

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

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## Regional Manager's Message

Our Spring Regional Training Program was a huge success. By now, I hope you have received a copy of the RTP Special Edition Newsletter with lots of photos taken during the event. If not, please contact your Chapter President to request a copy. I hope to post it on the Region's web site, as well ([www.nerfew.org](http://www.nerfew.org)).

With the successful spring RTP behind us, we are already looking toward an equally successful autumn RTP in Long Island, New York, on October 23<sup>rd</sup>. Kelly Badzo, Lesly Galloway, Lindsay Mitchell, and Lisamarie Rykowski from the Brookhaven Chapter and Roberta Simpkin from the Fort Monmouth Chapter, are working with me on this effort. We are being supported by Jayne Cousins and Lisa Lombardi, Co-Chairs of the Spring RTP, from the Greater Merrimack Valley Chapter. We will be holding our first planning meeting in the very near future. Watch the RTP column and the region's web site for updates as plans progress. A "Save the Date" flyer will be going out soon, as well.

Speaking of the Greater Merrimack Valley Chapter, we welcomed Linda Fielding as the new President of that Chapter effective June 1<sup>st</sup>. Tina Gray, the former President, has moved to Texas and started working for the IRS in Austin. We wish Tina all the best with her new endeavors in Texas and Linda all the best as she completes Tina's term in office!

Linda has hit the ground running. She has already been on an agency visit with Sue Webster, our National President, to Housing and Urban Development in Hartford, CT, held her first Executive Committee meeting, and has made arrangements to attend the Chapter President's Leadership Forum in Orlando prior to the National Training Program getting under way. Way to go, Linda!

**Membership Report** by Kelly Badzo

The June rosters have come out. Chapter Presidents and Treasurers should access the secure FEW web site to download their roster. Members who did not renew by the May 31<sup>st</sup> deadline have now been dropped from the rolls. If a dropped member wishes to rejoin FEW, they will come in as a new member with a new identification number assigned to her or him. This is important to know because it means that their membership starts all over in terms of qualifying for the five consecutive years needed to become a lifetime member.

We are welcoming new members this month. They are:

- Vicki Feldman, Brookhaven Chapter*
- MaryAnne McGrath, Brookhaven Chapter*
- Michelle Scaduto, Brookhaven Chapter*
- Elizabeth Baskerville, Ft Monmouth Chapter*
- Dawn Healey, Ft Monmouth Chapter*
- Venessa Acham, Greater Boston Chapter*
- Judy Freeman, Greater Boston Chapter*
- Jane Teehan, Greater Boston Chapter*
- Rosalie Munor, Greater Merrimack Valley Chapter*
- Theresa Wohlgemuth, Greater Merrimack Valley Chapter*

**Welcome, everyone!**

**2009 Regional Training Program** by Kelly Badzo, Lesly Galloway, Lisamarie Rykowski, and Roberta Simpkin



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

The date and location have been set for the Autumn Regional Training Program (RTP). Mark your calendar for October 23, 2009, to come to the IRS Brookhaven campus, 1040 Waverly Avenue, Holtsville, NY 11742. Once again, we will be "Seated Around the Table of Learning" as we learn from one another and our guest speakers. More to come!

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

We are proud to share that Greater Boston Chapter member, *Judy Freeman*, was one of two FEW Foundation Scholarship winners! Judy is a recent member who transferred her membership from the Rocky Mountain Region to us. Judy works for the Veterans Administration in Bath, NY, and joined our chapter because she could participate in meetings via our call-in number. Welcome, Judy, and CONGRATULATIONS!

**Greater Merrimack Valley Chapter Update** by Jayne Cousins, Vice President (Andover)

The Greater Merrimack Valley Chapter said good-bye to Tina Gray, one of our founding officers. Tina has taken a job with IRS in Austin, TX. The Chapter gave her a going-away party on May 15<sup>th</sup>. On behalf of the Northeast Region, Dawn Nester, Regional Manager, presented Tina with a plaque of appreciation for the work Tina has done to help found and carry on the Chapter. We will miss her!



Tina Gray with plaque of appreciation presented by the Northeast Region

Tina handed off the reins to Linda Fielding, who had been serving as the Vice President (Lowell). Linda has hit the ground running. She accompanied President Sue Webster to Hartford, CT, for an agency visit with Housing and Urban Development.

Next, she will participate in the Chapter Presidents' Leadership Forum just before the National Training Program in Orlando, FL, gets under way. And, until she can find a replacement, she will continue to serve as the Regional Awards Chair.

