



# THE UNION ADVOCATE



Local 987

Proud to make America work

Nov. 20, 2024

## Veteran helps City of Warner Robins honor veterans

### City purchases land for Vietnam Veterans Memorial

From reports

Tony Price, President of the Montford Point Marines, Chapter 35, was the guest speaker at this year's Veterans Day ceremony hosted by the City of Warner Robins.

Price first took a moment to thank his fellow veterans who served or are currently serving. He also thanked their families for their support. That, he said, included during deployments, separations and other "countless unknowns". "Families are the backbone of our armed forces," he said. "Providing the strength that allows our service members to carry out their missions with courage."



Tony Price

es, did a special tribute to the Montford Point Marines, who, he said, answered the call to serve during World War II despite racial discrimination. According to Price, approximately 20,000 recruits trained at a segregated training facility called camp Montford Point in North Carolina from 1942 to 1949.

"As the first Black marines, they broke barriers and

**See VETERANS, page 3**



### Annual Christmas party

Location: Al Sihah Shrine Center  
222 Mecca Drive, Macon

Date: Dec. 20

Time: 6-11 pm.

Respond NLT Dec. 10. RSVP 478-922-5758, Ext. 21

### Bids sought

Local 987 is currently looking for bids for the Christmas party. Positions being sought: Caterer, photographer and decorator.

Submit bids to Trustee Jeanette McElhaney, jlam3687@gmail.com no later than Dec. 2.

**NOTICE: THERE WILL BE NO MEMBERSHIP MEETING FOR NOVEMBER**

## A job well done



Pictured are some of those who worked to help make the event a success. (Contributed)

## AMXG, Local 987 team up to thank workers

Local 987 joined in support of AMXG's event Nov. 8.

It was, said Local 987 Vice President of Maintenance James Watson, to "celebrate a successful year and for AMXG manage-

ment as well as the union to personally thank the mechanics for a job well done.

"It was important," he added specifically in relation to the union's involvement, "to show bargaining unit employees/

members the partnership between AMXG management and Local 987 working together to improve employees' work life."

More photos, page 6.



AMXG Director Col. Joshua DePaul recognizes/honors Irwin "Irv" Zucker, a 21-year Air Force veteran and 36-year civil servant.



Stacey Day, left, and Teral Everson show off their hardware earned as winners of the cook off. (Contributed)

## Harriet Tubman made a one-star general

From reports

The Maryland National Guard and Maryland Gov. Wes Moore announced in conjunction with this past Veterans' Day that Harriet Tubman would posthumously be made a one-star general.

This is her biography on Britannica.com:

Harriet Tubman (born c. 1820, Dorchester county, Maryland, U.S.—died March 10, 1913, Auburn, New York) was an American bondswoman who escaped from slavery in the South to become a leading abolitionist before the American Civil War.



She led dozens of enslaved people to freedom in the North along the route of the

Underground Railroad—an elaborate secret network of safe houses organized for that purpose.

On Veteran's Day 2024 Tubman was posthumously awarded the rank of one-star brigadier general in the Maryland National Guard in recognition of her military service during the American Civil War.

### Early life

Born into slavery, Araminta Ross later adopted her mother's first name, Harriet. At about age five she was first hired out to work, initially serving as a nursemaid and later as a field hand, a cook, and a woodcutter.

When she was about 12 years old, she reportedly refused to help an overseer punish another enslaved person, and she suffered a severe head injury when he threw an iron weight that struck her; she subsequently suffered seizures throughout her life. About 1844 she married John Tubman, a free Black man.

### Abolition work

In 1849, on the strength of rumors that she was about to be sold, Tubman fled to Philadelphia, leaving behind her husband (who refused to leave), parents, and siblings. In December 1850 she married a second time, to a man from her way to Baltimore, Maryland.

See TUBMAN, page 3





**Air Force Materiel Command Civic Leader Program members along with Gen. Duke Z. Richardson, left, AFMC commander, Brig. Gen. Jon Eberlan, second from left, Warner Robins Air Logistics Complex commander, and Col. Deedrick Reese, back right, Robins Installation and 78th Air Base Wing commander, stand in front of a C-17 aircraft undergoing programmed depot maintenance at Robins Air Force Base Oct. 22. The program brought 14 civic leaders from across AFMC to Robins AFB to gain a better understanding of mission requirements through firsthand experiences so they can better advocate Air Force needs within their spheres of influence. (U.S. Air Force photo by Joseph Mather)**

## AFMC commander, civic leaders tour Robins AFB to gain understanding of key missions

By **ALEXANDRA SHEA**  
78th Air Base Wing  
Public Affairs

Gen. Duke Z. Richardson, Air Force Materiel Command commander, and AFMC Civic Leader Program members from across the nation visited Robins Air Force Base, Georgia, for a three-day conference, Oct. 22-24.

The AFMC CLP conference is held at different AFMC installations each year and provides attendees the opportunity to learn about diverse base missions and ongoing challenges.

"The CLP is central to making sure our bases don't get disconnected from the communities they live in," said Richardson. "AFMC has eight primary installations, and there are common issues at each installation. The civic leaders talk with each other and share lessons learned."

AFMC Civic Leader Program participants are select community leaders and local influencers who reside in the communities that surround Air Force bases. The civic leaders collaborate with AFMC senior leaders and help inform their publics about the local installation missions and challenges.

"We have a strong relationship with our community and community leaders," said Col. Deedrick Reese, Robins Installation and 78th Air Base Wing commander. "When the CLP members from across the command get here and talk to our civic leaders, we talk about our perspective and the challenges we have. It helps CLP members navigate their own challenges in their local areas. It helps with out-of-the-box

thinking, a different approach or style when you get that perspective."

At Robins AFB, the CLP members gained greater awareness of a common challenge faced by all AFMC installations – building and retaining a skilled workforce. Through partnerships with local colleges and universities, Robins AFB has created a pipeline to hire the workforce needed to ensure mission requirements are met. Many workforce members often gain experience through dual enrollment, internships and on-the-job training.

"Our goal is to train the new generation of workers who will keep your base strong," said Ivan H. Allen, Central Georgia Technical College president and Robins AFB CLP member. "We are doing this now with 16- and 17-year-olds who are dual enrolled in high school."

Working with educational partners around the area has allowed Robins AFB to be involved in training students, and as a result, the installation is a top employment choice when they graduate from their programs.

"I have lots of ideas to take back with me," said David Taylor, Dayton Early College Academy superintendent out of Wright-Patterson AFB, Ohio.

As part of the visit, the CLP members toured the main areas of the Warner Robins Air Logistics Complex, viewing aircraft, commodities and electronics maintenance missions. They learned about programmed depot maintenance of the legacy aircraft maintained at Robins – the C-130, C-17, C-5 and F-15.

"This tour has been a home

run," Richardson said. "I've been to Robins four times and what I find most interesting is all the advanced manufacturing capabilities we are developing so we can make parts."

"People can get fixated on the aircraft maintenance group because they are the most visible," Richardson continued. "It's all the other stuff like the commodities, electronic maintenance and software that underpins the aircraft -- without these things, the aircraft wouldn't work."

After viewing the many areas that support upgrading and maintaining aircraft, the conference group was exposed to the newer missions at Robins AFB under the 461st and 116th Air Control Wings, the 950th Spectrum Warfare Group, and the 18th Airborne Command and Control Squadron.

Hearing about these missions gave the CLP members insight into how the Air Force is reoptimizing for Great Power Competition. The integrated warfare capabilities these missions contribute to the fight, along with AFMC and Robins' ability to upgrade and maintain the Air Force and Navy's legacy fleets, will help deliver what is needed to commanders in a peer-competitor fight.

At the 78th ABW, CLP members learned how units worked with each mission partner to support their needs in areas including Information Technology, security, healthcare, services, etc. Giving the CLP members an inside look at the missions and their requirements empowers them to better communicate within their spheres of influence.

**See MISSIONS, page 3**

## Fire safety gaps are a cause for alarm

(StatePoint) Learning the basics of fire safety is the first step in fighting the dangers of fire—and it just so happens to be the most important.

That's why Kidde, a trusted leader in fire safety for more than 100 years, is on a mission to help protect every moment, for everyone.

For the third year in a row, Kidde's Cause For Alarm campaign is deploying educational materials and life-saving information to communities nationwide, including vulnerable communities at a higher risk of fire-related incidents.

Every year, fire claims thousands of American lives in homes without working smoke alarms, according to the Office of Fire Prevention and Control. Yet, far too many people think that a fire is something that would never affect their family.

In fact, the American Red Cross reports that 40% of people believe they are more likely to win the lottery or get struck by lightning than experience a home fire.

This mindset may be why so many households aren't taking even the most basic precautions against fires. Data from the American Red Cross shows that only 26% of American families have developed and practiced a home fire escape plan, leaving nearly 74% of families unprepared for a fire emergency.

According to Kidde, here's how you can better protect your home and the people you love:

**1.** Ensure you have working smoke alarms in your home and discuss with your children what to do when the smoke alarm sounds.

**2.** Purchase a Kidde alarm at participating retailers in the United States until the end of November 2024 to not only help protect your household, but to prompt a \$1 contribution for alarm donations up to \$1,000,000 in total retail value to communities in need.

**3.** Learn more about fire safety and how you can protect your family by visiting CauseForAlarm.org.

The site features activities,

worksheets, a children's book, a kid-friendly podcast and shareable resources, including a memorable jingle for children titled "Beeps That Last, Get Out Fast." The catchy jingle was created to help kids easily recall what to do in the event of a house fire.

This year, to help further inspire people to prioritize fire safety, Kidde developed the "Living Jingle," an emotional plea and call to action – directly from the voices of children who have survived house fires, reminding all who listen that the risk of a home fire is real for everyone.

**4.** Share the "Living Jingle" on social media, tag @KiddeFireSafety and use #CauseForAlarm to help raise awareness.

Everyone deserves to feel safe and protected in their homes. By making fire safety a priority, individuals, families and communities can help protect what matters most.

## Top tips to outsmart porch pirates, delivery scams

The holidays are fast approaching, and with that comes spikes in reports to BBB Scam Tracker regarding delivery related scams and "porch pirates" – thieves who brazenly steal delivered items right off your front step or porch.

Con artists are aware that many people anticipate package deliveries during this season, making them less likely to question messages about delivery issues.

Additionally, thieves recognize that more packages will be left unattended on home porches and steps. These scenarios make people more vulnerable to package and delivery scams during the holiday season.

Fortunately, your BBB has several tips to help you identify and avoid delivery related issues so you can focus on enjoying the holidays with family and friends:

**Watch for phishing texts or emails claiming to be from delivery companies.** It can be hard to tell a valid delivery text from a bogus one, but there's common red flags to watch for. The bogus messages usually claim that the shipper is having difficulty delivering a package or needs an update to your delivery preferences. In either case, a "tracking link" is included, and that's where the issues come in.

By clicking on a link in a message from an unknown or unexpected sender, you could be taken to a form that's designed to gain personal information and steal your identity. A link could also lead you to a site that downloads malware onto your computer or phone without you detecting it. This could include a virus or even spyware that allows scammers to gather your keystrokes.

As you log into your accounts, including your bank accounts, they could be tracking your login information.

**Beware of fake "missed delivery" tags or similar calls.** With these scams, someone places a note on your door that claims they're having challenges delivering a package to you.

They ask you to call a phone number or visit a website to reschedule your delivery, but it's



**Kelvin Collins**

actually another trick to deceive you into sharing your personal information. In similar cases, you might receive a phone call from someone claiming to be with a legitimate delivery company. Your caller ID could even show that they're calling from a well-known delivery business - but it's rare that a delivery company will call you. Caller ID spoofing apps are readily available and used often by scammers to change their info and trick you into believing you're being contacted by a trustworthy company.

You can take several precautions to ensure a safe delivery of your orders and gifts:

**Always get delivery tracking numbers and check the shipping progress periodically.** If you've ordered gifts that will be delivered to your home or directly to family and friends, be sure you always get delivery tracking numbers and check the shipping progress periodically.

You only want to check by using what you've confirmed is a valid website for the shipper that is providing delivery.

As noted above, another issue shoppers face is package theft. According to a Security.org study, package thieves stole more than \$18 billion in merchandise over the last year.

Many consumers have had their packages stolen before they arrive home from work. Thieves also snatch packages from doorsteps or lobbies of apartment or condo complexes. Criminals even follow delivery and postal trucks.

As soon as a truck leaves, the crooks move in and grab the parcels.

To help minimize the chance of having your packages hijacked, consider taking one or more of the following steps:

Don't leave unattended packages. When possible, do not leave delivered packages unattended for long periods. If you are expecting

**See TIPS, page 3**

## Medal of Honor spotlight

### Marine Corps Sgt. James Poynter

By **KATIE LANGE**  
DoD News

As Marine Corps Sgt. James Irsley Poynter's platoon was being surrounded by enemy troops in Korea, he refused to let his men become overwhelmed. Poynter managed to break his trapped comrades out of the chaos through heroics that took his life. For that valor, he posthumously received the Medal of Honor.

Poynter was born Dec. 1, 1916, in Bloomington, Illinois, to Eugene and Molly Poynter. In February 1942, when he was 25, he enlisted in the Marine Corps and served in the Pacific during World War II, taking part in campaigns that included Guadalcanal, Saipan and Okinawa. He was discharged in February 1946 after the war ended.

At some point, Poynter moved to Downey, California. He was married twice and had four children.

When the Korean War broke out in the summer of 1950, Poynter felt he needed to return to service, so he reenlisted in the Marine Corps. At age 33, he was assigned to the 1st Battalion of the 7th Marines,



Photo courtesy defense.gov  
**Marine Corps Sgt. James Poynter**

1st Marine Division.

According to Marine Corps University, he was sent to Korea in time to aid in the recapture of Seoul after the Inchon landing. During a campaign in late September and early October, he earned the Bronze Star.

By November 1950, after hearing that Chinese troops had entered the conflict and attacked South Korean units, the 7th Marines were directed to march into North Korea toward the Chosin Reservoir.

On Nov. 4, 1950, Poynter was the squad leader for a rifle platoon in Company A near Sudong, Korea, when

they were attacked by a much larger force. His platoon hastily tried to defend its position, Hill 532, and Poynter led the charge, directing fire toward the oncoming enemy.

The hostile force quickly gained momentum, surrounding the Marines' position. Several members of Poynter's platoon had fallen, and he had also been critically injured, but he refused to give up. He grabbed a bayonet and jumped into bitter hand-to-hand combat as the fight continued.

When Poynter noticed three machine guns closing in from about 25 yards out, he grabbed hand grenades from fallen Marines and charged the emplacements. In rapid succession, he killed the crews of two of the nests and put the third out of action before he collapsed from his injuries and died.

Poynter's sacrifice inspired the men around him to push harder to repel the enemy. Eventually, they were able to break through the encirclement and find a better tactical position to defend themselves.

For Poynter's heroic actions, his widow, Kathern, posthumously received the Medal of Honor on his behalf during a Pentagon ceremony on Sept. 4, 1952.

Poynter is buried in Fort Rosecrans National Cemetery in San Diego.

His son, Byron, was born after Poynter went to Korea. Byron Poynter followed in his father's footsteps by enlisting in the Marine Corps in 1967.

**When Poynter noticed three machine guns closing in from about 25 yards out, he grabbed hand grenades from fallen Marines and charged the emplacements.**

## THE UNION ADVOCATE

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



# Older adults can prevent slips, trips and falls with these doctors' tips

(StatePoint) Among older Americans, falls are the number one cause of injuries and death from injury, according to the Centers for Disease Control and Prevention. Not only are seniors more at risk for falls, but when they do fall, they are at a greater risk for injuries, hospitalization and complications.

Medical experts say that for people of all ages, a ground-up approach to fall prevention starts with healthy feet.

"Painful foot conditions, such as osteoarthritis, calluses, bunions, hammertoes and diabetes complications, can make it difficult to maintain balance and coordination when walking or standing," says Bryn J. Laubacher, DPM, FACFAS, a board-certified foot and ankle surgeon and Fellow Member of the American College of Foot and Ankle Surgery. "Compounding the issue is that when you are suffering from a painful foot condition, it can be more difficult to engage in the strength and balance exercises that ultimately reduce fall risk."

Experts say that eliminating foot pain can lessen one's chances of experiencing a life-altering fall. That's why the foot and ankle surgeons of ACFAS offer these steps for keeping feet and ankles strong and healthy:

**Don't ignore pain:** Foot pain is not just a normal consequence of aging, so don't ignore aching and suffering or resign yourself to it. You likely have a treatable condition. See a foot and ankle surgeon when you experience pain for proper diagnosis and treatment.

**Examine your feet:** Regularly inspect your feet. If you notice any bumps, lumps or other changes, make an appointment with your foot and ankle surgeon for evaluation.

**Exercise:** Simple stretching exercises can help you maintain strength and mobility in your feet and ankles, as well as provide pain relief. Talk to your physician about appropriate exercises for you.

**Protect:** Wear cushioned insoles or any special footwear you are prescribed, along with comfortable, well-fitting and supportive



PHOTO SOURCE: (c) Paperkites / iStock via Getty Images Plus

shoes, every day – even around the house.

**Consider advanced options:** Know that at times, surgery is the most appropriate treatment for a given condition. Fortunately, many surgical techniques today can be performed on an outpatient basis. There are also more options than ever before.

According to Dr. Laubacher, new medical technologies and ground-breaking surgical interventions, such as bioengineered scaffolding for reconstructive surgery, minimally invasive techniques and stem cell regeneration, are helping patients restore functionality and get back to normal faster than ever

before.

For more ways to keep feet and ankles healthy and prevent falls, and to find a foot and ankle surgeon near you, visit FootHealthFacts.org, the ACFAS patient education website. Foot and ankle surgeons are experts in providing both conservative care as well as surgical approaches to foot and ankle healthcare.

"Remember, just one fall can have a major impact on a person's independence and quality of life. That's why it's so important to prevent falls by taking care of your feet and ankles," says Dr. Laubacher.

## TUBMAN

From page 1

whence she led her niece Kessiah Jolley and her niece's two children, James Alfred and Araminta, to freedom.

That journey was the first of some 13 increasingly dangerous forays into Maryland in which, over the next decade, she conducted about 70 fugitive enslaved people along the Underground Railroad to Canada. (Owing to exaggerated figures in Sara Bradford's 1868 biography of Tubman, it was long held that Tubman had made about 19 journeys into Maryland and guided upward of 300 people out of enslavement.) Tubman displayed extraordinary courage, persistence, and iron discipline, which she enforced upon her

charges. If anyone decided to turn back—thereby endangering the mission—she reportedly threatened them with a gun and said, "You'll be free or die."

She also was inventive, devising various strategies to better ensure success. One such example was escaping on Saturday nights, since it would not appear in newspapers until Monday. The railroad's most famous conductor, Tubman became known as the "Moses of her people." It has been said that she never lost a fugitive she was leading to freedom.

Rewards were offered by slaveholders for Tubman's capture, while Abolitionists celebrated her courage. John Brown, who consulted her about his own plans to organize an anti-slavery raid of a federal armory in Harpers Ferry, Virginia (now in West Virginia), referred to

her as "General" Tubman. About 1858 she bought a small farm near Auburn, New York, where she placed her aged parents (she had brought them out of Maryland in June 1857) and herself lived thereafter. From 1862 to 1865 she served as a scout, as well as nurse and laundress, for Union forces in South Carolina during the Civil War.

For the Second Carolina Volunteers, under the command of Col. James Montgomery, Tubman spied on Confederate territory. When she returned with information about the locations of warehouses and ammunition, Montgomery's troops were able to make carefully planned attacks. For her wartime service Tubman was paid so little that she had to support herself by selling homemade baked goods.

After the Civil War

Following the Civil War Tubman settled in Auburn and began taking in orphans and older adults, a practice that eventuated in the Harriet Tubman Home for Aged and Indigent Negroes. Tubman was a patient of the home from 1911 until her death in 1913, staying in a building known as John Brown Hall. The home later attracted the support of former abolitionist comrades and the citizens of Auburn, and it continued in existence until the early 1920s.

She also became involved in various other causes, including women's suffrage. In the late 1860s and again in the late '90s she applied for a federal pension for her work during the Civil War. Some 30 years after her service a private bill providing for \$20 monthly was passed by Congress.

## VETERANS

From page 1

paved the way for desegregation within the United States Marine Corp leaving a profound legacy of courage, resilience and honor for many of us to follow," he said. "They prove that valor and courage have nothing to do with color and these marines serve with honor, bravery and distinction in the World War II battles in the South Pacific."

Price continued they had to fight for

the right to fight. He defined them as courageous individuals who protected the country's liberty and independence when they were not protected with equal rights and received little recognition.

"On this Veterans Day, we recognize their contributions as a very important part of not just military history or black history but as American history," he said.

Warner Robins Mayor LaRhonda Patrick also made a special announcement towards the end of the ceremony.

Asking all Vietnam veterans to stand in front of the stage, she asked members of "The Romeos", a local Vietnam veterans group, to stand alongside her. She then announced the city had purchased five acres of land to be the home of the future Vietnam Veterans Memorial.

It will be built on Vietnam Veterans Memorial Parkway.

"We worked hard," she said, "and I want to make sure I tell my friends those times got iffy, we stayed true, and we held on, and we have your site."

## MISSIONS

From page 2

"When the CLP members have a different perspective of each mission across AFMC and how each wing and center contribute to it, we gain

more advocacy for the things we need to keep our missions going," said Reese. "They are able to take that experience back to their bases, along with gaining a broader perspective of what AFMC does and how we support the Air Force mission."

The conference closed with a dinner hosted by the Middle Georgia Military Affairs Council against a backdrop of vintage aircraft and vehicles housed in the Museum of Aviation's Century Hangar. MGMAC and CLP members

discussed their experiences, shared challenges, and worked together to generate ideas.

"These are the ideas we want (CLP members) to steal," said Richardson during the final dinner. "That's what we want them to take back to their communities."

## TIPS

From page 2

a package, attempt to schedule its delivery when you know you will be home. Ask trusted neighbors to pick up and hold a package(s) for you, especially if you plan to be gone for an extended time.

Also consider having the package delivered to your workplace or directly to the address of a trusted friend who you know will be home.

Sign up for notification services: Most retailers provide tracking details with links to delivery services; some even send their own emails to let you know when something has landed on your stoop. Opt-in to shipping-related emails.

Set up your own notifications with your smartphone or app to remind you of the date and time of expected delivery.

Use a security camera. Installing a home security system with cameras or a video doorbell is a great way to deter pack-

age theft, especially when highly visible. You can also set up camera alerts, so you know exactly when the package is delivered. Consider including a sign that specifically states that the residence is under surveillance.

Even if a package is stolen from your porch, the video evidence will help law enforcement track down the thieves.

Require a signature. Many delivery companies include the option to require a signature before leaving a package, letting you take physical possession of the item as soon as it is delivered. While this option works well for those often at home, especially for expensive items, it may create difficulties in receiving packages if your schedule and the delivery service differ.

Be sure to check with the delivery company on their policy for packages that are not signed for, as they may return it to the sender after a certain number of attempts.

Ship to store or a designated delivery location. If you're purchasing an item from

a retailer with a physical location near your home, consider shipping it there instead. Retailers will require proof of purchase or identification before releasing packages they have received, and this is a sure way to avoid porch pirates.

Consider a package receiving service. Some major retailers, such as Amazon, offer secure package-receiving locations away from your home that you can access with a key or code. Some independent businesses also specialize in this service, allowing you to designate a different delivery location for your packages and the ability to pick them up on your way home.

P.O. Box rental: If porch pirates are often in your area and you are planning to do quite a bit of online shopping, you may want to consider renting a post office box to receive package deliveries. The cost may outweigh the headaches.

For more information about shopping and safety during the holidays, visit BBB's holiday HQ at [bbb.org/holiday](http://bbb.org/holiday).

## Equal Employment Opportunity Commission

### Actions/decisions:

#### Clarksburg JATC to pay \$150,000 to settle EEOC sex discrimination charge

Clarksburg Electrical Joint Apprenticeship and Training Committee, which oversees an electrician apprenticeship program in North-Central West Virginia, has agreed to pay \$150,000 and provide injunctive relief to resolve charges of sex discrimination filed with the U.S. Equal Employment Opportunity Commission, the federal agency announced recently.

The EEOC investigation found that the Clarksburg Electrical JATC denied three female applicants admission to its apprenticeship and training program because they were female; used a panel interview and rank-order selection process that caused an unlawful disparate impact against a class of female applicants for the program, which resulted in denials because of their sex; and subjected a class of female applicants to a pattern or practice of denial of admission into the apprenticeship and training program because they were female.

Following a reasonable cause finding during the investigation, the parties engaged in the pre-litigation conciliation process, which resulted in a settlement including monetary damages; hiring an expert to recommend changes to Clarksburg Electrical JATC's selection process; and ensuring at least two female bargaining unit members sit on the interview panel responsible for selecting apprentices until the expert's recommendations are adopted.

As part of the settlement, Clarksburg Electrical JATC also agreed to offer automatic reinstatement to the three complainants into the 2023-2024 apprenticeship class and provide the opportunity for a class of female applicants to re-interview for admission into the program. By agreeing to the settlement, Clarksburg Electrical JATC has not admitted to the findings of EEOC's reasonable cause determination and denies liability for all claims.

#### Ohio Amusement Park to pay \$50,000 in EEOC age discrimination suit

Cedar Fair, L.P., doing business as Cedar Point, and Magnum Management Corporation, which own, operate, and staff the Sandusky, Ohio-based Cedar Point amusement park, will pay \$50,000 to settle an age discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission, the federal agency announced recently.

According to the EEOC's lawsuit, Cedar Fair and Magnum provided housing at significantly below-market rates for out-of-town seasonal employees. During Cedar Point's 2021 and 2022 seasons, Cedar Fair and Magnum implemented a policy prohibiting employees aged 30 and older, other than entertainers, from living in employee housing. As a result, older out-of-town workers could not resume their seasonal employment at Cedar Point, given the economic barriers created by the housing ban, the EEOC alleged. The housing policy was rescinded at the start of the 2023 season.

In addition to providing former employees monetary relief, the five-year consent decree settling the suit provides for systemic non-monetary relief intended to prevent further age discrimination, including a commitment that Cedar Fair and Magnum will continue to utilize a housing policy that will not discriminate against employees age 40 and older, implement a revised ADEA policy, and provide training on the ADEA for management personnel responsible for employment decisions and policies for Cedar Point, as well as individuals responsible for managing and implementing the housing benefits and policies for Cedar Point.

#### Cedar Paramount Healthcare Consultants to pay \$50K in EEOC sex discrimination, retaliation lawsuit

Paramount Healthcare Consultants, LLC, which operates nursing care facilities across Texas and Louisiana, will pay \$50,000 to settle a sex discrimination and retaliation lawsuit filed by the U.S. Equal Employment Opportunity Commission, the federal agency announced recently.

The EEOC's suit was filed against both Paramount and MPD Operators Nazareth Hall, LLC, who jointly managed the Nazareth Living Care Center in El Paso, Texas. According to the lawsuit, the administrator at the El Paso facility sexually harassed a female housekeeping aide by subjecting her to repeated, unwelcome sexual comments and forcible kissing.

The housekeeping aide reported the unwelcome touching to her male supervisor, who then elevated the sexual harassment complaint to human resources at the facility. However, in response to his complaint, management was dismissive and took no action.

According to the lawsuit, the defendant failed to conduct a credible investigation of the complaint and the facility administrator was never disciplined. Further, the administrator and human resources managers retaliated against both employees after the harassment. Ultimately, both employees were forced to quit, the EEOC said.

Under the three-year consent decree settling the suit, in addition to monetary relief for the victims, Paramount will revise its anti-harassment policy to provide an improved complaint and response procedure in its Texas facilities. Paramount will also provide training to educate Texas-based human resources staff and facility administrators about sexual harassment and the rights and responsibilities of employees and management alike. To ensure that all employees regardless of their English-language proficiency understand their rights, Paramount must also post and distribute a notice in both English and Spanish to all Texas-based employees.

#### Golden Entertainment, Inc. to pay \$100,000 to settle EEOC sexual harassment lawsuit casino managers

Golden Entertainment, Inc., the former owner and operator of Rocky Gap Casino in Flintstone, Maryland, has agreed to pay \$100,000 and implement comprehensive sexual harassment prevention training for its managers, supervisors, and employees, as well as provide other significant relief to settle a sexual harassment and retaliation lawsuit, the U.S. Equal Employment Opportunity Commission announced recently.

According to the EEOC's lawsuit, a male bartender at Rocky Gap Casino subjected a female bartender to sexual harassment, which included sexual comments and groping the female bartender's buttocks. The female bartender complained to her supervisors about the harassment, but the casino continued to assign her to work with the harasser, and the harassment persisted. The male bartender made it clear to the female bartender that nothing would happen to him. Following further complaints, the casino reassigned the female bartender away from the male and to a less lucrative station, ultimately forcing her to leave the employer.

In addition to the \$100,000 in monetary relief for the female bartender, the three-year consent decree resolving the suit enjoins the company from harassment based on sex and requires the creation of a revamped sexual harassment policy that includes procedures for reporting and investigating harassment. The company will also report to the EEOC on how it handles any sexual harassment complaints.



# RESIDENTIAL REFRESH



Photo courtesy of Shutterstock

## Personalized touches for your home

### FAMILY FEATURES

Your home is an expression of you, your personality and your lifestyle. When it comes to personalizing your home's aesthetic, try leaning into your senses to inspire change within your space.

Inspiration can be found everywhere around you – from taking cues from Mother Nature to “shopping” your own house or, with a little help from Air Wick, finding and incorporating your home's signature scent.

Give yourself a residential refresh with these tips:

### Rearrange Living Spaces

Breathing fresh air into a room doesn't always require a complete overhaul, or even any construction or DIY projects. Sometimes all you need is a little rearranging. Shifting furniture to better suit your needs or let more natural light in can significantly improve the space's aesthetic.

Additionally, the items you currently own are most reflective of your style; try “shopping” your own house by repurposing items from other areas or rooms to give them a fresh feel. When decor pieces are overused in one spot, they may feel brand new in a different space.

These are practical and cost-effective tactics to create a new and inviting space for both you and any guests entering your home.

### Introduce Plants and Greenery

When sourcing your design inspiration from nature, adding greenery is an inherent way to bring in the beauty and freshness of the great outdoors. To personalize your home with plants, visit a nursery or local flower shop and choose ones that are appealing to you based on their shape, color or size. Live plants offer multiple benefits, like naturally purifying the air, and studies have shown numerous therapeutic benefits of spending time with nature. Therefore, designing with natural elements, like house plants or flowers, can bring a sense of serenity into your home.

### Find Your “Scentscape”

A home upgrade rooted in nature includes more than just what you can see and feel, it also includes engaging the sense of smell. One of the latest home decor trends, “scentscaping,” is growing in popularity as a way for individuals to enhance the ambiance of their homes through tailored scent.

“Scent is an often-overlooked aspect of design,” said Egypt Sherrod, HGTV personality who is both an interior designer and real estate broker, and Air Wick partner. “People tour homes and experience spaces with all their senses. It adds a new layer to home personalization, as an authentic fragrance experience often heightens the aura of your space beyond its physical layout. Scentscaping is the perfect way to add a bespoke vibe for your home that reflects your personal style, in turn creating a welcoming atmosphere.”

With innovative devices designed to deliver carefully blended scents like Air Wick's Advanced Plug-In Scented Oil, you can enjoy long-lasting pulses of scents inspired by nature in the comfort of your home for up to 60 days on low setting. With anti-fading technology, an on-demand boost button and adjustable intensity settings, you'll notice the fragrances from the first drop to the last.

### Update Colors

Introducing color to a room can transform its look, and the scale of change is up to you. You might repaint the entire space, simply paint an accent wall or even just spruce up a corner with a pop of color. Incorporating accessories or decorative elements with new colors can also create some variety, such as including pops of seasonal-inspired colors in artwork and textiles.

### Switch Out Light Fixtures

A room's lighting is an important detail for personalizing the type of mood and ambiance you are trying to achieve. Swapping out light fixtures for dimmers, for example, can create a brand new atmosphere, allowing you to adjust the light to the time of day and for your intended experience. Consider updating old lighting fixtures with new ones to enhance the presence of natural light or changing the bulb wattage to further impact the mood.

