



AFGE Mutual Aid Network Where you can help or get help

Special to The Union Advocate

“Feds helping feds.”
That’s the opportunity you are presented with as a member of the AFGE Mutual Aid Network. Per the link – <https://www.formpl.us/form/6272849121705984>? – it gives you the opportunity to “connecting with your fellow federal workers to share resources, skills and support during these challenging times.”

Per the link: “Join our community of federal workers supporting each other. Whether you need help, can offer assistance, or want to stay connected, this network is here to strengthen our solidarity.”

Per AFGE leaders, via a news release: “As this government shutdown drags on we know that the impact it is having on government workers across the country is devastating. We know that as union members, it’s critical that we have each other backs.”

When you visit the link, you’ll be asked basic questions: Name, state, city, email, phone number.

Below that are four questions you are asked to answer:

1. If seeking support of some kind, please describe what you’re looking for: (e.g., mortgage deferment guidance, advice on talking to kids about shutdown, home repair consultations, financial planning, etc.)

2. If you have a service, skill, or resource to offer your fellow feds (free or discounted), please describe it below: (e.g., resume review, financial planning, tutoring, wellness coaching, home repair, legal advice, etc.)

3. If you have an event or announcement to share, describe it below: (e.g., support group meeting, community event, resource fair, training workshop, etc.)

4. Anything else you’d like to share? (Other ways you’d like to connect, additional resources, ideas for the community, etc.)

Your information, according to AFGE leaders, will be shared with other participants to facilitate connections. These in turn will be compiled into a regular newsletter/directory for the federal worker community.

Georgia AFL-CIO holds 58th Constitutional Convention

Stacey Abrams, others deliver passionate challenges

By **DON MONCRIEF**
Editor, The Union Advocate
don.moncrief@afgelocal987.org

The Georgia AFL-CIO held its 58th Constitutional Convention at The DeSoto in historic downtown Savannah Oct. 15-17. The theme of this year’s convention was “Many Unions One Voice.”

AFGE District 5 National Vice President Tatishka Thomas was one of who fit that theme. “It is my honor,” she said, “to bring you greetings on behalf of the 30,000 federal workers that I represent in the state of Georgia, Alabama, Tennessee, South Carolina, Puerto Rico and the Virgin Islands.”

Thomas said she wanted to speak to those in attendance on the topic of “working with what you’ve got.”

“Federal workers have had historically and consistently had to fight for our basic rights

and recognition of our contributions to society. Since 1960 unions have weathered attacks from those seeking to dismantle the civil service and have had to constantly defend collective bargaining rights.

“Fighting is nothing new to us. And as young people would say ... even though I’m kind of young,” she quipped ... “the struggle is real. Every time we faced attacks or got involved in battles, we didn’t give in. We didn’t back down. We continued to work with what we’ve got.”

“It’s clear by looking at me,” she continued, a tongue-in-cheek reference to her not being the tallest person in the room, “that I haven’t been given the gift of being tall. But anyone that knows me, knows I will be the first to speak up, speak out and to continue to protect those who cannot defend themselves.”

So, don’t let the short stature fool you, she continued, the point being she was not to be “messed with and neither is this union.”

In June of 2018, she went on, AFGE had its first encounter with the Donald Trump administration. It came, she said, by way of three Executive Orders. Three, she said, that threatened to cripple and permanently erase the union and its collective bargaining rights. Members, she said, were removed from their offices with brute force, official time was removed, and collective bargaining was heavily restricted.

“It was a hard hit. But we immediately hit the ground running, held town halls, and we trained our members on how to get involved and then voted for candidates that support labor. And we showed up in the streets holding rallies and marches.”

It was also during this time,

Thomas said, that AFGE created eEues, a dues collection system - most are familiar - totally independent of the Agency whose workers AFGE represents.

“We also lost a lot during that time, but we showed up anyway. Because we were working with what we’ve got.”

“Now here we are,” she said. “Having to deal with this administration again for the second time. And the attacks keep coming. We’ve seen mass layoffs of probationary employees, retaliation against DEI offices, hiring decreases, elimination of collective bargaining rights, official time removal and now the government shutdown.”

“All of this has happened to individuals who keep this nation secure. Who safeguard against disasters, who maintain food. Who ensure safe travel and demand public health.

See CONVENTION, page 3



DOLLAR FOR DOLLAR, SAVINGS FOR SAVINGS - AFGE IS STILL THE BEST INVESTMENT!

EDUCATION

Special Series - #3 Union Plus College program

The Union Plus College program offers affordable options to AFGE members and their families and includes exclusive family discounts, financial aid and grants at a growing number of regionally accredited colleges— so that costs don’t stand in the way of your family’s education dreams.

- ♥ Your family’s dreams of college starts here with:
 - ♥ Affordable degrees put within reach
 - ♥ 100% online classes with convenient schedules
 - ♥ A large selection of associate and bachelor’s degree program options

Edvance - Union College Benefit

Access 125+ career-focused programs to fit your life. From certificates to degrees, your Union College Benefit provides discounts on career-focused programs to put the power back in your hands.

Empire State University

How to Access Member Benefits:

This benefit is only available to members of AFGE. If you are a member of AFGE, please login to the Members Only section. If you are not a member, but would like to find out how to become one, please visit the Join AFGE section.

Empire State University

Save money on your degree. Here are the benefits of our Union Plus Grant:

- ♥ Reduced undergraduate tuition per credit to \$250
- ♥ \$50 application fee waived
- ♥ \$700 Prior Learning Assessment fee waived
- ♥ Access to high-quality, flexible, and affordable education for union members and their families

EBS College Discount program

AFGE is thrilled to introduce our partnership with the EBS Network, to offer additional access to discounted tuition rates for union members and their families at a select group of accredited colleges and universities.

This partnership is

designed to meet the unique needs of busy adults and other nontraditional learners, offering a wide range of educational opportunities.

Whether you are interested in pursuing a master’s or doctoral degree, or exploring other avenues for personal or professional development, the EBS Network provides access to over 150 online certificate and degree programs.

These programs include associate, bachelor, master, and doctoral degrees, as well as undergraduate and graduate certificates.

We are also proud to highlight the Franklin University U-Learn program, which offers a remarkable opportunity for AFGE members and their entire families to take unlimited associate and bachelor-level courses for no more than \$5,250 per calendar year.

This amount is reduced even more when schol-

arships, grants, or tuition reimbursement is applied. Furthermore, all textbooks are provided at no cost, making this an even more affordable option for advancing your education.

Kaiser Permanente Well-being Scholarship

At least five AFGE members will be awarded a \$1,000 scholarship for 1 year from Kaiser Permanente.

If you are looking to finish your degree or advance your career, you have another opportunity to get help paying for college or trade school. Every year, 5 AFGE members, or more, will win a \$1,000 scholarship from Kaiser Permanente.

Organized labor has been the backbone of Kaiser Permanente for more than 70 years. Today, Kaiser Permanente employs more than 150,000 union members. It’s in that spirit that

See BENEFITS, page 3

**Toll-free Benefits Line:
(888) 844-2343**

**Email: Questions@afge.org
Programs are subject to change.**

Two items of request:

1) We don’t always get notified when one of our brothers or sisters has passed.

2) We don’t always receive notification when one of you has reached a milestone in your federal career? 10 years, 20 years, 30?

In either case, would you drop us a line at Theunionadvocate@gmail.com

Holiday happening

■ **What:** Local 987 Christmas party

■ **When:** Dec. 20, from 6-11 p.m.

■ **Cost:** Members get in free and are allowed one guest for free (i.e., spouse, friend). Additional guests cost \$25 each.

■ **Dress:** Semiformal to formal

■ **Requirement:** You will need to RSVP by calling Union Hall at 478-922-5758, Ext. 21, and confirm you will be attending to the person who answers, or by leaving a voicemail.

