Local 987

Proud to make America work

Feb. 15, 2023

# AFGE March training classes

The AFGE Field Services and Education Department is offering the following classes for March. Visit afge.org/ events to sign up.

#### March 6: Online Stewards Orientation

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.

### March 27: Bargaining Basics

This introductory collective bargaining webinar discusses 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.

#### March 29: Strategic **Bargaining**

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.

### The truth is that government employees show up for work every day – whether they're working in an office, hospital, prison, military base, or from their homes. Anyone who suggests otherwise is **deliberately** misleading the American public. Dr. Everett Kelley AFGE National President

### Volunteers are still needed for the following committees:

YOUNG Stewards

Resolution

- **Publicity** 
  - **Fair Practice** Retiree
    - Entertainment **Veterans**

Women's

Training and Education **Grievance/Arbitration** 

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

### Did you know?

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



### **Membership meeting**

Local 987 will have a membership meeting March 16 at 5 p.m. Note: Per AFGE Local 987 President Marion Williams, barring any unforseeable circumstances, it will be in person (and still via Zoom for those who prefer/choose to attend via that format, he said.) As always, membership will be verified before you are admitted into the meeting/teleconference. To that end, you must ensure you have a current email on file or you will not receive the Zoom link. You can make updates by calling Union Hall at 478-922-5758 or by emailing Linda Baxter at linda@afgelocal987.org or Jeanette McElhaney at jmac@ afgelocal987.org.

# **AFGE calls for mobilization** to get FAIR Act passed

By DON MONCRIEF

Editor, The Union Advocate don.moncrief@afgelocal987.org

"For far too long federal pay has lagged behind our counterparts in the private sector. So, it's up to us to keep the pressure on to raise our pay.'

So begins a release from AFGE. At the heart of it - the statement - is an initiative to mobilize federal workers to in turn contact their lawmakers, to in turn encourage them to cosponsor - support the Federal Adjustment of Income Rates Act. Approval of the Act - H.R. 536/S would authorize an average 8.7 percent pay raise for federal employees in 2024.

"Federal wages and salaries need a substantial adjustment both to restore the living standards of federal employees and to help agencies recruit and retain a federal workforce capable of carrying out the crucial missions of our government," reads the website introduction set up to help you in this endeavor.

"Not only are federal employees paid less than our counterparts in the private sector and state and local government, but our wages and salaries do not begin to keep up with the cost of living," it continues.

It can be found at https://actionnet-

work.org/letters/tell-your-lawmaker-tocosponsor-the-fair-act/

Fill in your name, street address, zip code and click on the "Start Writing" link (highlighted in dark blue). It will take you to a page with a "pre-drafted" letter, which contains at the bottom a list of your representatives (i.e. for Georgia Sen. Jon Ossoff, Sen. Raphael Warnock and Rep. Sanford Bishop. Fill in "Your Letter Topic" (i.e. "Labor", "Veterans", et cetera) and hit the "Send Letter" link at the bottom.

That's all there is to it. As of Tuesday, 15,982 letters had been sent, with a goal of 25,600.

# Bureau releases summary on union membership

### By DON MONCRIEF

Editor, The Union Advocate don.moncrief@afgelocal987.org

The U.S. Bureau of Labor Statistics recently released its annual summary on union membership. While the percentage of "wage and salary workers" who were members of a union decreased to 10.1 percent – down from 10.3 in 2021 – the number of wage and salary workers belonging to unions actually increased by 273,000.

What appears to be a discrepancy is resolved, according to the summary, as follows: "The total number of wage and salary workers grew by 5.3 million (mostly among nonunion workers), or 3.9 percent. This disproportionately large increase in the number of total wage and salary employment compared with the increase in the number of union members led to a decrease in the union membership rate."

The 10.1 percent is also the lowest on record, according to the report, but per an AFL-CIO release, "Union density declined because of broken labor laws, not because of disapproval or disinterest." (Note: The highest on record was 201.1 percent - 17.7 million. That was reported in 1983, the first year where comparable union data was available.)

The AFL-CIO release added: "Unions currently have a 60-year high approval rate. Last year there was a 53% rise in union elections. It's clear: Workers want unions.

"So why did union density decline? Because non-union jobs were added faster than we could unionize them. This isn't surprising. Workers face a stacked deck when they organize a union. And corporations know that stalling an organizing drive is an effective union-busting tactic."

#### Other highlights from the data were:

The union membership rate of public-sector workers (33.1 percent) continued to be more than five times higher than the rate of private-sector workers (6.0 percent).

The highest unionization rates were among workers in protective service occupation (34.6 percent) and in education, training, and library occupations (33.7 percent).

Men continued to have a higher union membership rate (10.5 percent) than women (9.6 percent). The gap between union membership rates for men and women has narrowed considerably since 1983 (the earliest year for which comparable data are available), when rates for men and women were

24.7 percent and 14.6 percent, respectively.

Black workers remained more likely to be union members than White, Asian, or Hispanic workers.

Nonunion workers had median weekly earnings that were 85 percent of earnings for workers who were union members (\$1,029 versus \$1,216). (The comparisons of earnings in this news release are on a broad level and do not control for many factors that can be important in explaining

earnings differences.) Among states, Hawaii and New York had the highest union membership rates (21.9 percent and 20.7 percent, respectively), while South Carolina and North Carolina had the lowest (1.7 percent and 2.8 percent, respectively).

#### **Industry** and occupation of union members

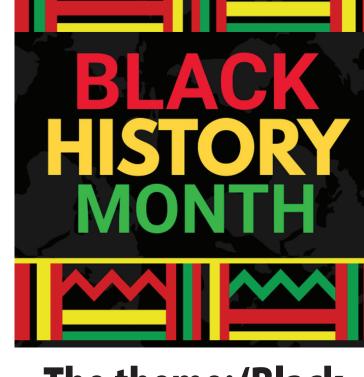
In 2022, 7.1 million employees in the public sector belonged to unions, about the same as in the private sector (7.2 million).

Union membership was little changed over the year (+80,000) in the public sector, after a decline the prior year (-191,000). The public-sector union membership rate continued to decline in 2022; the rate went down by 0.8 percentage point to 33.1 percent. In 2022, the union membership rate continued to be highest in local government (38.8 percent), which employs many workers in heavily unionized occupations, such as police officers, firefighters, and teachers.

The number of union workers employed in the private sector increased by 193,000 to 7.2 million over the year. The private-sector unionization rate edged down by 0.1 percentage point in 2022 to 6.0 percent. Industries with high unionization rates included utilities (19.6 percent), motion pictures and sound recording industries (17.3 percent), and transportation and warehousing (14.5 percent). Low unionization rates occurred in insurance (1.2 percent), finance (1.3 percent), professional and technical services (1.3 percent), and food services and drinking places (1.4 percent).