## Legislative Report



FEW.ORG



Cecelia Davis  
Vice President for  
Congressional Relations

Please read the article in Government Executive concerning the Parental Paid Leave Act. Several Northeast Region elected officials are quoted in the article. If one of the elected officials represents you and you agree or disagree with his or her stance, let them know. **From your home computer**, go to the FEW web site, log-in, and click on the Legislative button to access [www.capwiz.com/few](http://www.capwiz.com/few). You can find links to all of the elected officials on this site along with templates for responses to FEW's legislative agenda items or you can create a message of your own. It is important for your elected officials to know how you feel about issues that are important to you.

## Diversity Corner



Cathy Fletcher  
Vice President for Diversity

From Juneteenth.com, "Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States.

From its Galveston, Texas origin in 1865, the observance of June 19<sup>th</sup> as the African American Emancipation Day has spread across the United States and beyond.

Today, Juneteenth commemorates African American freedom and emphasizes education and achievement. It is a day, a week, and in some areas a month marked with celebrations, guest speakers, picnics, and family gatherings. It is a time for reflection and rejoicing. It is a time for assessment, self-improvement and for planning the future. Its growing popularity signifies a level of maturity and dignity in American long over due. In cities across the country, people of all races, nationalities and religions are joining hands to truthfully acknowledge a period in our history that shaped and continues to influence our society today. Sensitized to the conditions and experiences of others, only then can we make significant and lasting improvements in our society."

Source: [www.juneteenth.com](http://www.juneteenth.com)

## Diversity Corner (cont.)

### Dates to Remember in July:

4	Independence Day (United States)
4	Fil-American Friendship Day (Philippines)
13	Bon Festival/Feast of Lanerns (Japan)
26	Signing of Americans with Disabilities Act anniversary
29	Tisha B'av (Jewish)

### Training Report



Arlena Fitch-Gordon  
Vice President for Training

Mindtools.com is a web site that can provide you with tips and tools for many of today's work place issues, such as decision-making, problem solving, leadership, practical creativity, stress and time management, and much more. For this month's column, I've chosen an article on identifying causes of problems. I encourage you to visit [www.mindtools.com](http://www.mindtools.com) frequently for finding your own tips and tools for the issues you deal with in your office and work place.

"Identifying the Likely Causes of Problems"

Related variants: Fish or Fishbone Diagrams, and Ishikawa Diagrams

Cause and Effect Diagrams help you to think through causes of a problem thoroughly. Their major benefit is that they push you to consider all possible causes of the problem, rather than just the ones that are most obvious.

The approach combines brainstorming with use of a type of concept map.

Cause and Effect Diagrams are also known as

Fishbone Diagrams, because a completed diagram can look like the skeleton of a fish.

### How to Use the Tool:

Follow these steps to solve a problem with a Cause and Effect Diagram:

1. *Identify the Problem:* Write down the exact problem you face in detail. Where appropriate, identify who is involved, what the problem is, and when and where it occurs. Write the problem in a box on the left-hand side of a large sheet of paper. Draw a line across the paper horizontally from the box. This arrangement, looking like the head and spine of a fish, gives you space to develop ideas.
2. *Work out the major factors involved:* Next identify the factors that may contribute to the problem. Draw lines off the spine for each factor and label it. These may be people involved with the problem, systems, equipment, materials, external forces, etc. Try to draw out as many possible factors as possible. If you are trying to solve the problem as part of a group, then this may be a good time for some brainstorming.  
  
Using the 'Fish bone' analogy, the factors you find can be thought of as the bones of the fish.
3. *Identify possible causes:* For each of the factors you considered in Stage 2, brainstorm possible causes of the problem that may be related to the factor. Show these as smaller lines coming off the 'bones' of the fish. Where a cause is large or complex, then it may be best to break it down into sub-causes.  
  
Show these as lines coming off each cause line.
4. *Analyze your diagram:* By this stage, you should have a diagram showing all the possible causes of your problem that you can think of. Depending on the complexity and importance of the problem, you can now investigate the most likely causes further. This may involve setting up investigations, carrying out surveys, etc. These will be designed to test whether your assessments are correct.

## Training Report (cont.)

**Example:** For the example and diagram, visit [www.mindtools.com](http://www.mindtools.com). The example is of a manager who is having trouble getting cooperation from a branch office. If the manager had not thought the problem through, he might have dealt with the problem by assuming people were being difficult. Instead, he might think that the best approach is to arrange a meeting with the Branch Manager. This would allow him to brief the manager fully and talk through any problems that he may be facing.

