

# **NORTHEAST REGION (FEW)**

Proudly serving Maine, New Hampshire, Vermont,  
Massachusetts, New York, Connecticut,  
New Jersey, Rhode Island, Europe, Puerto Rico,  
and the U.S. Virgin Islands

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*Around the  
Table...*



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**Are you a member of the T.E.A.M.?**

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#### **Regional Manager's Message**

The temperatures are dropping, but, thankfully, so are the gas prices. For me and my family, that is very good news, indeed, because it means we can travel back and forth more often for visits. I hope that the drop in gas prices has helped out with your family budgets, as well.

I continue to watch the Transition Team news and post articles of interest to the Northeast Region's web page under the "News You Can Use" link. I encourage you to bookmark this link and check it frequently. I'm posting information to this page almost nightly, there's so much that's interesting going on right now!

I have been keeping busy for FEW, working on the outreach letters to agencies in the Northeast Region states; participating in FEW Foundation for Education and Training conference calls; working with Carolyn Malone, Chair for the Communications Committee, developing and sending out a Past Presidents questionnaire; and getting started with the FEW Strategic Planning Initiative's Think Tank. I am very excited about all of these activities. Being busy within the organization is one of the ways we will all keep it growing and thriving and the organization that best fits our professional needs. If you have thoughts or ideas or specific needs that I can pass along to any of these committees or the National Board of Directors, please do not hesitate to let me know, with a cc to your Chapter President, so that we can address it either at the Regional or National level.

Happy holidays, everyone! May you enjoy the season with family and friends. If you are traveling or someone you care about is coming to see you, I wish you all safe trips coming and going. 😊 😊 😊 😊

**Membership Report** by Kelly Badzo

This month we welcome:

Fort Monmouth Chapter – Carol Locklin  
Greater Boston Chapter – Paula Monaghan  
Greater Merrimack Valley Chapter – Marie Farmer, Kerri Ann Fielding, Kelly Rousseau, Laura Taveras, and Kristi Tilton.

Great recruiting, everyone! Keep up the good work to help our region and FEW grow.

**2009 Regional Training Program**  
by Jayne Cousins and Lisa Lombardi



"The future belongs to those who believe in the beauty of their dreams." – Eleanor Roosevelt

We are moving closer to setting the date for the Spring 2009 Regional Training Program. We have been in conversation with the UMass Lowell coordinator for Friday, May 1, 2009. For those attendees who can bring a laptop, we will be able to offer hands-on computer-based training. Right now, we are contemplating Excel, Access, and other database types of training. If you have a topic you would like to see offered through the computer-based training, please let us know.

With the full Regional Board, we are going to be developing criteria for an RTP Scholarship. The FEW Foundation for Education and Training has let Dawn Nester, Regional Manager, know that there will be funds available for one RTP scholarship through the Foundation in addition to the monies the Region set aside for a scholarship. We are very excited about the possibility of offering two

scholarships to members to compete for on a first-come, first-serve basis.

If you would like to be a member of the RTP Committee, please let us know that, too. Jayne can be reached via e-mail at [Jayne.M.Cousins@irs.gov](mailto:Jayne.M.Cousins@irs.gov); Lisa at [Lisa.T.Lombardi@irs.gov](mailto:Lisa.T.Lombardi@irs.gov). We would be delighted to have you working with us on this important committee.

Stay tuned to this column for all the details as they become confirmed.

**Greater Merrimack Valley Chapter Update** by Tina Gray, President

The Greater Merrimack Valley Chapter participated in a coat drive. Members contributed 200 winter clothing items!



L to R: Jayne Cousins, Executive Vice President; Lisa Gaughan, Karen Laing, Treasurer; Tina Gray, President; and Linda Fielding, Vice President (Lowell).



"This meeting will now come to order..."

**Greater Boston Chapter Update** by Valerie Foxx, President

In November, our chapter meeting topic was Diversity. Valarie Briggs, a chapter member, attended this training and shared the PowerPoint presentation from the Greater Boston Federal Executive Board. We installed our newly elected officers. The December meeting topic is Financial Tips and Resources.

## Greater Boston Chapter Update (cont.)

The Greater Boston Chapter issued the first of its quarterly newsletters. Thanks go out to Catherine Colon and her newsletter team for putting together a great first issue! We look forward to the upcoming issues.

Valerie Briggs was appointed as the Chapter Bylaws Chair.

The GBC Chapter is coordinating the Northeast Region's attendance at the 4<sup>th</sup> annual Mass. Conference for Women, Boston Convention & Exhibition Center on December 11, 2008.

## Legislative Report



FEW.ORG



Cecelia Davis  
Vice President for  
Congressional Relations

Janet Kopenhaver, FEW's lobbyist on Capitol Hill, and I have been very busy tallying the results of the member survey about legislative issues for the 111<sup>th</sup> Congress. Thank you for your participation in the legislative survey.

We participated in a special National Board of Directors (NBOD) conference call on December 9<sup>th</sup> to go over the draft Legislative Agenda, among other items. With the NBOD input, Janet and I will continue to refine the Legislative Agenda so that we have a final product to present to the 111<sup>th</sup> Congress when they go into session in January 2009.

Chapters and Regions will be able to order the Legislative Agenda from the FEW publications

order form when the final document is printed.

For those chapters that have phone-in capabilities, I am available to do a presentation about the new legislative agenda after January. I conducted a session via phone-in for a chapter in the D.C. Metro Region in November that was very well received. I can be reached by e-mail at [Cecelia.Davis@gsa.gov](mailto:Cecelia.Davis@gsa.gov) or by phone at (202) 219-0202 to make arrangements.



## Diversity Corner



Cathy Fletcher  
Vice President for Diversity

Here is an interesting article from the "Diversity Trends" website. Where the author references "employees" and "managers," think "members" and "FEW leaders." The article follows:

Diversity training often results in increased awareness for participants. They appreciate subtle differences they didn't notice before. They recognize things they do and say which might create communication barriers. And they get frustrated because they're not sure what they could be actively doing to support diversity initiatives in their organization.

### Tracy's Top Ten Tips for Managers:

- Check out your own biases.
- Involve employees in decisions.
- Explain the organization's commitment to

## Diversity Corner (cont.)

- diversity in positive terms,
- Apply for a “Learner’s Permit”.
- Communicate your goals related to diversity.
- Ask for help.
- Be flexible when you can.
- Reward employees who take risks.
- Focus on equity, not impartiality.
- Find a mentor.

If you apply these tips you will make significant progress as you move from increased awareness to consistent action which supports your organization’s commitment to diversity!

**Tracy Brown** is the President of Diversity Trends. She works with organizations that want to use diversity as a strategic advantage and with people who want to be successful in multicultural settings.

Source: <http://www.diversitytrends.com>

Dates to Remember in January 2009:

1	Happy New Year, everyone!
16	Religious Freedom Day
19	Dr. Martin Luther King, Jr., birthday observance
20	Inauguration Day
26	Chinese Lunar New Year

## Compliance Report



Michelle Crockett  
Vice President for Compliance

News from the Equal Employment Opportunity Commission’s web site:

## LA WEIGHT LOSS SETTLES NATIONWIDE SEX DISCRIMINATION LAWSUIT WITH EEOC

*Company Refused to Hire Men into Weight Loss Counselor and Other Jobs, Agency Alleged*

BALTIMORE – The U.S. Equal Employment Opportunity Commission (EEOC) announced today [Dec. 2, 2008] that it has resolved its pattern or practice sex discrimination lawsuit against LA Weight Loss Centers, Inc., (renamed Pure Weight Loss, Inc., in early 2007), for \$20 million and other significant relief.

According to the EEOC’s suit (WDQ-02-CV-648), filed in the U.S. District Court for the District of Maryland, Pure Weight Loss had a nationwide policy of not hiring qualified males into the positions of counselor/sales, medical assistants, assistant managers, center managers, area supervisors, trainers, and other field positions. Former Area Trainer Kathy Koch was disciplined and fired in retaliation for complaining about the company’s policy of not hiring men and for interviewing male candidates, the EEOC also alleged.

Pure Weight Loss discontinued its business operations in January 2008 and filed a voluntary petition under Chapter 7 of the United States Bankruptcy Code on January 11, 2008, in the U.S. Bankruptcy Court for the Eastern District of Pennsylvania (Case No. 08-10315-JKF). The bankruptcy trustee has agreed to the terms of the consent decree, which was approved by the bankruptcy court.

Refusing to hire qualified applicants because of their gender, maintaining sex-specific job classifications, and retaliating against employees who protest unlawful discriminatory practices violate Title VII of the Civil Rights Act of 1964. Pursuant to the consent decree and as approved by the bankruptcy trustee, the EEOC will have a claim in bankruptcy court of \$20 million -- \$16,842,656 in back pay and \$3,157,344 in punitive damages -- payable to men whom the EEOC determined were subjected to hiring discrimination because of their sex during the period January 1, 1997, through the entry of the decree. The portion of the settlement, if any, that the EEOC will be able to obtain through its pending

## Compliance Report (cont.)

bankruptcy court claim is presently unknown. Koch settled with Pure Weight Loss in November 2005.

Along with the monetary relief to the class members, the 10-year consent decree provides for significant injunctive relief. The decree applies to all Pure Weight Loss centers or to any successor resuming business operations. The decree:

- Prohibits Pure Weight Loss from discriminating against job applicants or employees because of sex and retaliating against any of its employees or applicants;
- Requires Pure Weight Loss to use an electronic applicant tracking system for each person hired and for any person who submits an application, and to provide specific information on applicants by sex and other categories defined by the EEOC; and
- Mandates that Pure Weight Loss create a discrimination complaint procedure, post its commitment to equal opportunity and a diverse workforce, and report compliance to the EEOC.

Additionally, the consent decree requires hiring of rejected male applicants and includes numerical benchmarks for hiring and/or promoting men to the positions from which they had been previously excluded; requires Pure Weight Loss to conduct quarterly reviews to assess attainment of its hiring goals; and, at the EEOC's option, requires Pure Weight Loss to employ an outside expert to examine the hiring process to assist in achieving any unmet hiring goals.

"We brought this lawsuit to advance the legal right to a workplace free of sex discrimination and to remind employers that they must make employment decisions based on the applicant's ability to perform the duties of the job," said EEOC Philadelphia Regional Attorney Jacqueline McNair, whose jurisdiction includes Maryland.

"EEOC will strongly pursue employers who choose to flagrantly disregard federal law by engaging in systemic gender discrimination," said EEOC Supervisory Trial Attorney Tracy Hudson Spicer. Added EEOC Senior Trial Attorney Ronald L. Phillips, "The EEOC's systemic initiative was undertaken to combat company-wide discriminatory employment practices like this one."

The EEOC's Baltimore Field Office litigation team included EEOC attorneys Tracy Hudson Spicer, Ronald L. Phillips, Corbett Anderson and Cecile Quinlan. Applying the Commission's national law firm model, the Baltimore team was also assisted in this case by attorneys from EEOC's New York, Boston, St. Louis, Pittsburgh, Indianapolis, Dallas, and Chicago offices.

The EEOC enforces federal laws prohibiting employment discrimination. Further information about the EEOC is available on its web site at [www.eeoc.gov](http://www.eeoc.gov).

## Training Report



Arlena Fitch-Gordon  
Vice President for Training

Even in this day and age of electronic everything, there are times when we are called upon to do it "the old-fashioned way." Here are some handy tips from The Trainers Warehouse ([www.trainerswarehouse.com](http://www.trainerswarehouse.com)) for those times when you have to give an old-fashioned presentation:

- Checklist for Using Flip Charts
- Check that you have enough paper for the amount of writing you intend to do.
- Check that it is positioned where all the group can see it.
- Check you have pens and that they work. Use color pens if possible.
- Write legibly, i.e., large, clear writing.

## Training Report (cont.)

- Use headings, and subheads as appropriate.
- Take your time when writing.
- Plan what you are going to write.
- When not needed as visual support, turn to a blank sheet.
- Watch your spelling.
- Drawing etc. can be prepared invisibly in light (yellow) pen and filled in during presentation.  
--Carolyn B. Thompson, Training Systems, Inc.



<http://www.fewfoundation.org>

### **FEW Foundation for Education and Training**

by Patricia  
Wolfe,  
President

As the Combined Federal Campaign begins to wind down in the National Capital Area, the Board of Trustees/Council of Advisors send out sincere appreciation to the FEW members in the D.C. Metro Region who designated the FEW Foundation for a pledge. We also express appreciation to Valerie Stringer, Regional Manager, D.C. Metro Region, for assisting with the marketing to members in her region.

Dawn Nester, Regional Manager, Northeast Region, indicated that she was able to designate the FEW Foundation through her office's campaign in D.C. because that is where her payroll deductions are processed.

Participation in the 2008 campaign has given us the experience and encouragement we need to apply for the 2009 campaign. Applications to the 2009 campaign are due to Global Impact, the Principal Combined Fund Organization (PCFO) no later than January 30, 2009. Pat Wolfe, President, attended a CFC workshop on December 3, 2008. She will be working with Marie Argana, Treasurer; and, Dawn Nester, Secretary, to be ready to submit the application on time. We are looking to the future to be able to apply for the national campaign so that more members can

designate the FEW Foundation with a pledge.

Again, thank you, everyone, who designated the FEW Foundation for a CFC pledge.

The FEW Foundation is pleased to welcome the following individuals to its Council of Advisors:

- Johanna Altland, Grantham University
- Jean Christiansen, past National FEW President;
- Cathy Crabtree, member from the Great Lakes Region;
- Linda Fresh, member from the D.C. Metro Region;
- Carolyn Kroon, past National FEW President;
- Judy Mullis, member from the Great Lakes Region; and,
- Beatrice Squires, member from the D.C. Metro Region.

We continue to invite interested members to submit bios and a statement of interest to Pat Wolfe, President, to serve on the Council of Advisors or as a member of the Board of Trustees to fill vacancies that will be created when Pat Wolfe, President; Jeanette Miller, Vice President; Edna Harvin Battle, Fundraising Chair; and Connie Stenlund, Grantwriter, step down at the completion of their two-year term. In addition, the Secretary position will become vacant because Dawn Nester has indicated an interest in running for the FEW Foundation President position. Send bios and statements of interest for one of these positions to [wolfepatriciam@aol.com](mailto:wolfepatriciam@aol.com) or [patricia.wolfe@dhs.gov](mailto:patricia.wolfe@dhs.gov). Thank you for your support!

### **National Training Programs**

Future NTPs will be held:

- 2009 – Orlando, FL, at the Orlando World Center Marriott
- 2010 – New Orleans, LA, at the New Orleans Marriott
- 2011 – Philadelphia, PA, at the Marriott
- 2012 – Detroit, MI, at the Marriott at the Renaissance Center

Keep these dates in mind when talking with your manager about training needs.

**Management Tip – Guess? Success Teaches Lessons in Leadership** (excerpt from Trumpuniversity.com)

Once again my very smart friend Tom Barrack of Colony Capital sent me one of his essays that was based on his pondering over a way “to chart a path to lead our team and our investors out of this jungle” in reference to what’s been going on with the economy. He found the answer while talking with one of his friends, Paul Marciano, the CEO of Guess?, Inc. Paul and his brothers are self-made and have built Guess into one of the most well-known fashion brands in the world.

He asked Paul what his insights were on the economy, and because Guess has a great balance sheet and is well positioned for economic turbulence, their discussion was focused on one issue: leadership. [Leadership](#) is not the ability to cut down the trees that are blocking the path out of the jungle, it is the ability to see what jungle we are in and then choose the path.

Paul Marciano’s exemplary behavior, as leader of his company, is to subordinate feelings and fear of changed circumstances to values and responsibility. That becomes the focus. His philosophy is simple: “What’s happening in the world is not good, and it will most likely get worse before it gets better, but what we are doing in the company is managing better, reducing costs and expanding market share while others are panicked, consequently, business and the future will be better than ever.”

When I read that, I realized how clear that message is, and what a great lesson in leadership it provides. He is making sure that their core values, their integrity, are remaining intact. And he points out that the future will be better than ever because of this approach. Tom adds these questions for emphasis, to make clear the focus of his own company: “What do we stand for, where are we going,

what are the key attributes of success or failure, and what code monitors our conduct?”

This brings us to an important point: To be an effective leader, people must have trust and confidence in what you say and how you act. Guess creates, manufactures, distributes and retails fashion around the world, and as an industry, fashion is known for being capricious. But because Paul Marciano remains fixed on his principles, he takes the guesswork out of his future. My guess is that we should all do the same.

**News You Can Use**



This segment has moved to the Northeast Region web site. Check the “News You Can Use” link frequently as new articles are posted almost daily. Information about health care, retirement, the Thrift Savings Plan, and more is posted on this page of the web site. Check it out at <http://www.nerfew.org> and click on the “News You Can Use” link.

**Congratulations to a FEW Sister** by Arlena Fitch-Gordon, e-mail dated December 5, 2008

Equalitarian Chapter (Great Lakes Region) member Debra Hobbs was notified in November that she was selected for Achievement in EEO by a Non-Manager for the DLA 41st Annual Employee Recognition Program.

Debra will be recognized for this prestigious award on December 10, 2008. The ceremony will be held in the auditorium of the Andrew T. McNamara Complex, Fort Belvoir, Virginia.

Debra is the Defense Supply Center Columbus' Federal Women's Program Manager.