Among occupational groups, the highest unionization rates in 2022 were in protective service occupations (34.6 percent) and in education, training, and library occupations (33.7 percent). Unionization rates were lowest in sales and related occupations (3.0 percent); computer and mathematical occupations

(3.3 percent); food preparation See SUMMARY, page 3



## The theme: 'Black Resistance'; The aim: fighting all forms of oppression

By AFGE Leadership

Each February we recognize Black History Month as a time to honor Black culture, community, and contributions throughout American history.

This year's national theme is "Black Resistance," which explores "African how Americans have resisted historic and ongoing oppression, in all forms, especially the racial terrorism of lynching, racial pogroms and police killings," since the nation's earliest days.

Throughout history, Black people have sought ways to defend and nurture Black lives, bodies, and spirits through resistance in many forms, including education, art, music, worship, literature, boycotts, nonviolence, legislation, organizing, protest, fashion, cooking, humor, joy, and more.

Black labor has always been a key site of Black resistance. There is a long history of organized and everyday Black resistance to oppression through labor. Enslaved people resisted by breaking tools, pretending to be sick, slowing down production, committing arson and sabotage, running away, and organizing armed uprisings and

rebellions. In the early 20th Century, Black men and women formed labor unions like the American League of Colored Laborers, Colored National Labor Union, the Brotherhood of the Sleeping Car Porters, Colored Musicians Club, and others, to not only resist ongoing inequality and capitalist exploitation, but to resist exclusion from the grow-

ing labor movement. Black labor played an integral role in the Civil Rights Movement of the 1960s, providing organizing expertise, funding, and transportation to actions like the 1963 March on Washington for Jobs and

These are just some of the many stories of Black resistance through labor U.S. history. As we continue to grapple with systemic racism and white supremacy culture, we know labor still has an integral role to play in resistance.

During the Summer of 2020,

See MONTH, page 3

members will strategize on

how to build power and raise

our voices so that we have

the tools we need to serve the

American people while pro-

But first, it continued, here

tecting our rights at work."

### LegCon - 5 expectations

### From AFGE reports

A good number of AFGE Local 987 staff are/were attending - through today the AFGE 23023 Legislative Conference being held in Washington, D.C. The theme was "AFGE

Raising Our Voices." "Indeed,"

Rising: Building Our Power By reads an AFGE release, "AFGE

are five things attendees could expect at the conference (with plans to report in detail in our next issue upon their return):

See LEGCON, page 3

## The two 'Cs' of safety

By SCOTT ECK

Director of Safety, 78th Air Base Wing

ne of the things that I enjoy doing as the 78th Air Base Wing director of safety is to speak to supervisors at the beginning of each Supervisor Safety Training

I like to get their opinions on why they are attending the class other than they were told to be there – and why it is important for them to know their roles and responsibilities as it pertains to the safety program.

The work center supervisor is the focal point of their work center safety program. I say this because they control the processes, people and funding within their work centers and are the "go to" person when the commander or civilian leader has questions or concerns about

In my opinion there are two important skills that supervisors must master, and I call them the two "Cs" of safety.

So just what are the two "Cs" of safety? Well, the first is compliance.

Why do supervisors need to

be well-versed in compliance? They need to ensure their personnel are completing the mission in the safest manner possible.

As the work center focal point, there are many things that the supervisor is responsible for and should know as it pertains to the safety of their personnel.

There are a multitude of safety requirements that supervisors need to be familiar with to include Air Force instructions and standards; Occupational Safety and Health Administration standards and National Fire Protection Association, just to name a few.

Which brings me to the second "C" of safety: communication. Supervisors ensure their personnel are in compliance through communication. If you see someone not doing a work task in compliance with the written standards, you need to step in, correct the behavior, and ensure they understand what they were doing was not correct and they know the correct way to proceed.

Have an open and frank conversation with them and encourage them to do the task safely.

Likewise, when someone is doing something correctly, let them know that and how much you appreciate them for setting the example.

While we are on the subject of communication, I cannot stress enough how important it is to listen to your personnel in matters of safety. If they come to you with a safety concern, listen to what they have to say and take prompt action to address the issue. Build a bond with your team

and make sure they know that you take safety seriously. Remember, as a supervisor you cannot be everywhere all of the time, so your personnel become your eyes and ears in matters of safety, and you need them to keep you abreast of safety issues within the work center.

So, there you have it – the two "Cs" of safety: compliance and communication.

Now that you are armed with this information, you can ensure your workplace is safe for all of your personnel. Remember your team and the mission are counting on you.

### Medal of Honor spotlight

Garfield

# **Army Pfc. Garfield Langhorn**

By KATIE LANGE

Pfc.

McConnell Langhorn was only 20 years old when he lost his life fighting in Vietnam. He sacrificed himself to save his fellow soldiers from harm in an act of valor that

earned him the Medal of Honor.

Langhorn was born to Garfield and Mary Langhorn in Cumberland, Virginia, on Sept. 10, 1948. At some point, the family —his parents, him and his two sisters- moved to Riverhead, a town on Long Island, New York.

As a young man, Langhorn was a devout Christian who served as an usher at his church. He graduated from Riverside High School in 1967 and worked for Suffolk County, New York, before being

drafted into the Army in 1968. Langhorn was assigned to the 7th Squadron, 17th Cavalry of the 1st Aviation Brigade. He deployed to Vietnam in November 1968, but not before getting engaged to his childhood

sweetneart, Joan Brown-Smith. Langhorn was serving as a radio operator with Troop C, which



Army Pfc Garfield Langhorn

was inserted into a landing zone near Plei Djereng, Vietnam. The platoon was on a mission to rescue two U.S. AH-1 Cobra helicopter pilots who had been shot down by enemy fire on a heavily wooded slope.

While the platoon's soldiers hacked their way through dense jungle to get to the wreckage, Langhorn coordinated with command-and-conaircraft overhead.

Unfortunately, when they got to the wreckage site, they found both pilots dead. As they were On Jan. 15, 1969, Pfc. taking the bodies back to the pickup site, the platoon suddenly came under attack from North

Vietnamese soldiers hiding in camouflaged bunkers. Within minutes, they were surrounded.

Langhorn immediately radioed for help from the gunships flying above. As air support fired minigun and rocket fire onto the enemy, the private called for cover fire for the wounded who had been moved to the center of their small perimeter.

Eventually the sun went down, leaving the platoon in darkness and making it impossible for the gunships to provide accurate support. That gave the enemy enough courage to start probing the surrounded soldiers' perimeter.

When an enemy grenade landed in front of Langhorn and several wounded men, his fellow soldiers said he didn't hesitate. Several soldiers reported after the incident that Langhorn said, "someone's got to care!" before throwing himself onto the explosive device and absorbing the blast as it went off.

Langhorn sacrificed himself to save his fellow soldiers, many of whom survived the war.