**Key Points:** Cause and Effect analysis (or Fishbone Analysis) provides a structured way to help you think through all possible causes of a problem. This helps you to carry out a thorough analysis of a situation.”

You can also find help in constructing flow charts on [www.mindtools.com](http://www.mindtools.com). From the web site, “Flow charts are easy-to-understand diagrams that show how steps in a process fit together.”

## Compliance Report



Michelle Crockett  
Vice President for Compliance

For the National Training Program in Orlando, FL, next month, I will be presenting information about the status of the Federal Women’s Program Resolution, as voted on by FEW members. With assistance from Dawn Nester, your Regional Manager, I was able to put together a comprehensive PowerPoint presentation that illustrates the history of the Federal Women’s Program in federal agencies, the roles and responsibilities of a

Federal Women’s Program Manager, how the Federal Women’s Program differs from Federally Employed Women, and how the two are similar, as well as track progress. I hope that all Northeast Region members who are attending the NTP will participate in the Annual Meeting to receive and bring back this information for others in your region. See you there!



<http://www.fewfoundation.org>

**FEW  
Foundation  
for  
Education  
and Training**

Linda Fresh,  
Vice President

The FEW Foundation has been very busy these past few weeks. First and foremost, we are very pleased to announce the Grantham University scholarship has been awarded for 2009! Two winners will split the award this year. The winners are:

Jacqueline Wasik, a member of the Windy City Chapter in the Great Lakes Region, and, Judy Freeman, a member of the Greater Boston Chapter in the Northeast Region.

Congratulations to Jacqueline and Judy. Everyone at the FEW Foundation wishes you great success as you continue your studies.

In addition to working on the scholarship applications, the FEW Foundation has recently signed an agreement with Ed2Go.com to offer over 200 online courses through a FEW portal. The URL is [www.ed2go.com/fewed](http://www.ed2go.com/fewed). Classes will be offered, most for \$99 for 12 sessions, starting June 17<sup>th</sup>. Anyone who likes to take classes on-line with highly qualified instructors can access the [www.ed2go.com/fewed](http://www.ed2go.com/fewed) portal to enroll. Proceeds from the completed courses will benefit the FEW Foundation as we build our resources to offer additional scholarships in the future. A FEW Foundation goal for 2009 is the raise enough revenue through the Combined Federal Campaign and [www.ed2go.com/fewed](http://www.ed2go.com/fewed) to underwrite an additional NTP Scholarship for a member to attend the 2010 NTP in New Orleans. Please see the press release about the Ed2Go.com/fewed portal at the end of this newsletter and share the information with co-workers,

## **FEW Foundation for Education and Training** (cont.)

friends, and family who are looking to increase their education through on-line courses. Your support of this effort is very much appreciated.

The FEW Foundation hosted a webinar on June 25<sup>th</sup>. The purpose of the webinar was to share information about educational opportunities for FEW members and non-members, focusing on how Ed2Go.com/fewed works, as well as the discounts offered by Grantham and Regis University. The FEW Foundation recently signed an agreement with Regis University, similar to the existing agreement with Grantham University, to offer FEW members a 10 percent discount on their on-line courses. Please see the announcement about upcoming webinars at the end of this newsletter.

The next webinar will be held on August 26<sup>th</sup> in celebration of Women's Equality Day. Molly McGregor Murphy, Executive Director of the National Women's History Project, will be the guest speaker. Watch for an announcement about how to register for this webinar in the near future.

## **National Training Programs**

Future NTPs will be held:

2009 – July 20-24, Orlando, FL, at the Orlando World

Center Marriott; visit [www.fewntp.org](http://www.fewntp.org) today!

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**

**Can You Hear Me Now?** by Brian Friel, GovExec.com, June 17, 2009

As a manager, what kind of communicator are you? Are you a face-to-face type of person, preferring to have employees stop by your office to touch base? Or are you more of a phone and voicemail boss, managing via your cell phone as you dart around to various meetings? Maybe you're an Internet age communicator -- an e-mailer and texter. You like reading employees' questions and responding with the click-clack of your keyboard, rather than having them knock on your door or ring your line at potentially inconvenient times.

It's good to know which one you are. It's also good to know how employees like to communicate with you. All is well if neither of you minds the other peeking into his office or cubicle with a quick question, or if you would both be just fine never seeing each other or hearing one another's voices. Mano a mano, e-mail a e-mail.