### Embrace the Scent of the Season

If you tend to make frequent edits to your home's design, you may also find the idea of experimenting with different fragrances appealing. A short-term scent can be ideal for seasonal swaps, like trading fresh spring blooms for sweet summer citrus, for example. Lasting for up to 45 days on low setting, Air Wick's Essential Mist Diffuser fills the room with a gentle, fragrant mist with natural essential oils so you can set it and forget it. Adjustable settings are included on the device, and the cordless and portable design allow it to blend seamlessly into any home decor.

Explore more inspiring ideas for incorporating a breath of fresh air into your home at [airwick.us](https://www.airwick.us).

## Scentscaping to Give Your Home a Personalized Style

Achieving your perfect scentscape begins with nature-inspired fragrances, including classics like White Sage + Mahogany, Lavender + Waterlily and Eucalyptus + Wild Berry. If sweeter scents are your preference, consider enticing blends like Pink Watermelon + Mimosa, Lush Honeysuckle + Raspberry or Hawaiian Guava + Tropical Flowers.

To establish a one-of-a-kind scentscape for your home, start with these tips from Sherrod:

1. Identify your scent preferences, whether leaning toward citrus, spicy, fruity, floral or woody notes.
2. Consider the scent's intensity and the scent level you and your guests find pleasing.
3. If you plan on creating room-specific scents, or want to use different fragrances in each room, consider how these scents interact with one another to harmonize the scents with contrasts that add dimension.
4. Consider rotating your seasonal scents to freshen up your home and bring new energy to your space at different times of the year.
5. Maintain a scent balance so different scents do not overpower each other. Rather, create a soft and pleasing aroma that establishes inviting spaces throughout your home.



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

© StatePoint Media  
 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.

What lies at the bottom of the ocean and twitches? A nervous wreck.

What noise does the truck make that delivers cleaning equipment? Broom. Broom.

**US Capitals**

PHOENI XKKJLTHAWYI CKTYG  
 KLATLANTAIUBDVFRBMHYNB  
 MEKRHUHKYJONEXEYGTOSC  
 GRBSTMONTGOMERYBKRMUO  
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 TISWECOUGASBEUOCEFACAU  
 QGTBORLXRWSBOTOPCKAHL  
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BISMARCK	BOISE	BOSTON
CHEYENNE	COLUMBUS	CONCORD
DOVER	FRANKFORT	HARTFORD
HELENA	HONOLULU	INDIANAPOLIS
JUNEAU	LINCOLN	MONTGOMERY
NASHVILLE	OLYMPIA	PHOENIX
RICHMOND	SALEM	TOPEKA

**A little humor ...**

What did Adam never see or have, yet left two of them for each of his children? Parents.

A Children's Church teacher was reviewing her pupils on a unit of lessons. She placed an apple on the table. "This is my apple," she said. "If you see someone take it, what Bible verse does it bring to mind?"

"Thou shalt not steal," a wise pupil answered promptly.

"That's good. Now if you see two boys fighting, what verse comes to you?"

"Be ye kind one to another," a pupil answered.

Now the teacher wanted to remind the pupils about being kind to animals. "If two boys were fighting over a cat," she said, "and one boy was pull-

**STATEPOINT CROSSWORD**

THEME: MANIAS AND PHOBIAS

- ACROSS**
- Figaro's solo, e.g.
  - Not sin, as in math
  - Designer Laroche
  - Pi-meson
  - Cut, like a log
  - \*Telephobia, or fear of this device
  - "He's Just Not That \_\_\_ You", movie
  - 2D measurement
  - Gives a helping hand
  - \*Ludomania, obsession with \_\_\_
  - Therefore
  - Poetic feet
  - Accident
  - \*\_\_\_mania, obsession with wealth and power
  - Type of throw, in baseball
  - Miner's load
  - Member of Round Table
  - Quartet minus one
  - Spacious
  - Last word of "America the Beautiful"
  - Young chicken
  - Cocoyam
  - Largest Asian antelope
  - Haute couture gala location, with The
  - Slimy phlebotomists
  - \*\_\_\_phobia, fear of public speaking
  - Took the bait
  - Tempter
  - Dumbstruck
  - \*Gamophobia, fear of \_\_\_
  - September stone
  - Cantina cooker
  - Apple leftover
  - Lakes, in Scotland
  - \_\_\_ gin
  - "On a \_\_\_," or care-free
  - \*\_\_\_mania, obsession with oneself

- Cough syrup amt.
- Additional

- DOWN**
- \*\_\_\_phobia, fear of bees
  - Bananaphone predecessor
  - Itty bit
  - Language disfunction
  - Indigenous person of Lesser Antilles
  - Track and field star, 1936 Olympics
  - Tear in pantyhose
  - Struck with a mallet
  - Back arrow key
  - Indeed
  - Against the stream swimmer
  - Say "pretty please"
  - \*\_\_\_phobia, fear of snakes and crocodiles
  - Uncooperative, like a mule
  - "Battleship" success
  - Kind of mushroom
  - Grind down
  - Glittery stone
  - Carpet style
  - Lily genus, pl.
  - Angers
  - "All for one and one for all," to Musketeers
  - Egyptian goddess of fertility
  - Hair raiser
  - \*\_\_\_ effect, or compulsive handwashing
  - Pileus, pl.
  - Entomologist's catcher, sometimes
  - Agora, plural
  - Tannery supply, pl.
  - Delphi talker
  - Room partitions
  - Lowest deck on a ship
  - Full of excitement
  - Home to Baylor University
  - Lion's share
  - Hockey score
  - Commits a faux pas
  - A in IPA
  - Increase

**CROSSWORD**

1	2	3	4		5	6	7		8	9	10	
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43				44					45	46		
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62							63			64		

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"Hello," said Tom.