For his extraordinary sacrifice, he posthumously received the Medal of Honor. President Richard M. Nixon presented it to Langhorn's mother, father and sisters during a White House ceremony on April 7, 1970.

In interviews years later, Langhorn's fiancée remembered the smile he always had on his face.

"In his official portrait and the pictures you see of him, he always looks so serious, but that wasn't Garfield at all. Garfield had the most

### - Langhorn's fiance Brown-Smith See SPOTLIGHT, page 3 How technology will transform

shopping in 2023, beyond

(StatePoint) Above all, consumers value convenience, speed and good deals, according to new research by Sensormatic Solutions, and they can

"In his official portrait and the

pictures you see of him, he always looks

so serious, but that wasn't Garfield at all.

Garfield had the most beautiful smile, and

he was always smiling."

expect retailers to deliver these benefits in 2023. In the recent survey, respondents cited stocked shelves (64%), quick and easy checkouts (63%), and discounts or sales (63%) as the top three contributors to positive shopping experiences.

With 42% of respondents either very likely or moderately likely to abandon their shopping trip due to a long checkout line, omnichannel fulfillment options - from self-checkout to buyonline-pickup-in-store – are gaining widespread adoption by both retailers and customers, alike.

Self-checkout for example, once a novelty, is now viewed as a way to complete a transaction more quickly, easily and privately than traditional

In fact, nearly one-third of respondents said they will use self-checkout more often in 2023, with over half (52%) of respondents citing their main reason for doing so is because it's quicker.

Likewise, options like curbside pickup and BOPIS are being employed by customers more frequently, with 63% of respondents noting convenience as their primary reason for using these

At the same time, retailers are embracing B2B technology to improve the in-store experience. Shopper traffic data is helping retailers optimize staffing and reimagine floor layouts to mitigate crowding and encourage browsing, while inven-



tory intelligence is helping customers find what they need, when they need it. The survey also reveals that shoppers are eager

to embrace the next big thing: 63% of respondents said they would like to see retailers implement interactive mobile apps to better blend in-store and online experiences, and many shoppers said they would like to see retailers implement virtual reality (24%) and augmented reality (17%).

"Shoppers are eager to try new options and explore the benefits of digitalization. They are seeking convenience to pursue better in-store experiences, while simultaneously thinking about their carbon footprint in relation to where

See SHOPPING, page 4

# **Avoiding fraudulent** tax preparers

ax scams, including fraudulent tax return preparation, cost taxpayers billions of dollars every year and is continuing to grow. The Internal Revenue Service reports that criminal investigations into fraudulent tax return preparers continue to rise.

Dishonest tax preparers can commit fraud in a number of ways. They can claim inflated personal or business expenses, false deductions, unallowable credits or excessive exemptions on returns prepared for their clients. Fraudulent preparers also may manipulate income figures to obtain fraudulent tax credits, such as the Earned Income Tax Credit or some of the new provisions created during the Covid-19 pan-Missing the signs that a preparer could be

abusive could cause the taxpayer considerable financial problems. Some of the most common signs include: Claiming that they can obtain larger

refunds then other preparers.

Basing their fee on a percentage of the amount of the refund. Fees should be based on the complexity of the return, never on the size of the tax savings or refund. Claiming they can get you immediate pay-

ment of your return. Keep in mind that this is a loan. Fraudulent tax preparers often pad their pockets by giving cash up front at a high interest rate while presenting it as an instant refund from the federal government.

Refusing to sign the tax return or provide the taxpayer a copy for his or her records. Always make sure that you have something in hand that shows proof of what transpired, and you should have a receipt for services rendered.



Taxpayers should be very careful when choosing tax preparers. While most preparers provide good service to their clients, a few unscrupulous tax preparers file false and fraudulent tax returns and ultimately defraud their

It is important for taxpayers to know that even if someone else prepares their return, they are ultimately responsible for all the information on the tax return. The Better Business Bureau, along with the IRS, recommends that taxpayers follow these tips when hiring a preparer: Get referrals from satisfied clients and

check their BBB Business Review.

Ask the preparer about their training, experience and current knowledge of tax law.

Find out whether the preparer has ever represented taxpayers in an audit or has ever been denied eligibility to do so. Consider whether the individual or firm

will be around to answer questions about the preparation of the tax return months or even years after the return has been filed. New tax laws can help create confusion that

dishonest preparers will capitalize on, so taxpayers should always review their return before signing and ask questions on entries they do not understand. Also be sure to get a copy of the return for your records. Finally, do not ever sign a blank tax form or one filled out in pencil!

For more trustworthy consumer tips, visit BBB.org.

## Living with diabetes? Why you need to pay attention to your feet

(StatePoint) Diabetes can impact the body in a number of ways, especially creating potentially serious complications for "Foot care is a central com-

ponent of overall diabetes care," says Bryce Paschold, DPM, FACFAS, a board-certified foot and ankle surgeon and a fellow member of the American College of Foot and Ankle Surgeons. "Without precautions, even small foot problems can lead to amputation or be life-threatening."

To help those living with diabetes understand potential complications and how to avoid them, ACFAS is sharing these important insights:

#### **Potential complications** Nerve damage that affects

arms, hands, legs and feet known as diabetic peripheral neuropathy not only makes you more likely to experience numbness, burning, and loss of your protective sensation, but losing sensation in your feet can also make it easier to miss common minor skin pathologies and other foot issues while they're still relatively easy to treat.

With diabetes, the blood vessels below the knee often become narrow and restrict blood flow, causing infections that don't heal. This common and serious complication can lead to the loss of your foot, leg or your life.

Stress fractures and sprains are commonplace among all athletes, but those living with diabetes who experience neuropathy are more likely to be unaware of foot and ankle injuries and exacerbate them by continuing their activities.

While still relatively rare, Charcot foot seems to be growing in prevalence as more Americans develop diabetes. This sudden destruction and erosion of the foot's bones, caused by severe nerve damage, can



lems, including joint loss, fractures, collapse of the arch, massive deformity, ulcers, amputation and even death. Symptoms appear suddenly and include warm and red skin, and swelling, but commonly without pain.

**Prevention** 

You can play a vital role in reducing your risk for complications. Here's how:

Inspect feet daily. Check for cuts, blisters, redness, swelling and nail problems. Use a magnifying mirror to look at the bottom of your feet. If you need assistance, have someone else do it for you. Be proactive by knowing what is going on with your feet on a daily basis.

Don't ignore pain. Seek care immediately if you experience pain in your leg at night or with little activity. It could mean you have a blocked artery.

Don't perform "bathroom surgery." Never trim calluses or corns yourself, and don't use over-the-counter medicated pads. See a foot and ankle surgeon for proper treatment.

Keep floors clear. To prevent injury, make sure no needles, insulin syringes or other sharp objects are on the floor. You should also always wear shoes, indoors and outdoors.