Figuring this out is not only for compatibility testing purposes. Crossed communication wires can prevent employees from getting the information they need from you to do their jobs well and can block your view of what's going on in your realm of responsibility.

Indeed, what if you don't click? What if you're an e-mail manager but an employee is a knock-knock-can-I-come-in-er? You could close your door and turn up the music, but the social butterfly employee might be less responsive to your requests if you block his preferred communication avenue. What if an employee is a cell phone fan but you hardly ever check your voicemail?

Sometimes, workers have two communication standards -- one for their bosses and one for their co-workers. They might answer the phone when you call, but they never do when it's their co-workers. They might not constantly

## Management Tip (cont.)

### Can You Hear Me Now? (cont.)

show up at your office door, but they are frequently appearing behind their co-workers with a tap on the cubicle window -- much to the chagrin of their e-mail-only colleagues. Often workers prefer to avoid conflict and simply put up with such annoyances rather than confront them.

That's where you can come in. Unless things are dysfunctional, you don't have to set a rule establishing which method everyone should use to communicate. The best rule could be no rule -- just understanding. Tell employees how you want to hear from them -- after you ask them how they want to hear from you. To prevent or resolve conflict among employees, encourage them to find out how everyone else likes to coordinate with their colleagues.

While you're at it, find out how clients, customers or stakeholders like to communicate too. Preferred methods have changed in recent years, with some people moving almost entirely to e-mail -- especially those who travel around with a BlackBerry or other mobile device. Others crave even more face-to-face meetings.

By phone, e-mail or in person, communication doesn't have to be a battle if it's an accommodation.

*Brian Friel covered management and human resources at Government Executive for six years and is now a National Journal staff correspondent.*

**[Regional Manager's Note:** Chapter Presidents, read "employees" as "members," and see how the text applies to the way you manage your chapter. I will be doing the same for how I manage the Northeast Region. 😊]

## News You Can Use



Check the "News You Can Use" link on the Northeast Region's web site frequently as new articles are posted almost daily. Check it out at <http://www.nerfew.org>.

The Region extends sincere sympathy to Brookhaven Chapter member Patricia Pells on the recent loss of her husband. We are thinking of you and your family in this time of sorrow.

~ ~ ~

The Greater Merrimack Valley Chapter said "Farewell and best wishes!" to their founding President, Tina Gray, in mid-May. Tina relocated to Austin, TX, and turned the administration of the Chapter over to Linda Fielding, effective June 1<sup>st</sup>.

~ ~ ~

Linda Fielding and Kelly Badzo will be traveling to Orlando, FL, to attend FEW's Chapter Presidents' Leadership Forum prior to the National Training Program. Kelly is the President of the Brookhaven Chapter; Linda is the President of the Greater Merrimack Valley Chapter. Both Kelly and Linda will participate in FEW's opening session of the 2009 National Training Program. Enjoy the CPLF, Linda and Kelly!

~ ~ ~

Lindsay Mitchell, Northeast Region's Regional Representative, will attend the NTP in Orlando, representing the region during the annual meeting and at the National Board of Directors meeting. In addition, she will be working the golf tournament and taking classes. Bring back lots of great news, Lindsay!



## FEW Foundation for Education and Training

Established in 2004, the FEW Foundation for Education and Training is a 501(c)(3) charitable arm of Federally Employed Women (FEW). The primary mission of the Foundation is to help women enhance their career opportunities through education and training.

In 2008-2009, the Foundation:

- awarded a four-year scholarship to Grantham University to Melody Bigi of the Great Lakes Region;
- awarded regional scholarships in support of Regional Training Programs (RTP) to the Great Lakes, Southeast, Northeast, and D.C. Metro Regions, with additional scholarships planned throughout the year as RTPs are held;
- announced the application process for the 2009 four-year scholarship to Grantham University;
- participated in the Combined Federal Campaign of the National Capital Area; and,
- applied and was accepted to participate in the Combined Federal Campaign of the National Capital Area in 2009.

The FEW Foundation's Board of Trustees is formed from FEW member volunteers who know how important upward mobility is to the individual within the Federal workforce. We invite you to join our quest to educate and train more individuals to enhance opportunities for leadership.

Eleanor Roosevelt once said, "[It is today we must create the world of the future.](#)" You can help the FEW Foundation create your "world of the future." Please consider making a tax deductible donation on site or by mailing your check to:

FEW Foundation Treasurer  
7004 SW Twin Oaks Circle  
Stuart, FL 34997

Or contact us at (202) 898-0994 to discuss other tax-deductible opportunities. