

3. Our Local is made up of family, friends, loved ones, neighbors and children. Some may not know how important voting is, while others cannot vote. Make the decision to vote to be a voice for yourself and those around you.

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Vote! Vote! Vote! Vote! Vote! Vote!

Standing on experience, accomplishments

By HENRY BROWN

The opposing party would have you believe, through lies and innuendos that the current President and Executive VP are guilty of false charges. Any and all charges against the President, Executive VP and/or VP of DLA have been, or will soon be, deemed innocent by independent Arbitrator(s). What this membership should know is that ALL of these charges (both false and malicious) have been brought forward and instigated by just one member. That member, who is currently on your Executive Board, and is currently running for a different position during this election, was charged and found GUILTY of the charges she was accused of. Here's the beauty of Team Marion. We are being encouraged to not campaign on negativity. He has set the standard for this team to stay on message. Everyone on the opposing ticket has benefited from his knowledge and mentorship. In our efforts to continue to represent you we will not rival their dirty tactic.

Having said that, don't confuse movement with progress. You can run in place and not get anywhere. The question is, are you moving forward and who are you taking along with you? Representation is a gift that must be honed and once it has been honed it must be shared. Ask the opposing team member running for VP of maintenance who has been a beneficiary of that knowledge, of how Team Marion represented him. Our opponent has emerged from a three-year hiatus from the Local where they would not assist the Local or its members. They have a right to run for office and you the member have a right to know that the entire ticket has spent time disrupting the business of the Local. I do mean the entire ticket.

By disrupting the business, we are talking about filing frivolous charges and being told by an arbitrator that their testimony was not creditable. In a court of law it would be considered PURGERY. I can assure you that their antics only served to galvanize us around the ability to represent you in the finest manner with great results. It is an immutable fact that everyone listed as an opponent has been missing in action. When you have collaboration between those who will not or cannot produce in the representation process, I'm reminded of the saying: "Water seeks its own level." It's an expression that means people or things will naturally gravitate towards environments or situations that are similar to their own nature and interest. What you will quickly observe is that our opponent is comprised of those who ran roughshod

over the Local during Trusteeship and now they want your vote.

Let's talk accomplishments: Team Marion saw us through the pandemic where he authored a document that eventually found its way to AFGE National. Remember the naysayers that said that we couldn't win that fight? We did.

AFGE National recognized our recruitment efforts where an award followed acknowledging our efforts - a team effort.

Our arbitration efforts have the Agency in flux. They have made every effort to not meet us in the arbitration room.

Our opponent had every opportunity to keep you informed through articles in the newspaper. Not one of the opponents took advantage of that opportunity.

Directors have been held accountable through our articles. In fact, one of them was subsequently moved.

What about the supervisor who was moved as a result of an expose exposing his treatment of employ-

ees?

We have kept our members informed of the appropriate methods of ensuring they understand the appraisal process and performance plan and how to discuss the mid-term feedback.

Our accountability efforts have not been limited to Directors and Supervisors. Someone from the Senior Executive Service was summarily retired from the Department of Defense as a result of our efforts.

Our current membership stands at 2869. COVID and Retirement are contributing factors to the reduction in membership. We are on an upward trajectory in terms of increasing our membership.

Team Marion's DLA team was able to negotiate a twelve-month sabbatical for one of their team mates. How soon we forget.

Team Marion and his ticket Stand On Business with a singular focus of representing you. Let them go low and we will continue to take the high road, the one less traveled by

any of them. Team Marion's ticket can and will run and stand on experience and achievements and the facts. What you have with this negative campaigning is political manure absent of any substance. Still we stand on the fact of the entire team missing in action. During an arbitration hearing one of their team members boasted under oath, that he hasn't been to a Union meeting in over three years ... much less who has he represented. He had to be removed from the lone case he's had because of his being out of touch, cases are written and not discussed with the designated management official. You cannot find one scintilla of a case file with any of their names associated with it. Nothing but hate and venom being spewed from our opponents. Nothing about their support or what they have done to support this Local and its members can be found. We can't win them all but we are in the arena fighting tooth and nail for you the member.

Here is what is what you have to consider when you come out and vote; I recently saw a Facebook post where one of the opposing team members boasted that he'd won hundreds of thousands of dollars in Arbitration fees, MSPB and EEO's. A lie doesn't care who tells it as long as its being told. This individual can't spell MSPB or EEO. The individual has NOT represented ONE member in ANY of those venues. NOT A SINGLE CASE. Stop by the Local and take a look. I would like to extol our ability to provide coverage to every single shift, your Local door is open for business starting at 5:30 a.m. and we are there representing you until 6:30 p.m. We are not clock watchers. We work for you the member. April 4, 2024 will provide us the best opportunity to distance ourselves from the Trustee holdovers.

Vote a straight ticket, TEAM MARION for your future. Where they have failed we are now the gold standard in AFGE.



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Vote! Vote! Vote! Vote! Vote! Vote!

Cracking M-Code

Robins AFB's efforts to protect unseen battlespace

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

Defending the invisible battlefield against adversaries is a mission of Team Robins members in the Air Force Life Cycle Management Center's Positioning, Navigation and Timing Program Office.

One area of focus is using the encrypted M-Code, which modernizes the Global Positioning System to make it a more secure military signal. This technology would eventually be used across the Department of Defense in military ground, sea and air navigation.

"M-Code was mandated by Congress more than a decade ago to enhance our military PNT capabilities and improve resistance to jamming and spoofing in GPS devices," said Frank Tisdell, PNT Logistics manager. "All future GPS products will house that latest technology, and it will enhance the warfighter's capability to accomplish their mission and conduct operations in a challenged area."

The unseen fighting realm has become so increasingly important that the Air Force created the 350th Spectrum Warfare Wing located at Eglin Air Force Base, Florida, in 2021. This first-of-its-kind wing can enable, equip, and optimize fielding capabilities to give the U.S. and its allies a sustainable, competitive advantage over adversaries in the electromagnetic spectrum.

Last fall, Robins AFB held



Lt. Col. Robinson Hughes, left, Air Force Life Cycle Management Center Position, Navigation and Timing Office materiel leader, and Frank Tisdell, AFLCMC PNT Logistics manager, evaluate M-Code hardware at Robins Air Force Base Nov. 14, 2023. The PNT office reviewed several pieces of equipment for possible consideration to be used across the Department of Defense in various weapons platforms and capacities. (U.S. Air Force photo by Kisha Foster Johnson)

activations for the 350th SWW, Detachment 1 and 87th Electronic Warfare Squadron, Det. 1, the beginnings of what will become the 950th Spectrum Warfare Group.

The electromagnetic spectrum is an invisible battlespace centered around frequencies that can support radios, navigation, weapons and mobile phone networks. By utilizing the spectrum, it can assist in DoD operations in the areas of cyberspace, space, land, air and sea.

"GPS is everywhere. We rely on GPS for the navigation of vehicles and planes," he continued. "If we lose it, it can be

detrimental during an operation. If the warfighter is out on a mission and that signal disappears, they'd possibly have to go old school using maps and a compass to navigate."

Tisdell said the PNT office is also researching M-code-capable receiver equipment, circuit chips and the next generation of handheld radios capable of using M-code signals from GPS satellites. These components will need to be integrated into different types of weapon systems.

"Our goal is to expand the use of this technology and make it as impenetrable as possible for our defense needs."

BBB alert: New tech creates fake calls, voicemails

Everyone knows to look for phony emails – they can appear in your email inbox or even at work. Scammers can easily make messages that appear to come from anywhere, like your boss's email account or a close family member. But what about phone calls and voicemail?

Scammers can use new AI technology to mimic the voice of someone you know and create a phone call or voicemail recording. This "voice cloning" technology has recently advanced, and anyone with the right software can clone a voice from a very small audio sample.

The scam works at work when you get a voicemail from your boss. They instruct you to wire thousands of dollars to a vendor for a rush project.

The request is out of the blue. But it's the boss's orders, so you make the transfer.

A few hours later, you see your boss and confirm that you sent the payment. But there's one big problem; your manager has no idea what you are talking about! It turns out that the message was fake.

At home, you may receive a phone call or voicemail from a family member in an urgent situation like an accident or a medical emergency. They provide convincing details and ask for money immediately via a digital wallet payment app like Venmo or PayPal.

You find out later that the story wasn't true, and your money is gone.

A consumer recently shared on Scam Tracker, "Received call on 1-26-24 I thought it was my daughter-in-law she said Hi mom calling to say she was pulled over driving and has a broken nose and is now being. She was frantic to have me call the lawyer right away. She asked me 3 times if I wrote the name & number down. I said yes. She said she had to go right now as they are taking her. Her voice sounded just like my daughter-in-law."

With the US now amid the 2024 election sea-



Kelvin Collins

son, scammers may use the technology to mimic candidates' voices to sway voters or potentially drum up "donations."

How to avoid AI voice cloning scams:

■ Resist the urge to act immediately. No matter how convincing a phone call or voicemail may sound, hang up or close the message if something doesn't feel right.

Call the person who claimed to have called you directly with the phone number you have saved for them. Don't call back the number provided by the caller or caller ID. Ask questions that would be hard for an impostor to answer correctly.

■ Don't send money if you're in doubt. If the caller urgently asks you to send money via a digital wallet payment app or a gift card, that may be a red flag for a scam.

If you wire money to someone and later realize it's a fraud, the police must be alerted.

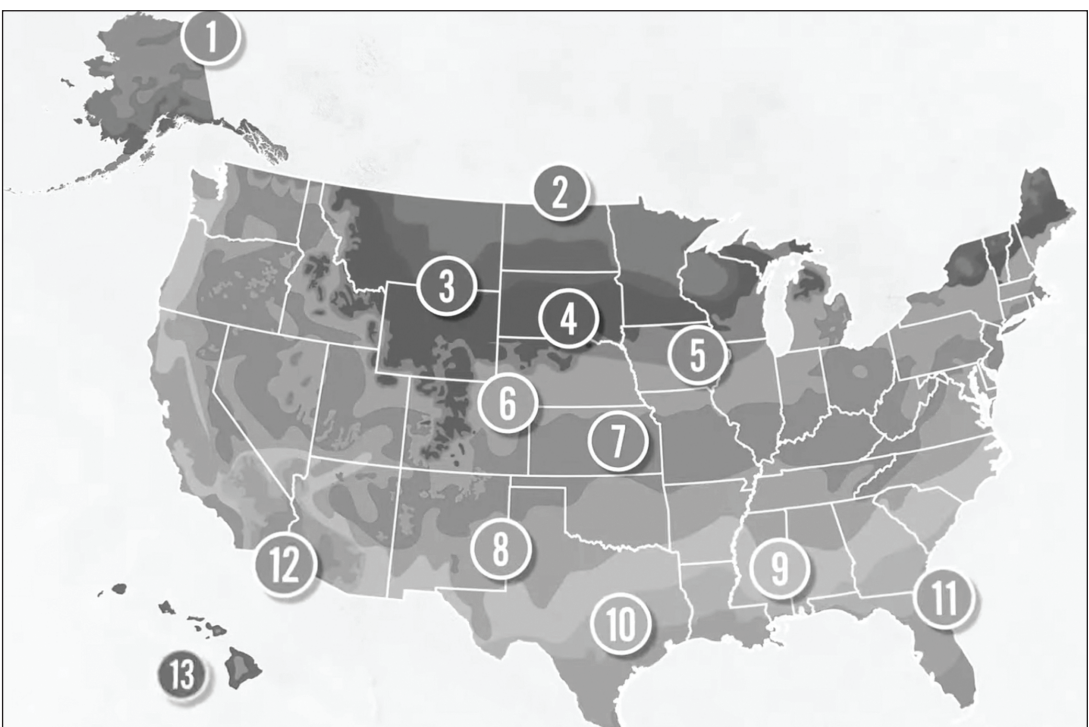
■ Secure your accounts: Whether at work or home, set up multifactor authentication for email logins and other changes in email settings. At work, verify changes in information about customers, employees, or vendors.

■ At work, train your staff: Create a secure culture at your office by training employees in internet security. Make it a policy to confirm all change and payment requests before transferring. Don't rely on email or voicemail.

For more information on emergency scams, read the BBB's scam alert at BBB.org or the FTC's article at FTC.gov. You can also learn how to identify AI in photos and video, and read BBB's tips on how to spot a deepfake.

If you've been the victim of a scam, please report it at BBB.org/ScamTracker. Your report can help expose scammers' tactics and prevent others from having a similar experience.

How to pick plants that will thrive in your climate



Hardiness zones can help you decide which plants will thrive in your climate. (Courtesy photo)

(StatePoint) When choosing what kind of plants to put down in your yard, you likely focus on the what and the where. After all, a beautiful plant in a prime location enhances curb appeal and even bragging rights.

You may pay less attention though to understanding your plant hardiness zone and all the ramifications that come with it. To help ensure your plants don't just survive, but thrive, the experts at lawn care equipment manufacturer Exmark are sharing the following insights about plant hardiness:

What is plant hardiness?

The secret to growing healthier plants is called plant hardiness. Plant hardiness is the ability of a plant to survive adverse growing conditions such as drought, flooding, heat and cold. Ever watched with frustration as a late-season temperature dip leaves your beautiful buds with a serious case of frostbite? That's why plant hardiness zones were developed.

American farming contributes billions of dollars to the gross national product every year, which is one reason why the USDA has long monitored weather data. If determining when the average final frost may occur for every region in the country is worth billions, what could that same knowledge mean for your garden? Well, choosing plants with hardiness levels appropriate to specific planting zones gives you the best chance of gardening and landscaping success.

What is my growing zone?

The United States is divided into 13 zones. Zones 1-6 being the coldest, and 7-13 the warmest. Zone 1 averages -60 degrees F while zone 13 never drops below 70 degrees F. A general guideline is to plant anything designated for your zone or lower, but never higher.

Know what zone you live in, and be sure to always check the tag on the back of the plant or

seed pack before planting anything.

Perennials versus annuals

There's a reason you see palm trees in Miami, not Minnetonka, Minn. In the case of perennials, it's not about when the first frost is, but how cold it gets, and whether that plant can survive and thrive through winter.

Plant hardiness zones are less important however when it comes to annuals. Because these plants are only meant to last the length of one growing season; waiting until after the average first frost date will save you from having to re-plant. Know that even if your plant survives the frost, it may never match the photo you saw advertised at the nursery.

Planting zone rule of thumb

Plant hardiness zone maps are, well, all over the map. Consider the number assigned to your zip code as a starting point. You may live right at the break between one zone and the other. Remember that it's better to guess too low, than too high. In the South, the heat can put real stress on a plant not made for it. Your particular geography can also affect your hardiness zone, like if you live on a hill or in a valley.

For more insights, check out the USDA Plant Hardiness Zone Map, and watch "Find Your Plant Hardiness Zone," a recent episode of "Backyard Smart," an original series from lawn care equipment manufacturer, Exmark. To watch the video, visit Backyard Life, which is part of a unique multimedia destination with a focus on helping homeowners improve their outdoor living spaces. There you can also download additional tips and view other Exmark Original Series videos.

Understanding what plants will thrive in your climate is essential to having a healthy lawn and garden. Fortunately, free resources abound to help you garden and landscape successfully.

Medal of Honor spotlight

Marine Corps Sgt. William Harrell

By **KATIE LANGE**
DoD News

World War II's Battle of Iwo Jima is considered one of the bloodiest ever fought by Marines. Marine Corps Sgt. William George Harrell's story embodies the grim fortitude and exceptional valor put forth that day. Harrell lost both of his hands while fending off the Japanese. His fighting spirit despite those terrible wounds earned him the Medal of Honor.

Harrell was born June 26, 1922, in Rio Grande City, Texas, along the Mexico border, to parents Roy and Hazel Harrell. His father was a World War I cavalry veteran who, after the war, became a border patrol officer. Harrell had two older siblings, Dick and Virginia.

When their father died in 1931, Harrell's mother moved the family about an hour further east to Mercedes, Texas. Harrell thrived there, becoming a Boy Scout who loved to ride horses, something he picked up from his father. He liked to camp, hunt and boat, and he worked on a ranch during his high school summers before graduating in 1939.

Harrell went to Texas A&M University to study animal husbandry, but after two years, he needed to take a break to earn more money so he could finish those studies. A few months later, the attacks at Pearl Harbor happened, and he decided to join the military instead. Harrell initially tried to join the Army Air Corps and the Navy, but he was turned away due to colorblindness.



Photo courtesy defense.gov

Marine Corps Sgt. William Harrell

The Marine Corps accepted his enlistment on July 3, 1942.

After boot camp, Harrell served in San Diego before leaving in February 1943 for Hawaii to serve as an armorer with Company A of the 1st Battalion, 28th Marines, 5th Marine Division. After spending about two years there, the division was deployed to Saipan and Iwo Jima in the push by the Allies to reach the Japanese homeland.

Intense battle

The first Marines landed on Iwo Jima on Feb. 19, 1945, with Harrell's unit being sent to the southern part of the volcanic island. By Feb. 24, Marines had taken Mount Suribachi, but elements of enemy resistance remained, hiding in terrain pocked with caves and

ravines.

On March 3, Harrell was the leader of an assault group that had been involved in hand-to-hand combat with the enemy. He and another Marine, Pvt. Andrew Carter, took turns standing watch overnight in a narrow two-man foxhole on a little ridge 20 yards in front of the company command post. In front of their foxhole, the ridge fell into a ravine that was Japanese territory.

At one point in the early morning, the pair had to repulse an attack. Carter killed four enemies while Harrell took out two. Carter's weapon jammed afterward, so he had to go back to the command post to get another one.

During that time, Japanese troops tried to take advantage. They quickly attacked with gunfire and grenades, forcing Harrell to open fire with his carbine rifle, killing two enemies who were emerging from the ravine. Harrell continued his one-man defense until enemy fire ripped off his left hand and fractured his thigh.

Harrell was trying in vain to reload his rifle when Carter finally returned. Around the same time, an enemy with a saber rushed their foxhole in the darkness, injuring

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... forcing Harrell to open fire with his carbine rifle, killing two enemies who ... Harrell continued his one-man defense until enemy fire ripped off his left hand and fractured his thigh.

THE UNION ADVOCATE

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HIRING

From page 1

contract you are under; however, all contracts are written based on the same Department of Defense Instructions (DoDi), Air Force regulation, Defense Logistics Agency (DLA) Policy, Defense Commissary Agency (DeCa), or Army Air Force Exchange Service (AAFES). Each of these organizations based their regulations off of DoDi and wrote them specific for their Department’s needs. However, the DoDi will always take precedence.

The one thing that trumps (no pun intended) the DoDi is federal Statues (Laws), under title 29, title 38, and title 5. Under the statues you have the Code of Federal Regulation, United States Code that each have a chapter for Personnel.

If you feel that you were non-selected you have the opportunity to file with the Merit System Principles (MSPB.gov), or file with the Federal Labor Relations (FLRA.gov), Office of Special Council (OSC.gov). These are all agencies that will allow you to file a complaint if you feel or know you were not selected, and you are better qualified than the one(s) selected.

This is called “misconsiderations”. In the event you find yourself in the non-selection group when you actually should have been a selectee, but due to some “harmful error” you were overlooked.

Even though there are checks and balances in the hiring process, not “all” personnel are sufficiently trained, some just skip steps, others may have ulterior motives for their actions. By this I mean, unfair labor practices of hiring “friends” (cronyism), “family members” (Nepotism), or “favoritism”.

We all know that this does happen. But you have the right to see this information when you are not selected for a position. All you have to do is request to see it. It’s called a Post Job Audit. This allows you to review the information on the Certificate that was used to fill the position.

The Certificate is composed of different materials. It will include a scoring matrix in most cases, which is simply a spreadsheet that rack and stack

the applicants, first by scoring the resumes, then from the overall resume scores. The selecting officials will look for what is called a natural break in the resumes scores. For example, on the Air Force’s side, for every 1 position that the certificate is pulled for, it will select a minimum of the 8 highest resume scores, plus 1 for total of 9. But if the certificate is pulled to hire 5 positions, then for every additional position it will add two more positions.

So, that comes to a total of 8 plus 1 (totaling 9) for the first position, and for the other 4, you would multiply it by 2, totaling 8 more positions (4 x 2=8). This would bring the total number of applicants to be interviewed to a minimum of 17. (8 + 1) + (4 x 2) = 19.

Now what this means is that the hiring official would look for the natural break in the resume scores after the 19th highest score. In the event of a tie they would simply include that bunch. For example, if the 19th highest score was a 60, and 3 people had scored 60, all three would be included. But if the next score had at least a 3–5–point drop to 57 or 55, that would represent the natural break or cut off for interviews.

So, anyone with a score of a 60 or more would be interviewed. Anyone with a score of 59 or less would not be interviewed. This is where the problem seems to originate in the hiring process. If the hiring official doesn’t perform his/her duties correctly, there will be problems with this Certificate, to include potentials for misconsiderations.

The hiring process is supposed to have checks and balances where another person is supposed to help the hiring official score the resumes and check the figures. When these two individuals do not perform their jobs correctly and forward the information to the Human Resources person to contact the individuals for interviews. We now have three people who should have caught the mistake but failed to perform their duties, or putting blind trust into the process.

I’m bringing this to your attention because this happened just recently. Somehow, the hiring official completely missed scoring an employee when they transferred the employees score to the matrix. It was a substantial number

that should have been captured by the second scoring official or even the HR before they contacted the employees to be interviewed. This resulted in a person being interviewed who did not make the cutoff.

This oversight caused 1 employee to be promoted improperly due to the mistake, one to miss their promotion, and potentially impacting the next person who was non-selected. But this type of error doesn’t end there. The employees who did not get a chance to be interviewed, now in my opinion have grounds for a grievance, regardless of their resume score, because the Agency allowed an individual to interview who did not make the cutoff like them. So, this is unfair to both the employees who were promoted and the ones who failed to get an interview.

Well, now we are faced with a situation with no real amicable solutions. Which brings me to the title of this Article. Accountability, transparency. Accountability, because every management official who was involved in this process and failed to do their due diligence and check the figures is culpable.

Because if they only checked the scores of the individuals who were selected before the Request for Personal Action (RPA) was initiated or Standard form 50 (notification of personnel Action), this could have been prevented as well as corrected. This is no small error or mistake. So what is the corrective action?

If this were an employee such as a mechanic who had failed to perform a process on the aircraft, or scheduler, who failed to order a part, Planner, who failed to logistically have parts in place when the work needed it, Management would be trying to be suspend them at the least for failure to follow instructions, or even negligence. However, these were management officials, supervisors, HR, et cetera, the very people who issue the disciplines. The only thing that most probably will be happening is they will go back to receive some training while the employees will be suffering the full blunt of their actions. By this I mean, the ones who never got to interview, would never know if they would have blown the interview out of the water,

getting them in that top 10 percent to be selected.

The one who was promoted by mistake now has to wonder, when event comes to trial, if the union prevails on behalf of the employees’ grievances, will be demoted, and hit with an over payment debt letter, and have to pay back the money earned through the promotion.

The question here is: Where is the accountability? Employees can apologize for a mistake, or oversite, but still get disciplined. Where is the transparency? Should the hiring officials tell the employees who were non-selected what happened, or the ones who interviewed, and were not selected about this mistake?

In my opinion, this is where the Agency could have established trust and gained some faith from their workforce. But this didn’t happen. This still will not stop the Union from pursuing this issue. I will get a legal reading on this issue in both the grievance forum, as well as the office of special counsel or FLRA.

The rationale given by the Agency is one of fear, not legal binding, or case law. It’s one of take the road of least resistance and then pray for forgiveness and move on. However, as the Union we I cannot do this. It is our obligation to see this through and let the chips fall where they may.

We have a great work force and employees on Robins AFB and they deserve to be treated fairly and equitably in all aspects of the terms and conditions of their employment, to include the hiring process. I feel the hiring process should be taken away completely from the individuals at Robins AFB. This is just one example of a hiring process gone bad.

However, before I completed this investigation into this one, I found out that there were two more in this organization, in which employees filed grievances and prevailed and both were promoted. Kudos to the Union steward that assisted them (Tim Ridding) and congratulations to the employees for standing up for yourself.

There were three separated job announcements that I looked into this month and for that many to have potential errors leading to misconsiderations,

bad promotions, and no accountability for management official, makes me wonder how many other promotions these same types of errors, mistakes, or intentional outcome (pre-selection) have, but have just slipped through the cracks.

If you all get anything out of this article, I want you to understand and ensure you do this when applying for job or promotion. (1) get help writing your resumes. You have to include everything that you do, everything that is on your core document, and everything that you have done in the civilian world even if it is voluntary. Every little thing helps, and this is the first step in the process for an interview or to get hired under a direct hire position. (2) when you interview, talk about everything you have done, read the question, and some have multiple parts, take your time and answer each part separately. This ensures you interview well.

If you need help interviewing ask your supervisor to give you a mock interview and pointers on how to interview.

You know the job; you just have to let them know this through your interview. And (3) if you are not selected or don’t get an interview, then request a post job audit from the hiring official. Do this by email if you can so you have a record of the request. You don’t have to file a grievance to get this information. (4) If they do not respond or give you this audit, then you should contact the Union for assistance.

When someone tells you “not” to contact the Union, ask them why. If they can’t give you a good reason, take my word for it, it’s just bad information.

When a manager tells you this or a supervisor this should really throw up a red flag. The only reason they don’t want the Union involved is because in most cases they are doing or saying something wrong, and they know we will call them out on it. The Union is here to provide you with guidance, knowledge, and direction as it relates to Labor situations. This is what we train for and have experience in working with.

Always remember: Knowledge is Power and Power is your strength.

DESTRUCTIVE

From page 1

should be in place, none seem to find a way to hold the destructive leader accountable for their actions.