Prevent Irritation. Shake shoes free of small objects you may not be able to feel

and ensure your socks aren't bunched up. Wear lighter colored socks so you'll notice blood or drainage if they occur.

Be temperature aware. Never use heating pads, hot water bottles, ice or electric blankets, and never put your feet in hot water without testing the temperature; you can easily burn your feet without noticing.

Stay active. Improve circulation by wiggling your toes and moving your ankles for five minutes, two to three times a

Control blood sugar levels. Good diabetes management reduces your risk of developing complications.

Book an appointment. Visit a foot and ankle surgeon to determine if you have lost any feeling or circulation. Periodic foot exams can also help prevent complications. "Advanced therapies for foot wounds, such as the use of bioengineered skin substitutes and negative pressure wound therapy, are saving limbs and restoring mobility for people who suffer from nonhealing foot ulcers," says Dr. Paschold.

For more information and to find a foot and ankle surgeon near you, visit FootHealthFacts. org, the patient education website for the American College of Foot and Ankle Surgeons.

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**Houston Home Journal** Editor/layout and design **Don Moncrief** 

**Printer** 

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

### AFGE voices support for bill promoting food safety

By AFGE Leadership

AFGE endorsed a bill introduced by Sen. Cory Booker (D-N.J.), Rep. Jim McGovern (D-Mass.), Grace Meng (D-N.Y.), and Earl Blumenauer (D-Org.) that would improve food safety for the American public.

Specifically, the Industrial Agriculture Accountability Act would:

>> increase funding for the Food Safety and Inspection Service to hire and train more inspectors to ensure food safety;

>> prohibit certain harmful drugs from being administered to the animals prior to slaughter and allow food inspectors to test for hazardous drugs given to animals before >> end dangerous high-speed slaugh-

ter lines and self-inspection system by plant employees whose primary focus is on ensuring swift mass production; provide additional funding to

the Occupational Safety and Health

Paula Schelling-Soldner, chair of the National Joint Council of Food Inspection Locals representing FSIS workers nationwide, Daryl Laurie, president National Council of Field Labor Locals representing Department of Labor employees nationwide, and LaRhonda Gamble, president AFGE Local 12 representing DOL Headquarters employees, recently wrote a letter to Sen. Booker and Rep. McGovern thanking them for introducing this import-

### SUMMARY

### From page 1

and serving related occupations (3.6 percent); and management occupations (3.8 percent).

#### Selected characteristics of union members

In 2022, the unionization rate for women decreased by 0.3 percentage point over the year to 9.6 percent while the rate for men was little changed at 10.5 percent.

The number of women who were union members, at 6.5 million, changed little over the year, while the number of men who were union members increased by 248,000 to 7.8

Among major race and ethnicity groups, Black workers continued to have a higher union membership rate in 2022 (11.6 percent) than White workers (10.0 percent), Asian workers (8.3 percent), and Hispanic workers (8.8 percent). The union membership rate declined by

as protests against the extrajudicial killing

of George Floyd by police grew, public

buses were dispatched to transport police

to the protests and to transport arrested

Many bus drivers, represented by the

Amalgamated Transit Union Local 1005,

refused to participate in transporting police

and arrested protestors that night, calling

This year we celebrate Black resistance in

many forms, but especially Black resistance

through labor. As efforts across the country

instead for justice for George Floyd.

0.3 percentage point for White workers, while it increased by 0.6 percentage point for Asian workers. The union membership rates for Black workers and Hispanic workers were little different from 2021.

By age, workers ages 45 to 54 had the highest union membership rate in 2022, at 12.6 percent. Younger workers-those ages 16 to 24-had the lowest union membership rate, at 4.4 percent.

In 2022, the union membership rate for full-time workers (11.0 percent) was double than that for part-time workers (5.5 percent).

### Union representation

In 2022, 16.0 million wage and salary workers were represented by a union, up slightly(+200,000) from 2021. The percentage of workers represented by a union was 11.3 percent in 2022, down by 0.3 percentage point from a year

Workers represented by a union include both union mem-

bers (14.3 million) and workers who report no union affiliation

but whose jobs are covered by a union contract (1.7 mil-

#### **Earnings**

Among full-time wage and salary workers, union members had median usual weekly earnings of \$1,216 in 2022, while nonunion workers had median weekly earnings of \$1,029.

In addition to coverage by a collective bargaining agreement, these earnings differences reflect a variety of influences, including variations in the distributions of union members and nonunion employees by occupation, industry, age, firm size, or geographic region.

#### Union membership by state

In 2022, 30 states and the District of Columbia had union membership rates below that of the U.S. average, 10.1 percent, while 19 states had rates above it and 1 state (New Hampshire) had the same rate. All states in both the East South Central and West South Central divisions had union membership rates below the national average, while all states in both the Middle Atlantic and Pacific divisions had rates above it. Eleven states had union

membership rates below 5.0 percent in 2022. South Carolina had the lowest rate (1.7 percent), followed by North Carolina (2.8 percent) and South Dakota (3.1 percent). Two states had union membership rates over 20.0 percent in 2022: Hawaii (21.9 percent) and New York (20.7

In 2022, 30 percent of the 14.3 million union members lived in just two states (California at 2.6 million and New York at 1.7 million). However, these states accounted for about 17 percent of wage and salary employment nation-

To view the entire report, including tables - 1-5 - visit bls.gov. Type "union" in the search bar and it will bring it up.

Synopsis: Join WFP and AFGE BLACK as we look at Martin Luther King Jr. through his own words to better understand his teachings on labor, democracy, resistance, and more.

Watch at facebook.com/afgeunion

### **AFGE Black Law Enforcement (Virtual**

Synopsis: Join us to continue our discussion on race, policing, police brutality, protest, and unionism.

Date: Feb. 27 Time: 8-9 p.m.

Register at https://us06web.zoom.us/ webinar/register/WN\_fdi55SogSJG\_ KUsrx9u-Cw

### **LEGCON**

MONTH

From page 1

protestors to jail.

### From page 1

Learning to make a dif-1 Learning ference

Attendees heard from in-house experts and lobbyists on issues that are important to the membership. Educational training workshops by district will "help prepare you for lobbying and legislative advocacy."

In addition to the workshops, attendees were able to attend a variety of sessions including their district and council meetings and a Civil Rights Luncheon hosted by the Women's and Fair

Practices Departments. Meeting with members of Congress in person Several members of Congress were scheduled to speak at our

legislative conference. "This is a great opportunity to introduce yourself to the lawmakers who shape the policies that affect you," reads the AFGE release. Here is the latest list of congressional speakers:

☐ Representative Eleanor

- Holmes Norton (DC); ☐ DC Mayor Muriel Bowser ☐ Representative Glenn Ivey (Maryland);
- Representative Brian Fitzpatrick (Pennsylvania);
- ☐ Representative Abigail
- Spanberger (Virginia); ☐ Representative Don Beyer
- (Virginia); Representative Gerry

Connolly (Virginia); Also greeting AFGE mem-

bers virtually are/were: ☐ Representative Katherine

- Clark (Massachusetts):
- ☐ Senator Tammy Baldwin (Wisconsin);
- ☐ Former House Speaker Nancy Pelosi (California);
- ☐ Senate Majority Leader Chuck Schumer (New York);
- Senator Chris Murphy (Connecticut);
- Representative Katie Porter (California);
- ☐ Senator Amy Klobuchar (Minnesota);
- Congressman Jamie
- Raskin (Maryland).

