl.

22. Barely obtain

23. Erie or Suez

24. Port-au-Prince country

25. Like something vintage, usually

26. About to explode

27. Olfactory organs

28. Athos' or Porthos' weapon

29. Throw up

31. Lecherous look

32. Funereal container

35. \*Tom Cruise's call-sign

37. "\_\_\_ - \_\_\_ -la"

39. Type of Christmas lights

40. All together

43. T-shirt style

45. Small bomb

47. Rabbit trap

48. 1970s big dos

49. "Musical" constellation

50. Dollar bills

51. 7-year affliction

52. International Civil Aviation Org.

53. Electrical resistance units

54. Egg holder

55. 100 lbs.



CROSSWORD

1	2	3	4			5	6	7		8	9	10	11
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15						16					17		
18						19					20		
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I	S	O	D			S	E	H				K	S	V	A	T
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P	O	R	C			E	S	U	L	T			A	V	A	
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STR8TS

No. 621

Medium

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2							9	5
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Previous solution - Tough

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

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.

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You can find more help and strategies at [www.str8ts.com](http://www.str8ts.com) along with more puzzles, Apple apps and books.

Why did the giraffe graduate early? He was head and shoulders above the rest.

Where do polar bears vote? The North Poll.

What did Winnie the Pooh pack for his vacation? The bear essentials.

How did the owl with laryngitis feel? He didn't give a hoot.

A young bird fell out of its nest and hurtled through the branches of the tree, heading for the ground.

"Are you all right?" called out a robin as the chick zoomed by.

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