■ **Note:** The Local is seeking bids for the following: Decorating crew, photographer and caterer. Obtain bid details and/or submit by calling the above number and ask for Trustee Jeanette McElhaney. The bid deadline is Nov. 20.



Membership meeting

Local 987 will have a membership meeting Nov. 20 at 5 p.m. It will be held at Union Hall, located at 1764 Watson Blvd.

Membership will be verified. You can make updates to your contact information by calling Union Hall at 478-922-5758 or by emailing LindaBaxter@afgelocal987.org or JeanetteMcElhaney@afgelocal987.org

Cough not going away? Learn these top facts about Bronchiectasis

(StatePoint) Getting the correct treatment for bronchiectasis, a chronic lung condition affecting 350,000 to 500,000 adults nationwide, is necessary to slow disease progression and help prevent further damage to the airways.

The American Lung Association, with support from Boehringer Ingelheim, is raising awareness about the need for early diagnosis and treatment of bronchiectasis. Here are the top things to know:

Bronchiectasis is chronic. Bronchiectasis is a lifelong, progressive lung condition where the walls of your airways (bronchi) are permanently damaged, becoming widened and thickened from inflammation and infection. Getting the correct treatment as early as possible can help improve health outcomes and quality of life.

Diagnosis is often delayed. Two of bronchiectasis’s hallmark symptoms are daily cough and daily production of mucus. Because these symptoms, along with shortness of breath, fatigue and chest pain, can mirror that of other lung conditions, bronchiectasis may have a delayed diagnosis. Further complicating matters, people often have bronchiectasis along with other lung conditions. However, it requires a separate diagnosis and its own specialized treatment plan. Nellie R. has had asthma since childhood and started having repeated infections as an adult. “After being prescribed

inhalers and other medications to treat infections, I realized that something wasn’t right. Having my bronchiectasis mistaken for other lung conditions made me realize that you have to advocate for yourself when you know you aren’t getting better with your current treatment plan,” she says.

Disease management is critical. People with bronchiectasis often fall into a cycle where a respiratory infection triggers airway inflammation, which then causes further lung damage. To interrupt this cycle, follow your treatment plan: take medication as prescribed, utilize learned airway clearance techniques and

take steps to reduce flare-up risk. Jean R. was diagnosed with bronchiectasis after already living with and being treated for COPD. When it comes to managing both she says, “I manage my COPD, see my pulmonologist regularly and check in to make sure that my bronchiectasis is not progressing.”

You can decrease your risk of flare-ups. While you can’t control everything about your environment and health, there are steps you can take to help prevent bronchiectasis flare-ups. These include:

- Avoiding exposure to toxic fumes

See FACTS, page 3



iStock via Getty Images

When is the best time to buy a car? Experts say: Before it’s urgent

(StatePoint) Buying a car is one of life’s bigger financial decisions—and timing can make all the difference.

But according to auto experts at Wells Fargo, the best time to buy a car isn’t about chasing seasonal sales or waiting for tax credits. It’s about being prepared before the need becomes urgent.

“It’s just a reality that buying when you absolutely have to can limit your ability to get a good deal,” said Robert Lyles, retail auto relationship management director, East Market for Wells Fargo Auto. “Doing your research, knowing what you’re looking for, and understanding how much you can afford will give you a leg up when it’s time to negotiate.”

So how do you know when you’re ready? It starts with understanding your finances. Michael Meganck, retail auto relationship management director, West Market, advises buyers to begin with a clear budget. “Buying a vehicle is exciting, but it can be overwhelming. Start with the basics: what you can afford, how you plan to use the vehicle, what size you need, and gas mileage.”

If you’re financing a car, know your interest rate, total amount financed, monthly payments, and whether there are prepayment penalties. Consider the loan length—while longer terms like 84 months may lower monthly payments, they can cost more over time. Also, educate yourself about the aftermarket products and services that may be purchased with your vehicle and ask questions at the time of closing if you are unclear.

Industry trends also play a role. Reports from Edmunds and Kelley Blue Book show car prices remain high, with average transaction prices rising year over year.

Leasing may be a smart alternative for those



iStock via Getty Images

who don’t keep cars long term. “Understand what’s happening in the market and how that ties into the monthly budget you’ve already created,” Lyles added.

To stay within budget, explore manufacturer incentives and promotions, understand the fine print, and know your credit score—it can impact your interest rate and loan terms.

Research is more important than ever. Today’s buyers often visit up to 11 websites before stepping into a dealership. Dealerships also use AI tools to adjust pricing based on market conditions, so being informed helps you spot a fair deal.

Take your time at the dealership. Test drive vehicles, use services like Carfax for used cars, and research warranties. “Give yourself time to evaluate your options,” Lyles advised.

While traditional timing strategies like month-end shopping are less effective today, seasonal trends still offer opportunities. Spring sees higher demand due to tax refunds, while summer holidays may bring discounts. Fall is ideal for new model clear-outs, and winter can offer deals on convertibles and used inventory.

Empowering travelers to prepare against carbon monoxide

(StatePoint) Carbon monoxide (CO) poisoning is a dangerous, sometimes deadly threat, often impacting people in places where they sleep, such as at home or in hotels, motels and vacation rentals. The Centers for Disease Control and Prevention reports that each year, more than 400 Americans die from unintentional CO poisoning not linked to fires, more than 100,000 visit the emergency room, and more than 14,000 are hospitalized.

When it comes to carbon monoxide and fire safety, state and local regulations can vary widely, making it especially crucial to protect yourself when you’re away from home. Kidde, North America’s number

one fire safety brand (based on total household installations as of December 2023), is sharing some important insights and tips for safer travels.

Regulation Gaps

It’s important to take routine measures to help protect your

home from fire and CO while you are away, such as by monitoring your home safety devices via an app. You should also consider addressing the same safety risks at your destination.

Only 14 states nationwide currently require the

See TRAVELERS, page 3



iStock via Getty Images

How to spot a job scam - no matter how sophisticated

If you are applying for jobs online, do your research before accepting an interview or employment offer. Job scammers have gotten very sophisticated, convincingly claiming to represent real employers, requiring interviews, and even providing phony offer letters.

These cunning new twists on traditional job scams have increased in BBB’s Scam Tracker. In fact, according to BBB’s latest Scam Tracker Risk Report, employment scams were identified as the number one riskiest scam for people ages 18-44 in 2023.

The scammers will look for people who apply for a job online through a reputable, third-party job-seeking site, or you see a posting for a remote job on social media and message the poster. A few days or weeks later, you get a text message or email asking if you are still interested in the position or a similar one at the same company. Since you made your contact information available to your potential employer when applying, the message doesn’t strike you as unusual.

If you reply to the message, the scammer will invite you to interview for the job. However, this is when red flags start to appear. Instead of a traditional interview over the phone or on a video call, the “employer” asks you to download a messaging app to conduct the interview over text messaging.

After a few questions, you’re offered the position on the spot, with great pay and benefits. Your new “employer” may even send you a convincing offer letter. Before or after you receive your “job offer,” the phony employer may also ask you to complete a form with your personal and banking information, claiming they need it for direct deposit. In other cases, the scammer may ask you to set up a home office, either with your funds or money they’ll send you in a (fake) check.

How to avoid job scams

- Research the person who contacted you. If you suspect the person contacting you could be a scammer, look them up. A quick online search should reveal if they work for the company they claim to represent. If you’re still not sure after doing some research, find the company’s contact information on their official website (check

the URL) and reach out to them directly to ask if they are indeed hiring for the position you’re applying for.