### 3. Meening Administrator TSA

David

unfold to eliminate education around Black

history, racism and white supremacy, WFP

and AFGE BLACK look to the past to help

AFGE BLACK are hosting a series of vir-

A History of Black Labor in the U.S.

tual programs in February.

(Virtual Workshop)

In that spirit of resistance, WFP and

Synopsis: Examine the integral role Black

labor has played throughout American his-

tory, including the Labor Movement, Civil

Rights Movement, and the fight for justice

Watch at facebook.com/afgeunion

Reclaiming MLK Jr. (Virtual Panel)

us understand and prepare for our future.

"This is an exciting time to be a Transportation Security Officer," reads the AFGE release. "A lot of positive changes are coming to TSA, thanks to the hard work of AFGE and our TSA Council 100. AFGE appreciates the support from Administrator Pekoske for TSOs' huge pay bump and more workplace rights. So come hear him speak!"

Honoring Terms and Veteran of the Year Honoring retiree, LPC, "AFGE is members-driven, and we are lucky to have outstanding activists who go above and beyond to promote our union's values. Their commitment to the labor movement is contagious and inspiring. Congratulations to this year's award recipients!"

- ☐ Donald Fowler from Local 498, Retiree of the Year;
- Local 3448, Legislative and Political Coordinator;
- ☐ Edward James from Local 252, Veteran of the Year.

### Get in on the action 5. "We are govern-

ment employees and we make America work. We serve our communities and help provide security and prosperity for this nation. We deserve fair compensation, good benefits, safe workplaces, and retirement security. But the new House of Representatives is threatening our livelihood with their manufactured crisis on the debt ceiling."

To that end, a rally was held Feb. 14 to "demand the right course of action by Congress."

Several members of Congress were scheduled to speak at the rally, including:

- Senator Ben Cardin (Maryland);
- Senator Mazie Hirono (Hawaii);
- Senator Tim Kaine
- (Virginia); ☐ Senator Catherine Cortez
- Masto (Nevada); AFL-CIO Secretary-
- Treasurer Fred Redmond;
- $\square$  and many more.

### SPOTLIGHT

### From page 2

beautiful smile, and he was always smiling," Brown-Smith recalled in a 2013 article in the Riverhead Local, an online news site. "I want people to know that about him.'

Langhorn was buried in Riverhead Cemetery in his hometown, which has carried on the legacy of its only Medal of Honor recipient in many ways over the past 50 years.

In 1993, a bronze bust of Langhorn was erected in front of Riverhead's town hall. Years after that, the town's post office was renamed in his honor. Among many other tributes to the fallen private is an annual school essay contest for

sixth graders who are asked to answer the question, "How can I emulate and honor Pfc. Langhorn in my everyday life?"

Aside from his hometown honors, Langhorn was also inducted into the Army Aviation Hall of Fame in 1998.

### YOUNG

### Young Organizing Unionists for the Next Generation

■he 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 eco-

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

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

### **U.S. Equal Employment Opportunity Commission**

### **Actions/decisions:**

### **EEOC sues Children's Healthcare of Atlanta** for religious discrimination

Children's Healthcare of Atlanta, a pediatric healthcare system in Georgia, violated federal law when it fired a maintenance assistant for requesting a religious exemption to its influenza vaccination policy, the U.S. **Equal Employment Opportunity Commission charged** in a lawsuit it filed recently. According to the EEOC's suit, the maintenance

employee, in accordance with CHOA's procedures, requested a religious exemption to CHOA's flu vaccination requirements based on sincerely held religious beliefs. CHOA had previously granted the employee a religious exemption in 2017 and 2018. In 2019, however, CHOA denied the employee's request for a religious accommodation and fired him, despite the employee's extremely limited interaction with the public or staff. "It would not have been an undue burden for CHOA

to continue accommodating its employee as it had in 2017 and 2018," said Marcus G. Keegan, regional attorney for the EEOC's Atlanta District Office. "Instead, CHOA inexplicably changed its stance on flu vaccination exemptions for this maintenance employee in 2019 and failed to consider any meaningful reasonable accommodations for his sincerely held religious

Darrell Graham, district director of the Atlanta office, said, "Religion is defined to include all aspects of religious observance and practice, as well as belief, and the EEOC stands ready to enforce an employer's statutory obligation to reasonably accommodate the religious observances and practices of its employees where doing so would not be an undue hardship on the conduct of the employer's business."

### JDKD Enterprises to pay \$100,000 to settle disability discrimination suit

JDKD Enterprises, L.P., a Sewell, New Jersey limited partnership that owns and operates numerous McDonald's franchises in New Jersey, will pay \$100,000 to settle a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission, the federal agency announced recently.

According to the EEOC's lawsuit, JDKD Enterprises fired an employee who worked at several McDonald's restaurants for 37 years because of his autism spectrum disorder. The employee's per-formance remained excellent throughout his decade-long employment at the Deptford, New Jersey McDonald's, receiving numerous awards and accolades acknowledging his excellent job performance. However, two months after JDKD Enterprises, L.P., assumed ownership of this McDonald's, it abruptly terminated the grill cook.

In addition to providing the former employee \$100,000 in monetary relief, the two-year consent decree settling the suit provides for systemic relief intended to prevent further disability discrimination, periodic reporting to the EEOC, and training for all management personnel in responding to reasonable accommodation requests.

"The ADA protects people with autism spectrum disorder, and the EEOC is absolutely committed to aggressively enforcing the ADA requirement that employers reasonably accommodate their workers with disabilities absent undue hardship," said Debra Lawrence, regional attorney for the EEOC's Philadelphia District Office.

EEOC Philadelphia District Director Jamie Williamson added, "Ensuring that all employees, especially management, are properly trained regarding their obligations under the ADA - including their duty to engage in good faith, diligent communications with their disabled employees about accommo-dation needs – is a smart business practice and the right thing to do. Leadership means stewardship of an organization's most valuable asset – its people."

### **EEOC, CCS Facility Services conciliate sexual** harassment finding

CCS Facility Services, Inc. has agreed to provide payment and furnish other relief to resolve a sexual harassment complaint filed with the U.S. Equal Employment Opportunity Commission, the agency has announced.

The Latina janitor who filed the charge with the EEOC alleged that she suffered sexual comments, unwelcome touching and other unwanted sexual conduct by her direct supervisor for well over a year, despite making multiple complaints.

Following an extensive investigation, the EEOC found reasonable cause to believe the company failed in its obligation to provide a workplace free from unlawful harassment and discrimination and, in so doing, violated Title VII of the Civil Rights Act of 1964.

Through the EEOC's conciliation process, CCS Facility Services has voluntarily entered into a pre-litigation settlement. As part of this settlement, the company agreed to pay a monetary sum to the janitorial worker and to update its policies and procedures for the future: provide an alternative, anonymous complaint reporting process for employees; promptly respond to and investigate complaints of harassment and discrimination; and provide training for employees in the state of Washington. In addition, CCS Facility Services will provide periodic updates and reports to EEOC for a term of four years.

"There is no justification for failing to take action once a company becomes aware of allegations of sexual harassment, particularly when the alleged harasser is a supervisor," said Elizabeth Cannon, director of the EEOC's Seattle Field Office. "We commend CSS Facility Services for participating in the conciliation process and taking these initial steps to protect employees in the state of Washington from unlawful harassment and discrimination."

According to https://ccsbts.com, CCS Facility Services, Inc., is an integrated facility services company headquartered in Denver, with thousands of cleaning and building engineering professionals across the United States, including in the state of Washington.

## Keep Your Car Safer and On the Road Longer

FAMILY FEATURES

or many families, cars are huge, long-term investments second only to homes. Many are looking for ways to keep their cars on the road longer and make them safer to continue to serve their needs for years to come.

No matter what or where you drive, you can keep your current vehicle looking and performing its best – and even update it to make it safer – with these tips inspired by eBay Motors' Parts of America tour, a cross-country tour exploring unique car cultures across America.

### Choose the Right Tires

If it's time to trade your tires in, take the time to learn what options are available for your vehicle. For those in fair weather states, summer performance tires offer the best possible fuel efficiency all year round. Families living in milder states with occasional snow may consider all-season tires that trade efficiency for safety on a variety of surfaces. Finally, when it comes to driving in a winter wonderland, there is no substitute for specialized rubber and tread patterns – purchase a dedicated set of snow tires to ensure you're safe all winter long. No matter your situation, a new set of tires can maximize safety and extend the life of your car.

### New Look, New Ride

One way to breathe new life into your ride is to take it to the next level aesthetically. With enthusiast communities growing around nearly every make and model of vehicle, it's easy to find parts to make your vision a reality. One of the most eye-catching additions is a new set of wheels, and there are thousands of brands, styles and sizes to choose from for every car. The addition of front, side and rear aerodynamics kits, such as front splitters or rear spoilers, can give any ride that athletic look. Upgrading stock headlight and taillight units – many fitted with high-visibility LEDs – has never been easier.

#### Upgrade Your Tech

Safety and creature comforts alike can add to your enjoyment of your vehicle, even if you've been



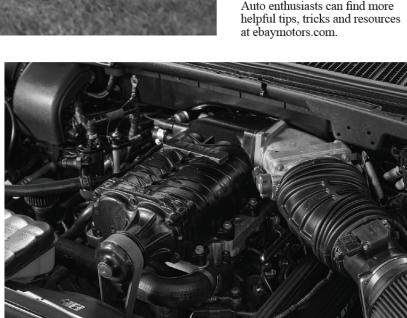
driving it for several years. Many cars can be updated with the latest and greatest features available in new rides, including high-tech infotainment equipped with digital assistants, front and rear cameras, parking sensors, blind spot warning and even collision avoidance systems. As families look to extend their cars' lifespans, these technology upgrades can make driving comfortable and safer.

#### **Power and Performance**

While looks and tech can bring new experiences to your car, no change has quite the same impact as improving its performance. Options abound for those looking to improve the power and handling of their ride, such as replacing the exhaust system, lowering springs, adding a coilover kit or conducting a full suspension replacement.

### **Find Purpose-Built Parts**

Whether you're an amateur DIY-er looking to maintain and make small upgrades to your vehicle or an expert looking to make bigger modifications, finding parts and accessories that fit your vehicle is crucial. From hardto-find performance modifications to made-to-fit cosmetic accessories, eBay Motors offers parts and accessories for nearly any vehicle, skillset and project. The app offers an entire catalog of inventory with 122 million live parts listings at any given time, giving auto enthusiasts the ability



### SHOPPING

### From page 2

they shop," said Kim Melvin, global leader of marketing and communications, Sensormatic Solutions. "When it comes down to it, shoppers want safer,

quicker, and more affordable and sustainable options."

Along these same lines, consumers are still invested in what retailers are doing for the sake of the environment, with 69% noting that it is important to them that retailers continue to improve environmental performance and energy

management in their stores.

Consumers are looking for this to happen with the following changes: less plastic and packaging waste (62%), recycling bins for shoppers and employees to use (42%), and increased sustainable product and brand options (41%).

Further, consumers are planning to

create their own sustainable habits in 2023, with 39% buying more items in-store to reduce shopping trips, 38% shopping in-store more often to eliminate packaging waste, and 33% shop-

What's clear from these trends and insights is that the industry's march

ping at thrift stores more often.

toward more sustainable, flexible, streamlined and efficient operations is just beginning.

to purchase from an expansive inventory from the convenience

of a smartphone. What's more,

features like Buy It Now, My

users to easily search parts and

accessories, verify the items fit

purchases for what they need.

The global supply chain

continues to recover from

disruptions that have stretched back several years, and many

customers are feeling the strain

when it comes time to upgrade, maintain or repair their vehicles

Some shops around the country

several months just to have the

right part delivered for service. However, families can find relief

road quicker by looking online to source their much-needed parts.

In fact, many technicians work

delivered directly to their shop

from online sources to expedite

with customers to have parts

and simplify the process.

and get their car back on the

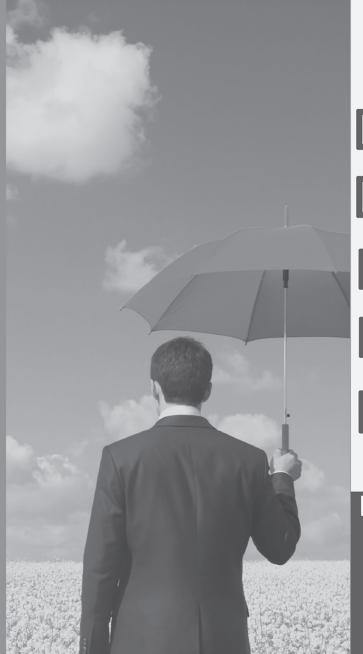
are quoting waiting times of

Skip the Wait

their vehicle and make immediate

Garage and Fitment Finder enable

To learn more about the evolving retail industry, as well as how emerging technology can help stores meet customers' expectations in the 2023, visit sensormatic.com.