Think about it in this term: Has there been a proclivity for overlooking the potential influence of antecedents that are related to the organization’s context surrounding a person in a position of authority (I cannot in good conscience call them leaders)? Consequently, members of the organization suffer. There are those who suffer in silence out of fear but destructive leadership is a drain on the organization’s resources.

A view from the crow’s nest would provide a top-down view of the destructive behavior of those in positions of authority.

Destructive governance suggests that the destructive governance is a consequence of failed self-regulation, which could happen when there is a failure to regulate and hold accountable those practitioners of destructive behavior towards employees by fabricating issues that are being held as the gospel by directors. I can’t give you a number however, one need only to take a close look at the leadership that is interwoven into the fabric of the organization that can best be characterized as an antithetical organization where destructive people in positions of authority go to hide in plain sight.

Being in a position to impart your destructive actions in the form of appraisals, entering information into the 971 that does not comport with well established guidelines, their actions suggest one or two things.

First, one could conclude the culture is one where the destructive individuals are being grown. I know that there are those reading this article who would say that there is an ax to grind. I can assure you that is not the case.

Our members working in that environment and being exposed as I mentioned previously are my concern. Employees are voting with their feet by leaving the organization. In a constructive leader-follower relationship, the leader mentors, guides and motivates employees.

Second, there is enough blame to go around for the destructive member being able to hide in plain sight. They come in all forms, and for the most part are enabled by the organization’s hierarchy.

In addition to these work stressors employees, there are those that employ their personal standards. When last I looked, however, this isn’t BK where, “You can’t have it your way”. Thus the little instructions on the front of every Air Force Instruction (AFI) aren’t negotiable: “Compliance With This Instruction Is Mandatory”.

Again, some of the destructive organization members tend to believe that those AFI instructions were written for everyone but them.

I maintain that an arbitrary and capricious pro-

motion system where there are those that failed to meet the minimum qualification standards are promoted. Given to the saying of being promoted above their ability to perform, this is where it all begins. A petri-dish where organization’s experiment and grow destructive members.

This culture contains a role ambiguity, where boundaries of one role are unclear, such as getting into someone else’s lane of responsibility.

I would encourage our members to avoid anyone exhibiting these traits. They tend to deplete your emotional resources, stressing you out making it difficult to come up with various coping strategies.

Then there is the impact on interpersonal interaction. One of the most important aspects at work is social interaction and personal fulfillment. However, it presents an opportunity to address intergroup conflicts, particularly relationship conflicts, absent any involvement from destructive individuals.

HONOR

From page 3

them both. Harrell was able to shoot and kill the Japanese man with his pistol. Carter's knife wound was so serious that Harrell feared he might bleed out, so he ordered his comrade to fall back. Carter left, but only to get another rifle after his jammed again, according to the Marine Corps History Division.

Pushing through pain

Harrell himself was profusely bleeding, but he refused to give up. When two more enemy troops charged his position and put a grenade by his head, Harrell shot and killed one of them with his pistol. He then grabbed the live grenade with his right hand and, through pain, pushed it toward the second enemy soldier. It exploded, killing the Japanese assailant but also blowing off Harrell's remaining hand.

At dawn, when the fight had finally ended, fellow Marines found Harrell surrounded by 12 dead Japanese. He was credited with killing at least five of them while defending his post.

Harrell was evacuated to various field hospitals until he was sent back to the U.S. for extensive treatment. According to an article in the Valley Morning Star newspaper out of Harlingen, Texas, Harrell theorized that the combination of explosions and volcanic ash helped seal his wounds and keep him from bleeding to death.

The Battle of Iwo Jima lasted 36 days and is considered one of the bloodiest in Marine Corps history. The valor shown by Marines and Navy hospital corpsmen during the intense fighting led to the awarding of 27 Medals of Honor – the highest number of Medals of Honor ever received for one battle in U.S. history.

Harrell was receiving treatment at the Bethesda Naval Hospital in Maryland (now Walter Reed National Military Medical Center) when he learned he would be one of those recipients. President Harry S. Truman bestowed it upon Harrell during a White House ceremony on Oct. 5, 1945. Thirteen other Marines and corpsmen were also on hand to receive the medal.

Carter, Harrell's companion in the trench during the battle, earned the Navy Cross.

Learning to adapt

Harrell was discharged from the Marine Corps in February 1946. About a week later, he married Larena Anderson, a nurse he met while receiving treatment at Mare Island Naval Hospital in California. The pair went on to have two children, William and Linda.

After losing both of his hands during the battle, doctors fitted Harrell with prosthetic metal hooks that his family said he adapted to brilliantly. Over time, he was able to ride horses again and even become a good marksman. In a Valley Morning Star article, Harrell's nephew, Richard Harrell, said he was amazed at all the things his uncle could do with his hooks.

"He could do anything. He could drive a tractor, type on a typewriter, light a cigarette or pick up a dime off the floor," Richard Harrell said.

Harrell and his wife moved back to Mercedes before transferring to San Antonio in October 1946 so Harrell could work as a contact representative for amputees for the Department of Veterans Affairs. He was later promoted to chief of the Prosthetics Division. Harrell frequently spoke at events on behalf of disabled veterans.

Harrell and his wife eventually divorced. In 1951, he married again to a woman named Olive Cortese. They had two children, Christie Lee and Gary.

Harrell died on Aug. 9, 1964, at age 42 under uncertain circumstances and was buried at Fort Sam Houston National Cemetery in San Antonio. After his death, his family told the Valley Morning Star he was humble and generous "to a fault" with time and money to friends and strangers.

Harrell's Medal of Honor and awards were put on permanent display at the Sam Houston Sanders Corps of Cadets Center on Texas A&M's campus in 2010, along with a bronze plaque of his military portrait. A dorm was also renamed for him in 1969.

In his hometown of Mercedes, a section of a granite war memorial is dedicated to him. The town high school's Junior ROTC building is named for him, as is the town's middle school in 2015.

Young Organizing Unionists for the Next Generation

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


AFGE members who are under the age of 40 and those mentors that are over 40 work together to include younger workers into the union structure and keep them engaged in what’s at stake for working class Americans.

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

Join in 4 easy steps:


STEP 1:

Go to www.joinafge.org




STEP 2:

Select your Agency and Local Number




STEP 3:

Fill out the one-page membership form and click “Join”



STEP 4:

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





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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.

Why are keyboards always awake? Because they have two shifts.

Nine months isn't really that long ... it only feels like a maternity.

Ice Cream

T	A	Z	Y	B	U	B	B	L	E	G	U	M	P	E	C	A	N	V	M	M	W
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ALMOND
BUBBLEGUM
CHERRY
EGG NOG
MINT
PEACH
PISTACHIO
ROCKY ROAD

BANANA
CARMEL
CHOCOLATE
FUDGE
NEAPOLITAN
PECAN
PRALINE
STRAWBERRY

BLUEBERRY
CHEESECAKE
COFFEE
MANGO
OREO
PEPPERMINT
RASPBERRY
VANILLA

A little humor ...

Employee: "I've been here eleven years doing three men's work for one man's pay. I want a raise."

Boss: "Well, I can't give you a raise, but if you'll tell me who the other two men are, I'll fire them."

Myles: "Suppose you loan Ralph ten dollars and he agrees to repay you at the rate of a dollar a week. How

much money would you have after seven weeks?"

Jay: "Nothing."

Myles: "Nothing? You don't know very much about math."

Jay: "You don't know much about Ralph."

A collector of rare books ran into an acquaintance who had just thrown away an old Bible that had been in his family for generations.

STATEPOINT CROSSWORD

THEME: Finish the lyrics

ACROSS

1. Swell up
6. Pendulum's path
9. Type of salmon
13. *Steve Miller Band: "I want to fly like an ____"
14. Simon & Garfunkel, e.g.
15. Popular winter boot brand
16. Ohio city
17. Lodge
18. Squirrel away
19. *Glenn Frey: "The pressure's high just to stay alive 'cause ____ is on"
21. *John Travolta in "Grease": "I got ____, they're multipl__in"
23. Automated teller
24. Clarified butter
25. Bad-mouth, slangily
28. Stag
30. Tartans
35. "I'm ____ you!"
37. Commies
39. Monocot's alternative
40. Road's edge
41. Living room centerpiece?
43. Prefix meaning "left"
44. Deadly snake
46. Sasquatch's cousin
47. Court petitioner
48. Blood infection
50. Indian flatbread
52. Opposite of post-
53. Sound of impact
55. *Duran Duran: "Her name is ____, and she dances on the sand"
57. *The Beatles: "Take a sad song and make it ____"
60. *Elvis: "We're caught in a trap, I can't ____"
64. Relating to a mode
65. Scrooge's exclamation
67. Memory failure
68. Bouquet thrower
69. Number of candles on a cake
70. Musketeers' weapons
71. Picnic invaders

72. "Just kidding!"
73. Did, archaic

DOWN

1. *The Go-Go's: "They got the ____"
2. 100,000, in India
3. Cameron Diaz' Fiona, e.g.
4. Hula dancer's hello
5. These are held to be true
6. Miners' passage
7. *Tainted Love: "Once I ran to you, now I ____"
8. "Lord of the Flies" shell
9. Like the other side of the pillow?
10. Certain kind of exam
11. Not his
12. Antiquated
15. Protection from a sword
20. To death, in French (2 words)
22. ____ B vaccine
24. Manna from heaven
25. *Bon Jovi: "Tommy used to work on the ____"
26. Habituate
27. Spaghetti ____
29. *Don McLean: "Drove my chevy to the ____"
31. Pains
32. Frost over (2 words)
33. Capital of Delaware
34. *Tennessee Ernie Ford: "I owe my soul to the company ____"
36. Geishas' sashes
38. "____ good example"
42. Royal topper
45. ____-tattle
49. Pronoun
51. Refused to act, archaic
54. City-related
56. Giraffe's striped-legged cousin
57. *Bruce Springsteen: "Tramps like us, baby we were ____ to run"
58. Change a manuscript
59. Small amounts
60. Make sharper
61. Newspaper piece
62. Applications
63. Midterm, e.g.
64. Wharton degree, acr.
66. Back then

CROSSWORD

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"I saw a movie where the robot monster came right at me. If you want me to get excited about 3D shapes, you're going to have to do better than that."

man.

"Some clown by the name of Martin Luther had scribbled all over it."

A lady with a bad rash visited a dermatologist. She had suffered with the condition for some time.

"Have you been treated for this rash before?" inquired the doctor.

"Yes, by my druggist."

"And what sort of foolish advice did he give you?" asked the doctor.

"He told me to come and see you."

Wife: "You know the old saying, 'What you don't know won't hurt you'?"

Husband: "What about it?"

Wife: "You must really be safe."

Did you hear about the Native American chief named Running Water? He had two daughters—Hot and Cold—and a son named Luke.

About three weeks before an annual club dinner, a member received a letter from the club president, asking him to serve on the reception committee and to be there at seven o'clock sharp.

A scarlet ribbon marked Reception Committee was enclosed.

He hadn't intended to go because the dinners were usually a bore. But since he had been asked to be on the committee, he decided to go.

By the time he arrived, almost all 800 members of the club were there, each wearing a scarlet ribbon marked Reception Committee.

A woman went to her psychiatrist and said, "Doctor, I want to talk to you about my husband. He thinks he's a refrigerator."

"That's not so bad," said the doctor. "It's a rather harmless complex."

"Well, maybe," replied the lady. "But he sleeps with his mouth open, and the light keeps me awake."

STR8TS

No. 676 Tough

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Previous solution - Medium

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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.

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

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Restoring Local 987

By SHARON KORNEGAY

Can Local 987 survive? Can the membership interest of Local 987 be restored?

It's no secret that membership in Local 987 is the lowest it has been in years. We've lost approximately 800 members.

There were a lot of contributing factors to the decline, such as very little organizing efforts, ineffective communication, lack of competency, toxic leadership and of course the pandemic.

A thriving and growing union is important. It is unacceptable to sit by idly and continue to allow its demise.

Unions exist to ensure fair working conditions, benefits and salaries are established for the employees it represents. Local 987 membership deserves a strong, vibrant and competent leadership.

However, over the past few years, leadership has not only embarrassed the membership but failed to strongly advocate for their best interests in the workplace. Bargaining Unit Employees (BUE's) have been

kept in the dark but also members of the executive board have not been privy to decisions that affect the local membership. It is unacceptable for members, (including members of the executive board) to be stifled by corruption, deception and a dictatorship style of leadership that is blinding, discriminatory and intimidating.

Members represented by Council 214 have not been provided with hardcopies of the Master Labor Agreement.

How can the members become knowledgeable of contractual obligations if they are not provided with essential tools necessary to equip them?

The current president of Local 987 independently decided it's not necessary. He's also made several other independent decisions that negatively affected the BUE's without input by ALL members of the executive board.

He was recently taken to an internal union trial due to independently deciding to sign a contract with an attorney without affording the executive board the opportunity to view it beforehand. Thousands of dollars were

spent for consultant services that were not required.

The BUE's of Local 987 are already represented by an attorney on retainer. Members were misled and the outcome of the current union president's trial is pending.

Both employees and BUE's deserve to enjoy a workplace and a union that is free from discrimination, bullying and hostility. Further, they deserve to be represented by knowledgeable leaders who will not throw them under the bus with management.

Some members of the current regime have inhibited and crippled the capabilities of its leaders, as well as membership.

Remember, loose lips, sink ships and empty wagons make a lot of noise. I personally caught two management officials coming out of the Executive Vice-President's office. According to management, they were golfing buddies and told to come and meet with him so he could equip them with the knowledge needed to handle me.

Is that acceptable? For me it is not. The same Executive Vice-President was caught on an audio recording using racially derogatory language to attack members of the union. Is that acceptable?

The current Vice-President of DLA initiated an internal investigation on a BUE who is widowed. Thankfully, the results were unsubstantiated. What if the employee had lost her job as the result of the toxic behavior of her elected leader?

Is it acceptable for union leaders who are supposed to represent the best interests of its members to disregard their duty to represent them? The current DLA full-time stewards appointed by her are not ignorant of the toxic behaviors being exhibited by their current leader.

However, they haven't spoken up and effectively represented the interests of the DLA employees either. Is it acceptable to elect them to lead you as union officers?

The financial interests of Local 987 must be governed by an experienced treasurer, that is why it is important to re-elect Jeanette McElhaney. Strict adherence and accountability for expenditure of funds must be executed.

Years ago, it was discovered that a national emeritus officer

of AFGE, who is also a member of Local 987, had his name still attached to Local 987's bank account for more than a million dollars of 987's assets. His name was removed during trusteeship. That same emeritus officer is responsible for driving a wedge between the Local 987 and AFGE National Executive officers. He has represented both the President of Local 987 and the Vice-President of DLA in recent internal union trials.

He previously served as the National Secretary and Treasurer for AFGE but currently serves to ensure negative antics are embedded and magnified in the local and national affairs of AFGE. I would recommend the membership evaluate the consistency of toxicity and concede an outcome based on common denominators. Birds of a feather do flock together.

In closing, it is important to inform membership that I also went to an internal union trial and was found guilty of referring to the President of Local 987 as a puppet being controlled by a puppet master. It is what it is. I spoke up for a BUE, that was in my opinion being misled and bamboozled by him and the VP of DLA. The BUE was a member of the Fair Practices Committee and had been chosen by me to attend a training.

However, when the VP of DLA found out she had been selected, she inhibited her ability to do so, by convincing the President of Local 987 to remove her from the list of attendees.

It angered me to see the BUE being mistreated and I described and compared the behavior being exhibited by the VP of DLA as controlling and manipulating, comparing it to that of a puppet master. I said it and I take ownership for expressing my opinion and for exercising freedom of speech.

Did it warrant a 30-day suspension? The arbitrator thought so, however, the results of an investigation I initiated with the Department of Labor to determine whether or not my union member's Bill of Rights were violated, is pending. Further, the witnesses presented to the arbitrator by the VP of DLA provided corroborated and dramatic testimony that was manipulative and full of deceit.

It is important to note that the Federal Labor Relations Authority (FLRA) recently confirmed an unfair labor practice (ULP) occurred by the union president due to retaliation. I was removed from serving as the Fair Practice Coordinator for Local 987 and am awaiting the FLRA to hire and appoint a General Counsel. Is retaliation, bullying and unfair treatment acceptable? As the previous EEO guru for Local 987, in my opinion, it is not.

The executive board is comprised of the president, executive vice-president, vice-president of maintenance, vice-president at large, vice-president of Defense Logistics Agency, Treasurer, Secretary, Sgt at Arms and three trustees.

Each one of the positions are established to corporately engage in decisions affecting the members. I am supporting Ron Hill for President, Greg Collins for Executive Vice-President, Eldorado Lee for Vice-President of Maintenance, Alexanderia "Dee" Williams for Vice-President of DLA, Sharon Kornegay for Vice President

at Large, Jeanette McElhaney for Treasurer, Bromiekus King for Sgt at Arms, Cathy Mills, Tommy Gibson and Ray Wessels for Trustees.

The union belongs to the members. If we want to see growth, strength, and reengagement from members of Local 987, we must vote for who is right, experienced, honest and will demonstrate integrity, not for popularity. If we want change, vote for change.

Open your eyes to truthfully acknowledge the condition of our union resulted from toxic leadership, incompetency and ineffective communication. Numbers don't lie. The decline in membership reflects and exemplifies how the BUE's feel about what has negatively impacted them as agency employees.

Can we survive three more years of mess? Will we accept three more years of toxicity?

Vote for people who will speak up for what is right, train the BUE's on their rights and equip the union with what is necessary to thrive and be respected in the workplace as advocates for the bargaining unit employees.

LEADERSHIP
YOU CAN TRUST

GROWTH, STRENGTH & CHANGE

4 APR 2024

VOTE

RONNIE HILL
PRESIDENT

★ ★ ★

VISION

1 GROWTH
I AM COMMITTED TO HELP GROW MEMBERSHIP BACK TO OVER 3000+ MEMBERS BY ENGAGING WITH THE WORKFORCE.

2 STRENGTH
I'M A BOOTS-ON-THE-GROUND LEADER. I COMMIT TO BUILDING STRONG UNIONIST THROUGH TRAINING, REPRESENTATIVE SKILLS, KNOWLEDGE, DEDICATION & EXPERIENCE.

3 CHANGE
A TURN-AROUND IS NECESSARY. I INTEND TO GIVE THE UNION BACK TO THE PEOPLE WHILE I WORK FOR AND WITH THEM TO EFFECT POSITIVE CHANGE.

I SUPPORT

GREG COLLINS- EXECUTIVE VICE PRES
SHARON KORNEGAY- VP AT LARGE
ELDORADO LEE- VP OF MAINTENANCE
ALEXANDERIA "DEE" WILLIAMS- VP OF DLA
JEANETTE MCELHANEY-TREASURER
BROMEIKUS KING- SGT AT ARMS
CATHY MILLS, TOMMY GIBSON & RAY WESSELS- TRUSTEES

A UNION FOR THE MEMBERS

2024 ELECTION
LOCAL 987
4 APR 2024

VOTE

Greg Collins

FOR

EXECUTIVE VICE-PRESIDENT

CURRENT VICE-PRESIDENT OF MAINTENANCE. NOT INTERESTED IN RECEIVING COMPENSATION FROM MEMBER'S DUES, OVER 15-YEARS OF EXPERIENCE AS UNIONIST, SUCCESSFULLY SECURED OVER 100K IN CASE WINNINGS, SUPERIOR REPRESENTATIONAL SKILLS, FEARLESS & DEDICATED LEADER. BELIEVES IN STANDING UP FOR WORKER'S RIGHTS. COMMITTED & READY

JEANETTE MCELHANEY

COMMITTED, EXPERIENCED AND MOST QUALIFIED WITH A PROVEN TRACK RECORD

Jeanette McElhaney has been a dedicated unionist for more than 50 years. Her experience as treasurer for AFGE 5TH DISTRICT (C-19), Georgia State Council, Central GA Federation of Trades Labor Council and as Executive Vice-President of Major General Joseph A. McNeil Chapter of Tuskegee Airman Inc., as well as her outstanding performance as the current Treasurer of Local 987, makes her the best qualified candidate. She has completed financial officer training, passed a forensic audit as well as monthly internal books auditing, prepared 990 reports and accounted for expenditures. Vote for experience and re-elect Ms. McElhaney to position of Treasurer, AFGE Local 987.

VOTE 4 APR 2024

ASK ME WHY? IT'S OUR UNION

VOTE 4 APR

SHARON KORNEGAY

VICE-PRESIDENT AT LARGE

I AM SUPPORTING:

RON HILL - FOR PRESIDENT
GREG COLLINS - EXECUTIVE VICE PRESIDENT
JEANETTE MCELHANEY - TREASURER
ELDORADO LEE - VP OF MAINTENANCE
ALEXANDERIA "DEE" WILLIAMS - VP OF DLA
BROMEIKUS KING - SGT AT ARMS
CATHY MILLS, TOMMY GIBSON, RAY WESSELS - TRUSTEES

WHAT TO EXPECT FROM ME:

- 26+ YEARS EXPERIENCE, COMMITMENT, ACCOUNTABILITY, ENGAGING, KNOWLEDGEABLE, SUPPORTABLE, TRUSTWORTHY, COMPETENT
- CHARACTER, STRENGTH, FORTITUDE, HONOR, INTEGRITY, COURAGE, DEDICATION, EDUCATED, PROVEN TRACK RECORD
- PROMOTES EQUAL OPPORTUNITY & DIVERSITY, STANDS UP FOR MARGINALIZED
- LEADERSHIP, GROWTH, PROFESSIONALISM, AIR FORCE COMBAT VETERAN, QUALIFIED & BOLD

VOTE FOR THE TEAM WHO WILL MAKE OUR UNION STRONG AGAIN, INCREASE MEMBERSHIP AND REPRESENT THE BEST INTEREST OF THE BUE'S IN A NON-MARXISTIC, NON-DICTATORSHIP MANNER. THE UNION BELONGS TO THE MEMBERS. YOUR VOTE COUNTS!

I SUPPORT RON HILL, GREG COLLINS, SHARON KORNEGAY, ALEXANDERIA WILLIAMS, JEANETTE MCELHANEY, BROMEIKUS KING, CATHY MILLS, TOMMY GIBSON, RAY WESSELS

Eldorado LEE

VP | MAINTENANCE

A LEADER YOU CAN TRUST

- Experienced
- Dedicated
- Accountable
- Committed Unionist

#WorkingTogetherWithYou
#NotWorkingAgainstYou

MOTIVATED, STRONG COMMUNICATOR
RELIABLE, RELATIONAL & READY

ALEXANDERIA "DEE" WILLIAMS

FOR VICE-PRESIDENT OF DLA

REMEMBER MY NAME & VOTE FOR CHANGE

- EXPERIENCED UNION MEMBER SINCE 2008
- PREVIOUS VP OF DLA, CHIEF STEWARD, VETERAN, YOUNG COMMITTEE MEMBER
- STRONG VOICE FOR THE EMPLOYEES
- FEARLESS, CAPABLE, COMMITTED, MOTIVATED, DEPENDABLE & RESPONSIBLE LEADER WHO WILL SERVE THE INTEREST OF THE BARGAINING UNIT EMPLOYEES

I'M SUPPORTING

RONNIE HILL- PRESIDENT
GREG COLLINS- EXECUTIVE VICE-PRES
SHARON KORNEGAY- VICE-PRES AT LARGE
JEANETTE MCELHANEY- TREASURER
ELDORADO LEE- VICE-PRES OF MAINTENANCE
BROMEIKUS KING- SGT AT ARMS
CATHY MILLS, RAY WESSELS, TOMMY GIBSON-TRUSTEES

4 APRIL 24
@UNION HALL

AFGE LOCAL 987 ELECTION

★ 4 APR 24 7 AM-7PM

THE CHOICE FOR THE BETTER CHANGE

VOTE

BROMEIKUS KING

FOR SGT @ ARMS

EXPERIENCED AND COMMITTED UNIONIST SINCE THE START OF MY CAREER IN 2010. PREVIOUSLY ELECTED TRUSTEE. SEVERAL YEARS AS A SHOP STEWARD. DEDICATED COMMUNITY LEADER. VICE-PRESIDENT OF GHSA MIDDLE GEORGIA FOOTBALL OFFICIALS ASSOCIATION FOR MORE THAN 26-YEARS. STRONG ADVOCATE FOR WORKER'S RIGHTS. SUPERIOR ARBITRATION & REPRESENTATIONAL SKILLS. FAIR & PROFESSIONAL LEADER.

YOUR VOTE WILL MAKE THE DIFFERENCE

I SUPPORT RON HILL, GREG COLLINS, SHARON KORNEGAY, ELDORADO LEE, ALEXANDERIA "DEE" WILLIAMS, RAY WESSELS, JEANETTE MCELHANEY, CATHY MILLS, TOMMY GIBSON

I'M SUPPORTING

RONNIE HILL- PRESIDENT
GREG COLLINS- EXECUTIVE VICE-PRESIDENT
JEANETTE MCELHANEY- TREASURER
SHARON KORNEGAY- VICE-PRESIDENT AT LARGE
ALEXANDERIA "DEE" WILLIAMS- VICE-PRESIDENT OF DLA
ELDORADO LEE- VICE-PRESIDENT OF MAINTENANCE
BROMEIKUS KING- SGT AT ARMS
TOMMY GIBSON & RAY WESSELS- TRUSTEES

VOTE

CATHY MILLS

TRUSTEE

AFGE LOCAL 987

4 APR 2024

#Accountability #Transparency #Credibility #Voice for the People

LOCAL 987

VOTE

TOMMY GIBSON

TRUSTEE

- Experienced
- Dedicated
- Accountable
- Fair

VOTE

RAY WESSELS

TRUSTEE

Trusted & Committee Leadership

★ VOTING DAY
4 Apr 7 am-7 pm

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