- Do more research on the company. You may have done this before you applied for the position. Still, if you get a surprise offer to interview, it’s worth doing more research to learn more about their hiring process, home office requirements, salaries, and benefits packages. If these don’t align with your offer, you could be dealing with a scammer.
- Guard your personal and banking information. Never give sensitive information to anyone you aren’t sure you can trust. Be especially wary if someone pressures you to divulge your information, saying the job offer will only last if you fill out all the forms.
- Watch out for overpayment scams. Many job scams involve sending fake checks with extra funds. Scammers ask their victims to deposit the check and send back the excess amount, hoping they’ll do so before they realize the check was fake and has bounced. Legitimate companies will only send you money after you’ve done work for them, so be wary of jobs that involve receiving and returning the money.
- Don’t get fooled by reshipping scams. If you’re on the hunt for a remote position, you may come across a job at a “shipping” or “logistics” business that asks you to receive packages, inspect them for damages, and then ship the items back out to other addresses. These jobs promise easy money but are cons and help scammers move potentially illegally obtained goods. In most cases, you won’t get paid. Learn more about reshipping scams and how to avoid them at BBB.org.
- Don’t fall for jobs that seem too good to be true. They probably are. If you are offered a job - without a formal interview - that has excellent pay and benefits, it’s likely a scam.

If you spot a scam, report it to BBB.org/ScamTracker to help others avoid falling victim to similar tactics.



Kelvin Collins

Medal of Honor spotlight Army Spc. 4th Class Edward DeVore Jr.

By KATIE LANGE
DoD News

When Army Spc. 4th Class Edward Allen DeVore Jr.’s company was attacked in the jungles of Vietnam, he did everything in his power to beat the enemy back. After a squadron of soldiers were pinned down, DeVore gave his life to ensure they could get to safety. For his selfless actions, he received a posthumous Medal of Honor.



Photo courtesy defense.gov

Army Spc. 4th Class Edward DeVore Jr.

swampy area of the Mekong Delta about 5 miles south of Saigon.

DeVore’s platoon, acting as the company’s lead element, was abruptly attacked by intense automatic weapons fire, rockets, grenades and claymore mines from a well-concealed bunker in the swamp about 65 feet away. Quickly, one soldier was killed and three more were wounded.

Despite the obvious danger, DeVore ran through a hail of gunfire to provide cover fire with his M60 machine gun. His valiant actions allowed soldiers to move the wounded back to

As DeVore continued to fire on the enemy, he was struck and killed. However, by drawing fire on himself, the trapped squad was able to rejoin the rest of the platoon behind friendly lines.

safety, but the company continued to be attacked as they waited for supporting artillery, airstrikes and gunships to rescue them. One particular squad was pinned down in the middle of the firefight.

DeVore disregarded his own safety and went forward to assault the enemy in an effort to save the squad. About 115 feet before reaching the enemy bunker, DeVore was hit in the shoulder and knocked down. He ignored the pain and jumped to his feet to continue his assault, despite warnings from his fellow soldiers.

As DeVore continued to fire on the enemy, he was struck and killed. However, by drawing fire on himself, the trapped squad was able to rejoin the rest of the platoon behind friendly lines.

DeVore gave his life to save his fellow soldiers.

On April 7, 1970, DeVore’s family received the Medal of Honor on his behalf from President Richard M. Nixon during a White House ceremony that also honored 20 other posthumous medal recipients.

DeVore is buried at Green Hills Memorial Park in Rancho Palos Verdes, California.

His name has not been forgotten. In 1974, a building at Joint Base Lewis-McChord, Washington, was named in his honor. In 2017, DeVore was inducted into the Oklahoma Military Hall of Fame. Three years later, a portion of a highway in Oklahoma was also named in his honor.

THE UNION ADVOCATE

Published by the American Federation of Government Employees Local 987, Warner Robins, Georgia.

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Printer

Houston Home Journal

Editor/layout and design

Don Moncrief

the purchaser, user or patron.

Editorial content is edited, prepared and provided by AFGE Local 987. Submitted news and editorial content/photographs are welcome - applicability to AFGE Local 987’s mission to be determined by the discretion of the editor and/or president.

Please submit articles, photos, etc to don.moncrief@afgelocal987.org. For questions about story content, to pass on story ideas or to request coverage, please contact the aforementioned.

BENEFITS

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they funded this scholarship for AFGE members.

All dues-paying members are welcome to apply — you don't have to be a Kaiser Permanente member.

How to apply:

1. Applicants must apply for the KP Well-bing Scholarship through the *AFGE Union Plus Scholarship application. Visit Union Plus Scholarship on our Member Benefits Education page (The Union Plus Scholarship application also serves as the application for the KP Well-Being scholarship). Applications must be completed on-line.

2. In the Union Membership Information section of the Union Plus application applicants will be asked: "Are you, the applicant, a member of a union?. Answer yes, and then select AFGE from the drop-down list of unions. Now in the Essay section of the application you will see the KP Well-Being scholarship essay field. Members are then asked to write an essay of 500 words or less examining your own decision to join AFGE, your knowledge of what a union is and what it means to be represented by AFGE, and then describe what you would say to convince a co-worker to join AFGE.

Application timeline

Applications for the Union Plus Scholarship are available starting in mid-June each year for the following calendar year's scholarships, and a complete application must be received on or before 12:00 p.m. (Eastern Time) on January 31. Applications received after this deadline and the Kaiser Permanente Well-being Scholarship will not be considered.

Scholarship applications are judged by a committee of impartial post-secondary educators.

The AFGE KP Well-being

Scholarship will be awarded annually to five AFGE members to use towards their higher education expenses. It is a one-time scholarship and may not be awarded twice to the same member. Only current dues-paying AFGE

members qualify to apply for the KP Well-being Scholarship.

*Union Plus Scholarship awards range from \$500 to \$4,000.

Union Plus Scholarship program

Since 1991, the AFGE Union Plus Scholarship Program has awarded more than \$4.8 million to students of working families who want to begin or continue their post-secondary education.

Over 3,200 families have benefited from our commitment to higher education, many of them from the AFGE family. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation. See eligibility in the tab below.

Evaluation criteria

This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor. A GPA of 3.0 or higher is recommended. The required essays can account for up to half your total score. Scholarship applicants are judged by a committee of impartial post-secondary educators

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Scholarship award amounts

Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall. Students may re-apply each year.

Award date

The Scholarship Committee will determine recipients of scholarship awards by May 31 each year. During the first week of June award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the award list is posted. Please note that due to the volume of applications we cannot provide any information on the status of an application before award

announcements are made.

Outstanding scholarship recipients

The students selected for university, college, trade or technical school scholarships represent a wide sampling of backgrounds, union affiliations, goals and accomplishments. The selection process is very competitive since we receive thousands of applications each year.

Savi - help with student debt & loan forgiveness

The Student Debt Navigator- provides you with the information, advice and tools to help you take advantage of Public Service Loan Forgiveness and to keep your student loans on track. And as a Federal or DC government employee, you are likely eligible for forgiveness of your Federal student loans.

The program is offered through Savi, a social impact tech startup based in Washington, D.C., working to solve the student debt crisis. Founded by longtime student loan experts and advocates, Savi, a public benefit corporation, has identified more than \$200 million in projected forgiveness for borrowers.

Savi offers three tiers of support — DIY, Essential and Pro — but any member can create an account and see their options for savings and forgiveness for FREE. Learn how to optimize your student loans and reduce your repayment plan and see if you qualify for loan forgiveness.

Savi helps borrowers enroll in government repayment and forgiveness programs that could lower monthly payments and potentially eliminate their loan obligation altogether. Savi's innovative platform helps student loan borrowers better understand their debt, optimize their repayment options, and enroll in the best plan for their financial needs.

What can Savi do for you?

- Create a clear path to apply for student loan forgiveness
- Save you money on your monthly payments
- Provide one-on-one customized support
- Manage and share annual recertification reminders, and more!
- Take control of your student

loans today and find your path to student debt freedom!

Powell's: A Union Bookstore

Visit a union-organized online bookstore on the web where members can get new and used textbooks and other reading materials at a reasonable price. Beat the rush at the college bookstore and browse from home to find everything from grammar and style books, to dictionaries and test guides

"If you buy a book from the PA-AFL-CIO bookshelf, or any other book from Powell's, you will be supporting union workers and the PA AFL-CIO." – Pennsylvania AFL-CIO

Discount textbooks for AFGE families

eCampus.com carries thousands of eTextbooks and digital versions of print textbooks enhanced with features such as high-speed search and electronic note-taking. Members can earn some extra cash by selling used textbooks through the textbook buy-back program with free shipping.

Benefit Features:

- Purchase new, used and digital textbooks from eCampus.com directly;
- Buy from sellers in their student marketplace; or,
- Rent your textbooks for the semester.
- Details about this Benefit:
- Save 5% on orders over \$25 or \$10 off orders over \$150.
- Free shipping on orders over \$59.
- eTextbooks means instant access to thousands of textbooks.
- Sell your textbooks and get free UPS or USPS shipping.
- Sign up for the first and only online rewards program for textbooks.
- The eCampus Guarantee:
- You can return your textbooks for any reason within 25 days - no questions asked.
- You'll be happy with the quality of your textbooks or we'll replace them.
- You can extend your textbook rental at any time.
- Your eBooks will be available for download or viewing within 24 hours.

● When you sell us your textbook(s), you'll ship them for free.

College test preparation course discount

Test scores are a pivotal component of college or graduate school applications. Upon completing The Princeton Review test prep courses, members are guaranteed that they will get higher scores or receive a refund.

AFGE members and their children save 15% to 60% on The Princeton Review's college test preparation courses.

The Princeton Review gives AFGE members access to the best test preparation courses and resources in the country with offices in 55 major metro areas around the country and over 10,000 highly qualified teachers all experts in giving students the test.

Members can take free online practice tests for GMAT, GRE, LSAT, MCAT, USMLE, SAT or ACT.

College Affordability and Admissions Courses:

● Participants receive explanations in plain English and inside knowledge of how the financial aid process works.

● Courses are taught by industry experts in financial aid admissions.

● The program will help find the best schools for you – plus help you master the entire college admissions process including transcripts, test scores, essay writing, interviewing, and more.

College Prep Course Features Include:

- Classroom Test Prep Courses
- One-on-One Private Tutoring
- Online Test Prep Course
- A self-pace online course you can complete on your own time
- 24/7 access to your teachers
- Practice tests with detailed test score analysis
- Free extra help
- Discounts for classroom courses are available to members at locations in 55 U.S. metro areas, Puerto Rico, and Canada. This benefit is not available in Guam and U.S. Virgin Islands.
- Discounts for online courses are available to members in the United States, Guam, Puerto Rico and the U.S. Virgin Islands.

CONVENTION

From page 1

Essential employees are forced to go to work with no pay. Let that sink in. They've been forced to go to work without pay. And to furloughs that could eventually lead to mass layoffs that could lead to more layoffs. The protection of workers has been eroded with the lack of collective bargaining protections."

She went on that staff agencies were seeing delays in their claims, workers were struggling to perform duties and they were seeing a loss of "irreplaceable" talent. "However, the union is still standing. Ready, willing and able to work with what we've got.

"Our national office has been working day and night to file lawsuits against the illegal tactics this administration has used against the federal government and its workforce. Our communication department has worked around the clock to ensure our members' voices are heard on every news station, every public broadcast that will listen. Our political departments have provided our members with talking points, phone numbers to members of congress asking them to reopen the government.

"And let us get back to what we do best," she continued. "Which is to serve the American people."

She added: "And our members have showed up, battered, bruised, to rally, phone bank and to spread the word that we are here and we are going nowhere."

This administration has landed a devastating blow, the

District 5 NVP said. To federal workers and to the union. "We have lost thousands of members, our collective bargaining rights and fair and equitable treatment.

"However. They did not take our voice. They did not take our union. And they will never take this fight. It's always darkest before the light. So we will continue to fight until we restore every right we've lost. We will be working with what we've got."

Yvonne Brooks, President of the Georgia AFL-CIO began her speech with: "There is no greater cure for pessimism and despair than seeing our labor movement come together with one singular shared mind and goal together. And that's building a better future for all working people in Georgia."

Brooks went on that she had been watching the news lately and said she had concluded it was easy to feel like you're alone in all this. And that we as a nation don't have anything in common and that there's only negative. "The only thing the people want to talk about is what separates us," she said. "What we disagree on and how much we hate each other.

"But that's not exactly what's going on here. That's what the greedy billionaires and the power hungry millionaires want us to focus on instead of coming together. When people are divided by their race, gender or creed, we don't see what they're doing at the top.

"It's distracting. Every day there's something new, so we can't remember what happened yesterday. The reality is, as workers we will always have more in common than we have

different. Because we go to work. We work hard because we want to take care of our families. That is our goal in life. That's why we need a living wage."

She continued: "Because if we're a teacher or a nurse or anything else, we all have bills to pay and mouths to feed even if it's a mouth of one. All we really want to do at the end of the day is have a better paycheck, healthcare we can rely on and freedom to live a happy life."

Healthcare is important, she said, yet, she also said, seven hospitals have closed down. "Rural" hospitals.

Union contracts are also important, she went, "the most powerful tool we have for workers to protect ourselves and ensure a better future for our families. That's why they spend so much money from trying to keep us from having a union contract."

The thing is, she said, is the reason all those in attendance were at the convention, as well as all those out in the workforce were doing so was because they believed if they showed up they should not be living at poverty wages. Especially, she said, while others were getting rich.

"We're here struggling and they're out there wanting to increase your groceries because they want to have more profit. Something doesn't add up. One of the things in Georgia is they taught it's the best place to do business. Number one. But number 47 for workers. Those stats are not connecting.

"That's why we have to go out there every day. Every day and every minute to fight and to be treated fair and with respect."

Further, she continued, it's even more glaring under this administration, which she said, could care less. "So, we have to care for our brothers and sisters at this point and that's why it' still 'many unions but one voice.'"

Other issues she pointed out: Those missing paychecks. Threats against social security, the dismantling of the health department coupled with a lack of proper treatment for veterans hundreds of thousands stripped of their collective bargaining rights, unions wanting to hold elections but can't because they don't have the required numbers.

"So what does (all) that mean," she said. "(It means) we have to continue to fight back. That means mobilizing, organizing, like we've done before. That means we have to stand together against those who stand against us. I'm not going to stand by and let the billionaires take over. And I hope you all don't stand back and let the billionaires take over."

In fact, her closing question to the audience was: Were they ready to fight back together. Their answer was a resounding "yes".

"If you're ready to fight back together," she said. "Don't hold all this knowledge to yourself. Take it back to your local. Be part of the rapid response team. Bring three or four members to your union so we continue to get mor information out.

"But I'm ready to go. Are you ready to go. (More affirmations from the entire audience.) I will continue to fight until we win this war."

Politician, lawyer, activist, Stacey Abrams also spoke at

the event, as did a good number of others. In fiery fashion, about 30 minutes in length, she laid out 10 signs of authoritarianism – a great summation of why the "no kings" rally, really.

First she said was they take democracy and win an election. It is the last election they intend to hold, she said, meaning they mean to stay in power. To do that, she said, is by expanding their power.

"To say, 'I alone get to do this. I alone get to decide this. I am going to defy the laws of this nation to satisfy the domination I believe I should have over the people in this place.' And so you hear executive orders issued and you see labor unions clash and you watch them expand and expand and you wonder where are the checks and balances. Well, that's step three.

"You see, when the authoritarian comes into power they are very quickly supported by a Congress that becomes implicit. That says instead of voting for a budget, you can take all the money you want and spend it where you like. Winning doesn't give you absolute power but what they want to say to Congress is, 'We need you to be implicit.'"

Same with the judicial system, she said, adding: "In fact, the chief justice of the Supreme Court said we don't have to enforce the rules against him, so we're just going to let him do what he wants.

"So you weaken the judiciary and you weaken the legislative and the executive becomes more powerful and then you're at step four."

Step four, she went on, was to shut down the government. "You break down democracy

for everyone. And the way you do that is you take away what democracy was designed to deliver." For example, she said, jobs and workers being able to take care of their families and the "Fair Labor Standards Act," she said, repeating it three times.

Along with that, she said, you get rid of organizations that are interested in democracy - the Department of Education, labor, et cetera – then move to step five, which she said was to install "loyalists. Not loyal to the Constitution. Loyal to power." She catalogued a long list of those Trump appointed to key positions: Department of Defense, Department of Health and Servies, etc.

"Because they had to find people," she described, "from the lowest dime store they could find. To find people who could not care about America. Who only cared about the proximity to power."

Step six, she continued, was to get rid of those, she said would oppose him by telling the truth. I.e. Stephen Colbert, Jimmy Kimmel, etc.

Step seven, she said, was the "most dangerous. It's the step they started when Trump came into power. It's the step when they started attacking DEI. They're not made about the leftists. This is not about someone getting a job they didn't think they deserved. This is about the fact DEI works. Let's understand what DEI is. It's not a boring seminar you have to go to. I understand it but what they don't seem to understand about it is that 'diversity' means 'all people.' 'Equity' means fair access to all opportunity.

See CONVENTION, page 6

TRAVELERS

From page 2

installation of carbon monoxide detectors in hotels and motels, and there is no federal law requiring hotels to install carbon monoxide detectors in every guest room, reports "Electrical Contractor Magazine." This could leave you vulnerable to the risk of carbon monoxide poisoning when traveling. While regulations are stricter for smoke alarms, inconsistent enforcement means they aren't always reliable. That's why it's essential to add both fire and CO safety to your travel prep routine.

Destination Safety

As the industry leader in fire and CO safety, Kidde is committed to educating

the public and helping reduce the risk of CO and fire-related incidents at home and during travel. Destination Safety, the brand's education-first initiative designed to empower travelers to take control of their safety, includes this Travel Safety Checklist:

- 1) Pack a battery-powered carbon monoxide alarm for use at your destination and test it upon arrival.
- 2) Test existing smoke and carbon monoxide alarms in rental properties.
- 3) Ask important safety-related questions, such as the location of your room in relation to emergency exits and the number and placement of detectors in and around the space.

In addition to providing educational resources and advocating for stronger safety regulations for homes and hospitality, Kidde will be donating to local

communities where CO regulations are not yet in place. These efforts aim to raise awareness, increase access to lifesaving carbon monoxide products, and help safeguard these vulnerable communities.

Addressing gaps in CO safety regulations across the travel and hospitality industries will require collaboration and advocacy from organizations nationwide. Through education, innovative product solutions, and continued support for stronger CO alarm regulations in hotels, motels and vacation rentals, Kidde remains dedicated to driving meaningful change. To learn more about Kidde's fire and CO safety resources, visit Kidde.com/safety-hub and follow @KiddeFireSafety on Instagram, Facebook or LinkedIn.

FACTS

From page 2

- Staying healthy by avoiding those sick with respiratory infections and keeping up to date with recommended vaccinations
- Staying hydrated to help thin your mucus
- Following your treatment plan
- Leading a healthy lifestyle

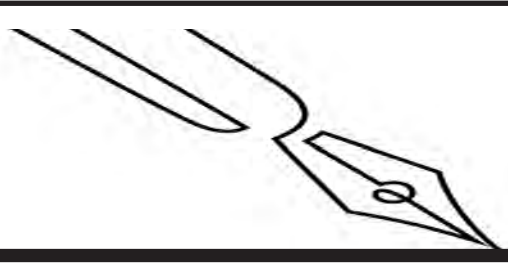
Nellie works closely with her pulmonologist to stay on top of her treatment plan, stating, "It's important to find out from your specialist what your medications are and why they are important to take. I am able to stay active and do the things I enjoy because I follow my treatment plan."

There are many causes. Although the

cause of bronchiectasis is not known in about 40% of cases, it is often brought on by damage from another condition that affects the lungs. An airway blockage, like a growth or noncancerous tumor, can lead to bronchiectasis. Often linked to cystic fibrosis, many other conditions can trigger bronchiectasis, such as autoimmune disease, immunodeficiency disorders, COPD, inflammatory bowel diseases and recurring infections like pneumonia, tuberculosis, pertussis and fungal infections.

Bronchiectasis resources, including information about symptoms, diagnosis and treatment, can be found by visiting lung.org/bronchiectasis.

While there is no cure for bronchiectasis, working closely with your pulmonologist to address needs specific to this condition can help you breathe better.



Just for

King Crossword

- ACROSS**
- 1 Bulgaria's capital
- 6 Tub toys
- 11 Bacon pieces
- 12 Mistakes in print
- 14 Serengeti howlers
- 15 Pre-Easter
- 16 Swiss canton
- 17 Univ. divisions
- 19 Toll rd.
- 20 Lincoln in-law
- 22 "No seats"
- 23 Spring
- 24 Entangle
- 26 Surpassed
- 28 Tic-tac-toe win
- 30 Roofing goo
- 31 Indy 500 skid
- 35 Singer Norah
- 39 Marathoner's stat
- 40 Recipe abbr.
- 42 Humorist Sahl
- 43 Chang's brother
- 44 Unadorned
- 46 Kanga's kid
- 47 Asian penin-sula
- 49 Designer Pierre
- 51 Van Gogh's "— Night"

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| 14 | | | | | | | 15 | | | | | |
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| 20 | | | | 21 | | 22 | | | | 23 | | |
| 24 | | | | | 25 | | 26 | | 27 | | | |
| | | | 28 | | 29 | | 30 | | | | | |
| 31 | 32 | 33 | | | | 34 | | 35 | | 36 | 37 | 38 |
| 39 | | | | | 40 | | 41 | | 42 | | | |
| 43 | | | | 44 | | | | 45 | | 46 | | |
| 47 | | | | 48 | | | | 49 | | 50 | | |
| 51 | | | | | | | | 52 | | | | |
| | 53 | | | | | | | 54 | | | | |

- 52 How chicken may be served
- 53 Juan's fare-well
- 54 Puccini opera
- DOWN**
- 1 "Sophie's Choice" author
- 2 Frozen fries brand
- 3 Shark feature
- 4 Apple tablet
- 5 Ninnies
- 6 Sing loudly
- 7 Unrefined metals
- 8 Prince Valiant's son
- 9 Body art
- 10 Intervene
- 11 Closes
- 13 Bracelet site
- 18 Expert
- 21 Unmanned plane
- 23 PC drive insert
- 25 Bathroom, to a Brit
- 27 — Mahal
- 29 Expenditures
- 31 Rose parts
- 32 Target at a fiesta
- 33 "That makes me happy!"
- 34 Airport screening org.
- 36 Type of skiing
- 37 Beethoven's Third
- 38 Sculptor's material
- 41 Loop of lace
- 44 Arsonist
- 45 iPod model
- 48 Onassis nick-name
- 50 Train lines (Abbr.)

Witch hazel

The Osage tribes used witch hazel bark to treat skin ulcers and sores. The Potawatomi steamed twigs of the plant to soothe sore muscles. The Iroquoï brewed a tea from it to treat dysentery, colds, and coughs. The early European settlers observed native American tribes using sticks from the witch hazel shrub to find underground sources of water: the "dowsing" end of the forked branch would bend when underground water was detected. — Brenda Wüster

Five Spot™

Not perfect

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Solve each row by replacing one letter from the answer above or below and scrambling to make a new word. When complete, the top and bottom words will have no letters in common.

Most apt

Type of wood used in furniture

Challenges

Gawk

Comic tribute

Overrun

Lord, lift up the light of Your countenance upon us. You have put gladness in my heart, more than in the season that their grain and wine increased. I will both lie down in peace, and sleep; for You alone, O Lord, make me dwell in safety. PSALM 4:6-8

| | | | | |
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| M | R | O | T | S |
| T | S | A | O | R |
| E | R | A | T | S |
| S | E | R | A | D |
| R | E | D | L | A |
| L | A | E | D | I |

Solution

SCRAMBLERS

Unscramble the letters within each rectangle to form four ordinary words. Then rearrange the boxed letters to form the mystery word, which will complete the gag!

Fifth
CLEARD

Guide
MERNOT

Elude
PEACES

Bundle
CARPLE

TODAY'S WORD

SCRAMBLERS

solution

1. Cradle; 2. Mentor; 3. Escape; 4. Parcel

Today's Word

SEPARATE

Play Better Golf with JACK NICKLAUS

“WHATEVER YOUR SWING “TRIGGER,” BE SURE NOT TO LET YOURSELF BECOME TOTALLY IMMOBILE BEFORE YOU EXECUTE IT.”

THE MORE YOU “FREEZE” AT ADDRESS, THE MORE TENSE YOU BECOME AND THE TIGHTER YOUR MUSCLES. THE WORSE YOU WILL SWING.

THE ANSWER IS TO ALWAYS KEEP SOME PART OF YOU MOVING SLIGHTLY, RIGHT UP UNTIL YOU PULL THE TRIGGER.

SNOWFLAKES

by Japheth Light

There are 13 black hexagons in the puzzle. Place the numbers 1 - 6 around each of them. No number can be repeated in any partial hexagon shape along the border of the puzzle.

DIFFICULTY THIS WEEK: ♦♦

♦ Easy ♦♦ Medium ♦♦♦ Difficult

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Americanisms

“The farther one gets into the wilderness, the greater is the attraction of its lonely freedom.” — Teddy Roosevelt

Just Like Cats & Dogs

by Dave T. Phipps

OK, HOW ABOUT THIS... IN ORDER TO GET THIS LOAN LET'S DISREGARD MY WIFE'S DEBT AND I'LL PRETEND I DON'T KNOW HER?

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| E | C | I | R | I | O | | S | R | R | A | T | S |
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| O | | | R | | | | P | | L | A | | E |
| T | | | M | O | R | | T | | S | | | T |
| S | | | J | O | N | | T | | O | | | S |
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| | | | A | T | | | S | | R | I | | S |
| | | | S | | | | A | | F | | | S |

Solution time: 21 mins.

Answers

King Crossword

Weekly SUDOKU

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

Place a number in the empty boxes in such a way that each row across, each column down and each small 9-box square contains all of the numbers from one to nine.

DIFFICULTY THIS WEEK: ♦♦

♦ Moderate ♦♦ Challenging ♦♦♦ HOO BOY!

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

Answer

Weekly SUDOKU

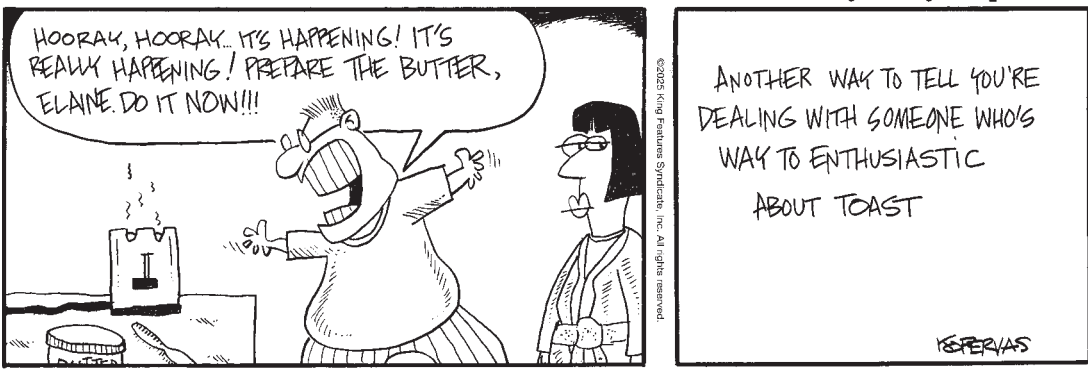
fun

Amber Waves



by Dave T. Phipps

Out on a Limb



by Gary Kopervas



by Jeff Pickering

The Spats



by BUD BLAKE

Sponsor this page. Call 478-733-9772.



GO FIGURE!

The idea of Go Figure is to arrive at the figures given at the bottom and right-hand columns of the diagram by following the arithmetic signs in the order they are given (that is, from left to right and top to bottom). Use only the numbers below the diagram to complete its blank squares and use each of the nine numbers only once.

| | | | | | | |
|---|---|---|---|---|---|----|
| | + | 7 | ÷ | | = | 13 |
| + | | - | | + | | |
| | + | | + | | = | 15 |
| ÷ | | ÷ | | ÷ | | |
| | - | | x | | = | 27 |
| = | | = | | = | | |
| 2 | | 2 | | 1 | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

| | | | | | |
|------|---|---|---|---|---|
| | 1 | | 2 | | 2 |
| = | | | = | | = |
| 12 = | 6 | x | 2 | - | 5 |
| | ÷ | | ÷ | | ÷ |
| 15 = | 8 | + | 3 | + | 4 |
| | + | | - | | + |
| 13 = | 1 | ÷ | 7 | + | 6 |

answers

Go Figure!

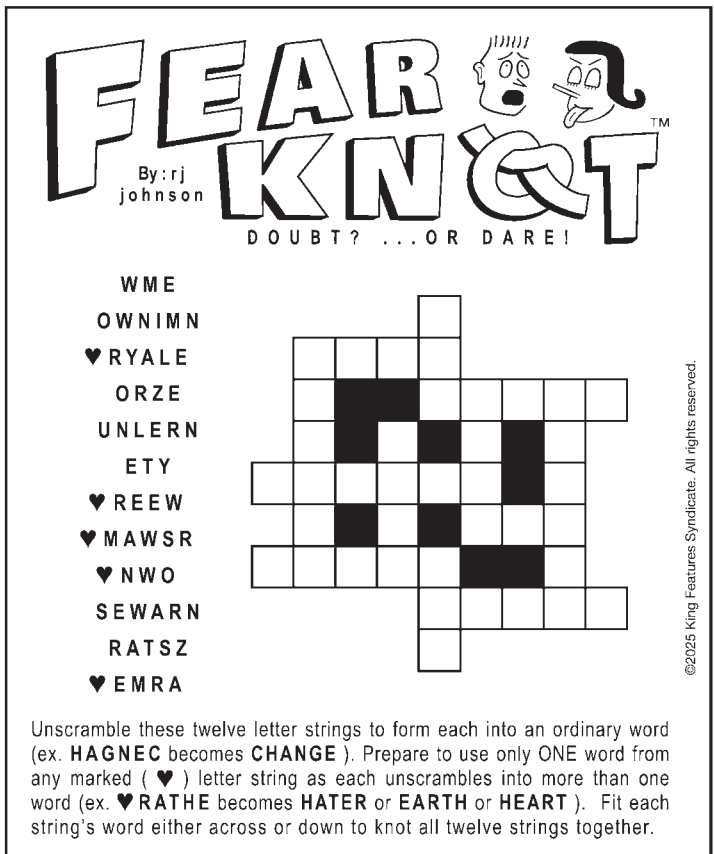
CryptoQuip

This is a simple substitution cipher in which each letter used stands for another. If you think that X equals O, it will equal O throughout the puzzle. Solution is accomplished by trial and error.