"No, these are quotation marks. Talking points are something else."

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"After the ice breaker, team building, brainstorming, two truths and a lie, and motivational huddle, it seems we've run out of time for the actual meeting."

ing the cat's front legs and the other the cat's tail, what verse would that remind you of?"

All of the pupils thought a moment. Finally one raised his hand. "What God hath joined together, let no man put asunder!" he answered.

Conversation between Adam and Eve must have been difficult at times because they had nobody else to talk about.

"Adam, do you love me?" Adam: "Who else?"

"You remember Eve," said the husband to his wife, "the first and only woman who could truly say, 'I haven't got a thing to wear' and mean it!"

Sign over Adam's house: "We're Never Clothed."

Second man: I think there were ten apples. Adam 8 and Eve ate 2.

Third man: I think there were sixteen apples. Eve 8 and Adam 8 also.

Fourth man: I think all three of you are wrong. If Eve 8 and Adam 82, that would be a total of 90 apples.

Fifth man: You guys don't know how to add at all. According to history, Eve 81 and Adam 82. That would be a total of 163 apples.

Sixth man: Wait a minute! If Eve 81 and Adam 812, that would make a total of 893 apples.

Seventh man: None of you guys understand the problem in the slightest. According to my figuring, if Eve 814 Adam and Adam 8124 Eve, that would be a total of 8,938 apples in the garden.

At that point all of the men gave up.

**STR8TS**

No. 703 Medium

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

Previous solution - Easy

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

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.

At what season did Eve eat the fruit? Just before the Fall.

In the Garden of Eden one morning, Eve asked Adam, "What's wrong with eating this apple?" "I'll bite," smiled Adam.

A teacher was winding up a discussion in her fourth grade class on the importance of curiosity. Teacher: "Where would we be today if no one had ever been curious?" Child: "Still in the Garden of Eden?"

Some men were discussing the Bible. They were wondering how many apples Adam and Eve ate in the Garden of Eden. First man: I think there was only one apple in the Garden.

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

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





# POP YOUR WAY TO A COZY HOLIDAY PARTY

FAMILY FEATURES

**H**oliday celebrations tend to bring out everyone's best and brightest, and this year you can pair the sparkle and magic of the season with the heartwarming comfort of cozy foods. Eye-catching decor boasting holiday reds, greens and golds becomes even more inviting when complemented by favorite wintery snacks that enhance the holiday spirit.

Spend a snowy afternoon nestled in a warm kitchen with your little ones making these Festive Popcorn Trees, which offer the best of both worlds. These charming, edible trees allow you time together while encouraging creativity as your kids decorate their own popcorn masterpieces, adding a whimsical touch to your holiday table.

Popcorn, a beloved snack throughout the year, serves as a delightful and versatile addition to festive gatherings. Its irresistible flavor not only satisfies cravings but also evokes heartwarming memories of shared moments with loved ones – whether it's the joy of crafting popcorn garlands, creating homemade ornaments or enjoying it alongside other seasonal snacks. Embrace the traditions that bring family and friends closer, all while indulging in the wholesome goodness of popcorn.

Find more ways to pop up a cozy holiday celebration at [popcorn.org](http://popcorn.org).

## Must-Haves for a Comforting Holiday Snack Bar

Lighten the load of holiday hosting this year with a serve-yourself snack bar that allows guests to personalize their plates with favorite cozy season hors d'oeuvres and drinks.

- Popped popcorn
- Popcorn toppings (spices, seasonings, cinnamon sugar, chocolate chips, Parmesan cheese)
- Baked brie (or other cheeses)

- Individually wrapped chocolates
- Crackers
- Pretzels
- Nuts (almonds, pecans, cashews)
- Marshmallows
- Cinnamon sticks
- Candy canes
- Sugar cookies
- Hot chocolate
- Hot tea
- Seasonal punch



### Festive Popcorn Trees

Yield: 10 trees

- 10 cups air-popped popcorn
- 1 bag (10 ounces) miniature marshmallows
- 2 tablespoons butter
- 1 teaspoon vanilla extract
- nonstick cooking spray
- green decorating sugar
- blue decorating sugar
- 1 tube white frosting with decorating tip
- assorted small colorful candies, such as sprinkles
- miniature silver dragees
- sugar cookies, for serving (optional)
- shredded coconut, for serving (optional)

Place popcorn in large bowl. In medium saucepan over medium-low heat, stir marshmallows and butter until marshmallows are

melted and mixture is smooth. Remove from heat. Stir in vanilla extract.

Pour mixture over popcorn in bowl. Toss well to coat popcorn evenly.

Line baking sheet with foil. Spray hands with nonstick cooking spray then scoop about 1 cup popcorn mixture. Shape mixture into cone, keeping base flat. This forms one tree. Sprinkle tree with green and blue decorating sugars; place tree on baking sheet. Repeat to make additional trees.

Pipe frosting on trees to make garland then decorate with colorful candies and miniature silver dragees.

**Serving suggestion:** Place each tree on sugar cookie, if desired, and decorate serving tray with shredded coconut to resemble snow.

**Tips:** Start the recipe with unflavored white popcorn for best color and flavor. Make colored sugar by adding food coloring to sugar then stirring in bowl or shaking vigorously in sealed container. Add more food coloring for more intense tones.