### **Your Union Insurance Benefits**

Life: Permanent, Portable, Cash Value, Living Benefits. A Much Better Plan



Dental & Vision: 3 Plans to choose from, dependent children covered to age 26, extended family is eligible for their own plan.



Aflac Accident: Pays over fifty Benefits for on or off-the-job accidents.



Aflac Hospital Indemnity: Pays Benefits for on and off-the-job accidents and sickness/surgery/maternity.



Aflac Critical Illness: Pays Benefits up to \$30,000 upon the occurrence of cancer, heart attack, stroke, and many other Critical Illnesses.

### **NEW AFLAC DISABILITY**

- Pays benefits for off-job accidents, sickness (covid included), surgery, & maternity.
- No health questions asked to enroll.
- Benefit amounts up to \*\$6,000 per month.
- It can be used with leave, or independently.

\*Max Benefit of \$6,000 per month.

**Nick Wells** 

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**Emal: NWells@Benefitarchitects.com** 





### **MORE INFO**



# JUST FOR FUN



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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.

My friend keeps saying: "Cheer up, man. You could be stuck in a hole filled with water." I know he means well ...

What's big, gray and makes you jump? The elephant of surprise.

### Writing

GPYVMZFLITERACYVSTORYY RODKTCTBMSILANRUOJZHNV OBCVFPDYXEKGNHCJRSNCEK RWRCOQICPSQOAAAFFTOEGB TRI RACJRNOI KLBSI RCI EAC HI TERDAJ CTGL DL EAOHTPUO OTIAAEJBISIRUQMRCCCSGP GI QT GS T S U G U A A M I T O M I J N Y RNUI SSOI RL XNAPCZGHF WAW AGEVXPTARDARAXHUNPTRLR EMTPBGWGRBMRYHROU H C N O Q H L A E S S A Y R L G D E Y U A T Y J C D Y S L E X I A P R I N T I N G U J E CTSNGNI HSI LBUPOBYBGTAI

**ASEMIC** COMPOSITION **CRITIQUES** FICTION LANGUAGE ORTHOGRAPHY SPEECH

VOCABULARY

COPYWRITE **DYSLEXIA** GRAMMAR LITERACY PRINTING STORY WRITER

**AUTHOR** 

CALLIGRAPHY CREATIVE **ESSAY JOURNALISM** MANUSCRIPT **PUBLISHING** TYPOGRAPHY

from the orange juice factory? He couldn't concentrate.

Barber: Sir, could you please

turn the other side of your face

shaving this side already?

like the sight of blood.

Easy

5

THEME: U.S. **PRESIDENTS** 

STATEPOINT

**CROSSWORD** 

### ACROSS

- 1. Biased perspective
- 6. Male sibs
- 10. Monday Night Football audience
- 14. Tapiridae representa-
- 15. Rock opera version of "La Bohème"
- 16. Object of worship
- 17. Opposite of alpha
- Spumante
- 19. Novice 20. \*Unanimously elected
- President
- 22. Gusto
- 23. Eggy drink 24. Jig music, pl.
- 26. Stashed in a hold
- 30. Penniless 32. Wood turning device
- 33. Toll payment, e.g. 34. Not slouching
- 38. Like nay-sayers 39. Of many years
- 40. Malaria symptom
- 41. Instagram post
- 43. River, in Spanish
- 44. Bell-bottoms bottom
- 45. Dodge
- 47. Unexpected
- 48. The Cat in the Hat's
- headgear (2 words) 51. Campbell's container
- 52. International Civil
- **Aviation Organization** 53. \*President Hayes' first
- 60. "Through" in a text?
- 61. Pelvic bones
- 62. Plural of #54 Down 63. Andrew Sean Greer's
- 2018 Pulitzer Prize winner
- 64. Reverse action
- 65. Mother-of-pearl
- 66. \*Lake off Ohio, the state known as "the Mother of Presidents"
- 67. Baseball's "The Say

68. Navigate

### DOWN

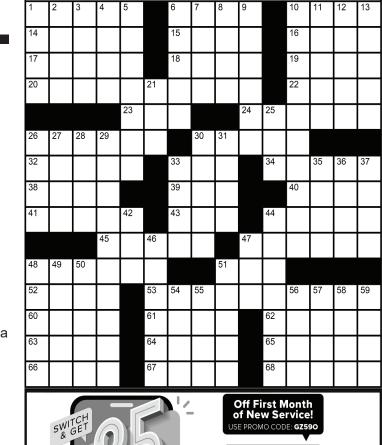
Hey Kid"

- 1. \*Present tense of #26 Across
- 2. Tibetan priest 3. "Singes" in "La Planète
- des singes" 4. Nearly
- 5. Apprentice
- 6. Name on apple cider vinegar bottle
- 7. R in R&R 8. Cognizant of
- 9. "Sophie's Choice" protagonist
- 10. \*F in JFK
- 11. Bye, to Emmanuel Macron
- 12. Relating to Scandinavia
- 13. Casino bandits
- 21. Sign of assent
- 1957 signer

25. \*Civil Rights Act of

- 26. Dueler's blow 27. Hyperbolic tangent
- 28. Football great Graham 29. \*Executive Mansion, colloquially (2 words)
- 30. Misrepresent
- 31. Make over
- 33. \*One of four presidents
- to have never been elected 35. "Goodness gracious!"
- 36. "Kiss Me, Kiss Me, Kiss Me" band, The 37. High school student,
- usually 42. Spermatozoa counter-
- parts 44. Not marathons, pl. (2
- 46. Central court in domus
- 47. Certain frat house let-
- 48. Ownership document 49. Autumn color
- 50. Zoroaster follower
- 51. Pandemonium
- 54. Elbow-wrist connection 55. Not a slob
- 56. Like certain Stanley 57. A third of thrice
- 58. Steak choice
- 59. Whitetail, e.g.





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Consumer

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Ξ 0 3 Ξ Я С A Ν D Ν  $\mathsf{L}$ S S ٦ Α Ν  $\cap$ Я Н 0 A Э Я 0 Я 3  $\mathsf{\Pi}$ A С Η Ы  $\mathsf{\Pi}$ S Ξ D D Ξ D Я Α 0 0 Η Ь Ξ Λl Ð A D 0 Ξ С Ξ Я Ξ  $\exists$ ОВ В αla 0 S  $\exists$ К Μ  $\exists$  $\cap$ Ð 9 C 0 N S Ξ Ζ N OITC Η S A lΜ 0 Я Τ -S Α A C 3 Μ 0 Τ  $\mathsf{T}$  $\exists$ Я 0 D Ν Я Ь Ν S 0 Я N

WWW.ANDERTOONS.COM

"Frankly, we're stumped. So, we'd like to try turning you off and then on again."

### A little humor ...

A Texan was on a flight and began bragging about the property that he owned.

"How much property do you own?" asked the man sitting next to him.

"Forty acres," answered the "That doesn't sound like all

that much," replied the man. "Where is this property locat-"Oh," said the Texan, "down-

3

8

6

No. 626

1

2

town Dallas."

Why was the employee fired

WRITING

Client: Oh, you're finished

Barber: Oh, no. I just don't

Why do bakers work so dough.

carry only one log for the campfire when the other hands carry two?

The captain of a cavalry fort

hard? Because they need the First cowboy: Why did you

others are too lazy to make two trips.

Previous solution - Medium

4 3 2 1 5 6 7

8 7 6 2 1 3 4

6 5 7 8 9

4 6 7 5 9 8

1 3 4 2 6 7

5 3 4 7

6 7 2 1 3 5 4

7 4 8 6 9 5 1 3 2

was having breakfast when his lieutenant ran in the door. "Captain," he said with a salute, "we've just received an urgent letter from our des-

need of water." "The water supply should arrive there in a few days. Second cowboy: I guess the They can wait," said the cap-"Sir, I don't believe so," the

was attached to the envelope with a paper clip.' Why did the archaeologist

go bankrupt? Because his career was in ruins. A man was interviewing for

a job. "And remember," said

ert outpost. It states their dire

lieutenant replied. "The stamp

the interviewer, "we are very keen about cleanliness. Did you wipe your shoes on the mat before entering?" "Oh, yes, sir," replied the man. The interviewer narrowed

his eyes and said, "We are also very keen about honesty. There is no mat."

huge sign that read, BEST He was depressed when another competitor opened up

on the block and announced its arrival with an even larger sign reading, LOWEST PRICES. The shopkeeper was panicked until he got an idea. He put the biggest sign of all over

his own shop—it read, MAIN ENTRANCE. A store manager overheard

one of his salesmen talking to "No, sir," said the salesman.

"We haven't had any for a

while, and it doesn't look like we'll be getting any soon." The manager was horrified and immediately called the salesman over to him. "Don't

you ever tell a customer we're out of anything! Now, what did "Rain," answered the salesman.

7

6

8

7 3 9 8 6 3 9 6 † 9 8 7 6 9 † 8 6 † 3 6

couraged when a new business much like his own opened up next door and erected a

Why did the doughnut maker retire? He was fed up with the hole business. The shopkeeper was dis-

G † 8

6 9 ħ

9 8

6 9

repeat in any row or column. But.. 9 7 2 rows and columns are divided by black squares into compartments. These 6 need to be filled in with numbers that complete a 'straight'. A straight is a set 5 of numbers with no gaps but can be in 1 any order, eg [4,2,3,5]. Clues in black cells remove that number as an option 5 8 in that row and column, and are not part of any straight. Glance at the solution to see how 'straights' are formed.

6 3 How to beat Str8ts -Like Sudoku, no single number can 8

6

4

8

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

# Make your St. Pat's Day spread green with envy

(Culinary.net) Freshen up your St. Patrick's Day menu with easy, light sandwiches inspired by the traditional color of the festivities. These openfaced noshes can be perfect for lunch, snack time or even as an appetizer for get-togethers with friends and family.

Layered with a smooth cream cheese and mozzarella mixture then topped with crisp cucumber and a stem of green bell pepper, these St. Patrick's Day Sandwiches are easy and cute, which makes them a fan favorite at nearly any green gathering.

They're also sprinkled with lemon juice to add a little acidity and create a nice, light bite.

Plus, this recipe is quick to make. When you're in a rush to get everything on the table for the party, it's easy to throw together and get on the platter in next to no time.

The sandwiches pop off the plate with their bright, seasonal garnishes. While sure to attract attention and have your loved ones asking "Where did you get this idea?" they're also an easy way to sneak a few vegetables into your kids' diets.

For more festive recipes and ideas at Culinary.net.



### St. Patrick's Day Sandwiches

Yield: 8 sandwiches

- ounces plain cream cheese spread, softened
- cup finely shredded mozzarella cheese

salt

- **English muffins**
- 24 slices cucumber
- thin slices green pepper

fresh cilantro leaves lemon juice

lemon slices, for garnish (optional)

In bowl, mix cream cheese spread, moz-

zarella cheese and salt well. Split English muffins in half. Cut each

muffin half into shamrock shape. Spread cheese mixture over each muffin

half. Place three cucumbers on each "sham-

rock," one on each "leaf." Use green pepper slice as stem. Place cilantro leaf on top of each sandwich.

Sprinkle sandwiches with lemon juice and add lemon slices, for garnish, if desired.

# A delicious sandwich A sweet-minty shake

(Culinary.net) In honor of the day when everyone is Irish, welcome family and friends to a traditional St. Patrick's Day

lunch with this Reuben Sandwich recipe. Find more seasonal recipes at Culinary. net.



### **Reuben Sandwich**

Servings: 2

- tablespoons butter, softened
- slices rye and pumpernickel swirl bread
- slices swiss cheese
- ounces corned beef 6
- tablespoons, plus 2 teaspoons, Thousand Island Dressing, divided
- tablespoons sauerkraut

Heat nonstick skillet over medium heat.

Spread 1 tablespoon butter on one side of two bread slices. Place buttered side down in heated skillet. Add two slices cheese to each bread slice. Spread 2 tablespoons dressing over cheese slices. Add 3 ounces corned beef to each bread

Spread 2 teaspoons dressing over corned beef. Spread 2 tablespoons sauerkraut over corned beef.

Spread remaining butter on one side of remaining bread slices. Place buttered side up on top of sauerkraut.

Cook 4-7 minutes each side, flipping once, until golden brown and cheese is

Day may call to mind hearty meals and pots o' gold, but that doesn't mean sweets can't be part of the equation, too. Add dessert to your celebration with this green Minty Shake, a cold, refreshing way to honor the colorful tradition.

**Minty Shake** 

Serves: 1

cup whipping cream

(Culinary.net) St. Patrick's

1/2 teaspoon peppermint extract

teaspoons

powdered sugar 1/2 cup milk

1 3/4 ounces Baileys Irish Cream liqueur

scoops mint

hocolate chip ice cream chocolate syrup chopped sugar cookies,

for garnish (optional) pistachios, for garnish (optional) mint chocolate candy, for

garnish (optional)

Using mixer, whisk whipping cream until soft peaks form. Add peppermint extract and powdered sugar; mix until well blended. Set aside.

In blender, blend milk, liqueur and ice cream until smooth.

Drizzle chocolate syrup inside soda glass. Pour ice cream mixture into glass. Top with whipped cream and garnish with cookies, pistachios and mint chocolate candy, if desired.



melted.

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## STEP 2:

**Select your Agency and Local Number** 



### STEP 3:

Fill out the one-page membership form and click "Join"



If you're a new member, select a rebate campaign and fill out the brief form (local participation may vary)