Clue: O equals G

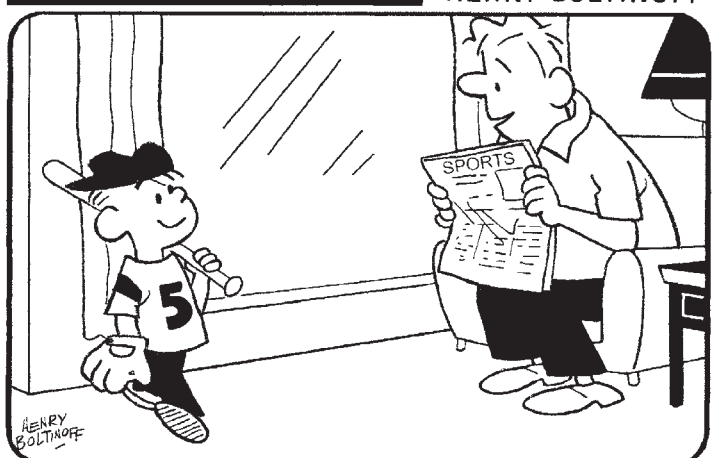
BUKB OQF UKL KR ZHCBSCKV
WUKMKWBZM CEEVF LSHSVKM
BC K FCQRO HKVZ UCMLZ.
UZ'L LC WCVB-UZKMBZE.

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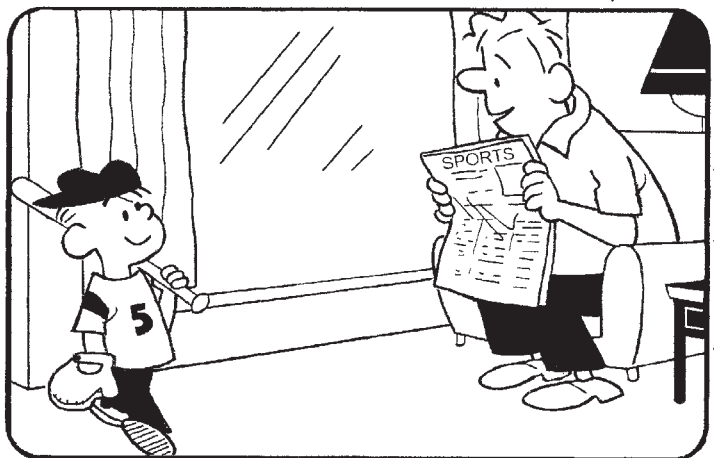


HOCUS-FOCUS

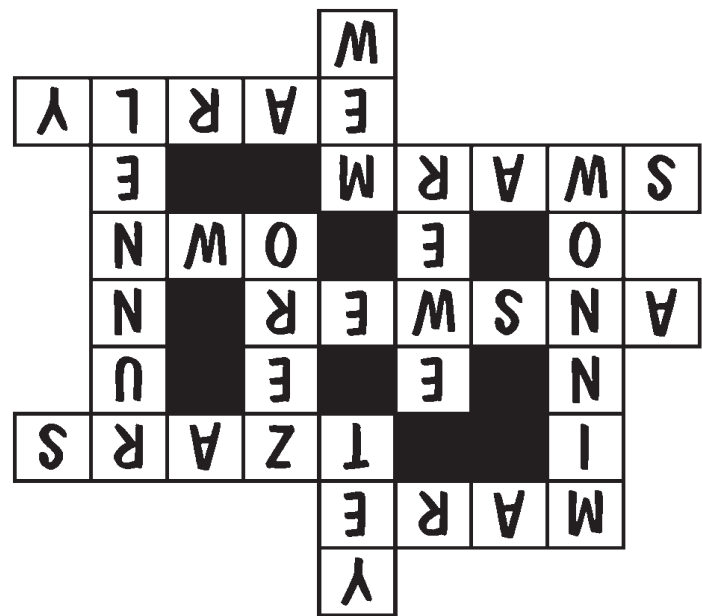
BY HENRY BOLTINOFF



Find at least six differences in details between panels.



Differences: 1. Boy is moved. 2. Table is smaller. 3. Newspaper is longer. 4. Glove is a catcher's mitt. 5. Number on shirt is smaller. 6. Curtain is wider on left side.



answer



That guy has an emotional character oddly similar to a young male horse. He's so colt-hearted.

CryptoQuip

ANSWER

Tackle game day with these superstar dishes



Game Day California Grape Football Bowls

Directions:
To shape the football bowl: Wet a paper towel and squeeze out the excess water. Place the damp paper towel over waffle cone bowl and microwave for about 30 seconds. Remove bowl and place pointer fingers inside on either side. Use thumb and middle finger to brace the outside and gently stretch the bowl into a football shape with pointer fingers.

To fill the bowl: Once shaped, fill the waffle cone football bowl with fresh California grapes.
To make the laces: Melt white chocolate and pour into a squeeze bottle. On parchment paper, use the bottle to create football lace shapes; let the chocolate dry completely. Once the laces are set, lift them from the paper and place on top of each football-shaped treat.

Ingredients
6 waffle cone bowls
6 cups fresh Grapes from California
White chocolate (for laces)

Servings
Yield: Makes 6 servings
Nutritional Information
Nutritional analysis per serving: Calories 160; Protein 2 g; Carbohydrate 38 g; Fat 1 g (6% Calories from Fat); Saturated Fat 0 g; Cholesterol 0 mg; Sodium 20 mg; Fiber 1 g.

Recipe created by Jennifer Jones of @YoungWildMeFamily.

Sweet and Spicy Nachos

Directions:
In a food processor or blender, pureé chipotle pepper, barbecue

sauce, lime juice, and honey until smooth. Line a baking sheet pan with aluminum foil and arrange the tortilla chips on it in a single layer. Sprinkle the chips with jalapeño, onion, chicken, and Monterey Jack cheese; drizzle with the Chipotle Barbecue Sauce. Heat oven to broil then place tray in oven about 6 inches below the element and broil for 1 to 2 minutes until cheese is melted. Remove quickly from the oven, sprinkle with Cotija Mexican cheese, avocado, grapes, and cilantro. Serve immediately.

Ingredients
Chipotle Barbeque Sauce
1 tablespoon canned chipotle pepper in adobo sauce
2 tablespoons prepared barbecue sauce
2 tablespoons freshly squeezed lime juice
1 teaspoon honey
3 ounces baked tortilla chips (about 28 chips)
1/2 jalapeño, seeded, stemmed, finely minced (optional)
2 tablespoons finely diced red onion



4 ounces grilled chicken, diced (about 3/4 cup)
1/4 cup shredded Monterey Jack cheese
1/4 cup queso Cotija Mexican cheese, crumbled
1/2 avocado, halved, pitted, peeled, diced
1 cup halved California grapes
3 tablespoons chopped cilantro

Notes
To make homemade, baked tortilla chips, heat oven to 375 F. Brush or spray a small amount of oil on each side of corn tortillas. Cut into 6 triangles and place on a baking sheet pan. Bake for about 10 minutes.
This is a Gluten-free recipe

Servings
Makes 2 servings
Nutritional Information
Nutritional analysis per serving: Calories 570; Protein 27 g; Carbohydrate 58 g; Fat 27 g (35% Calories from Fat); Saturated Fat 8 g (13% Calories from Saturated Fat); Cholesterol 90 mg; Sodium 710 mg; Fiber 3 g.

Recipe created by Malena Perdomo, M.S., R.D., C.D.E. for the California Table Grape Commission.

Prosciutto, Red Grape and Pecorino Flatbread

Directions:
Preheat the oven to 500 F. Brush the naan breads with 1 tablespoon of the olive oil and place on sheet pans. Sprinkle with 1/2 cup of the pecorino and the lemon zest, then drape the prosciutto over the top. Add the grapes, then sprinkle with the remaining pecorino. Bake until



grapes blister, about 10 minutes. Drizzle with the remaining olive oil, cut into wedges and serve.

Ingredients
4 prepared 8-inch naan breads
2 tablespoons extra virgin olive oil (divided)
3/4 cup grated Pecorino Romano (divided)
1/2 teaspoon finely grated lemon zest
1/4 pound thinly sliced prosciutto
1 cup red California grapes, halved
1 cup arugula for garnish (optional)

Servings
Serves 8 as an appetizer
Nutritional Information
Calories 250; Protein 12.5 g; Carbohydrate 26 g; Fat 10 g (36 percent calories from fat); Saturated Fat 3.3 g (13 percent calories from saturated fat); Cholesterol 23 mg; Sodium 700 mg; Fiber 1 g.

Korean Barbeque-Spiced Flank Steak and Grape Skewers

Directions:
For the marinade:
In a small mixing bowl, combine the soy sauce, sesame oil, rice vinegar, brown sugar, kochi chang, ginger, shallots, garlic, red chiles, fish sauce, and chopped Asian pear. Toss to combine and measure out 1 cup to set aside for a dipping sauce later. Trim the flank steak and cut into 1/8-inch thick slices, cutting against the grain of the meat. Add the flank steak slices to the marinade, mix well, and let marinate for 1-2 hours.
For the steak-grape skewers:
Soak the skewers in water overnight. Remove the meat from the marinade and skewer about 1-2 oz. per stick; make sure to leave about 2-inch of space at the front end to

skewer grapes after cooking. Set aside until ready to grill.
To cook the skewers and finish the dish:
Preheat a grill to medium-high heat, and brush with oil to season. To the reserved dipping sauce, add the minced scallions and the black sesame seeds. Grill each skewer for about 3-4 minutes per side, marking them with grill marks. Once they are cooked, remove from the grill and spear 3 grapes each onto sharp end of the skewer. Garnish with black sesame seeds.

Ingredients
Korean Marinade
½ cup low-sodium soy sauce
1 tablespoon sesame oil, toasted
2 tablespoons rice vinegar
3 tablespoons brown sugar
¼ cup kochi chang
2 tablespoons ginger, minced
2 tablespoons shallots, minced
2 tablespoons garlic, minced
1 chile, red, minced fine
1 teaspoon fish sauce
1 Asian pear, peeled and minced fine
1 pound flank steak, trimmed
Skewers
3 each scallions, minced
½ teaspoon black sesame seeds
2 cups red California grapes, stemmed
8, 8-inch wooden skewers, soaked in water

Notes
This is a Gluten-free recipe
This is a Dairy-free recipe
Servings
Serves 8 skewers
Nutritional Information
Nutritional analysis per skewer: Calories 150; Protein 13g; Carbohydrate 14g; Fat 5g (27% Calories from Fat); Saturated Fat 1.5g (9% Calories from Saturated Fat); Cholesterol 30 mg; Sodium 480mg; Fiber 1g.

- Source: grapesfromcalifornia.com

Bake bread pudding from yesterday's cinnamon rolls

By Donna Erickson
We often enjoy cinnamon rolls for morning coffee when relatives come for a visit during this time of year. We either pick them up at a bakery or bake this easy recipe with anyone who wants to get their hands in the dough! The next day, the “leftovers” can be transformed into a yummy “Apple Pecan Bread Pudding.” Try it out for yourself:

EASY FAMILY CINNAMON ROLLS
-- 1 package of yeast roll mix, or a batch of yeast bread dough
-- 1/4 cup butter or margarine
-- 1/4 cup sugar
-- 1/4 cup cinnamon
-- Raisins and nuts, if desired
For the glaze:
-- 1 cup powdered sugar
-- 2 tablespoons milk

Prepare and roll the bread dough

into a 10-by-12-inch rectangle. Spread the dough with butter or margarine, and sprinkle with sugar and cinnamon. Add raisins and nuts, if desired.
Roll the dough up along the long side. Slice the dough into 1-inch rounds using a bread knife. Or try dental floss to cut the dough by placing it under the large roll of dough. Lift the floss and quickly crisscross it through the dough roll to make a round.
Place dough rounds in a 9-inch pan, cover, and let rise about 1 hour. Bake in an oven set to 350 F for 35 minutes. Cool.
Stir together the powdered sugar and milk in a small bowl. Drizzle glaze over cinnamon rolls.

APPLE PECAN BREAD PUDDING
-- 8-ounces day-old cinnamon rolls, cubed
-- 1/2 cup chopped pecans
-- 1 cup sliced, peeled apples

-- 2 eggs
-- 2 cups milk
-- 1/2 teaspoon vanilla
-- 1/2 cup sugar, if desired
-- Maple syrup
Coat an 8- or 9-inch cake pan with nonstick spray. Place the bread cubes in the pan, and toss in the pecans and apples. Blend the eggs, milk and sugar (optional) in a medium bowl. Add vanilla.
Pour the mixture over the bread and let stand for about 20 minutes. Bake in an oven set to 350 F for about 45 minutes, until golden brown. Cut into squares to serve. Serve with warm maple syrup.

Donna Erickson creates relationships and community through food and fun. Find more to nourish and delight you at www.donnaerickson.com.
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CONVENTION

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‘Inclusion’ means respect for all, and you see in the United States of America, in 250 years we’ve been under the impression we didn’t owe everything to the pluralistic democracy we were building. But what we did was we passed the thirteenth, fourteenth and fifteenth amendment. We passed the nineteenth amendment. We passed the American

Disabilities Act. We passed the Fair Standards Act. We passed Title I that created education. We passed this for all children. “Every time we have done something to improve this nation. They call that DEI because it is. So when they say they’re anti-DEI, they’re anti-labor. Because labor made America stronger and anything that makes America stronger they want to do away with. “Labor has been doing the job of respecting peoples beliefs but also their belong-

ing. Labor has done the work to make sure there was fair access to opportunity. Especially in places we weren’t supposed to work together. “They are afraid of labor because the labor movement has shown America what it can be, and they don’t like it.” If you thought it couldn’t get any worse, well, Abrams said there was step eight. Step eight, she said, was anybody who didn’t go along, agree, etc, was labeled a domestic terrorist. I.e. universities and

non-profits. “Their” words, she said, not hers. Step nine, she said, was using and normalizing violence – she used the National Guard’s presence in cities, as well as ICE “roaming the streets, breaking into houses and zip tying babies,” as examples. They’re doing all this, she said, to get to step 10. “Because when you’ve done all of this, you’ve broken our spirits and you’ve broken our infrastructure, all you’ve got left to do

is break our democracy for good.” As there are 10 steps to authoritarianism, Abrams continued there are 10 steps to freedom and power. First is to “face it. Don’t pretend it doesn’t exist,” she said. Second is to “share it.” Tell the people. Three is to “organize,” something she bragged AFGE is great at. Fourth is to “mobilize.” Not “no kings,” every month or so, but every day, she said. Fifth is to “litigate,” again something AFGE is constantly

engaged in. Sixth is to “disrupt” and seventh, “deny.” To disrupt their efforts and to deny their lies, i.e. “labor is dead,” she said. Eighth is to engage with elected leaders at every stage, ninth is to demand more of them – honest wages, health-care, etc. “If we don’t demand what we deserve,” she said. “We get what we deserve.” Tenth is the result. “That’s when the union of America becomes everything it was meant to be.”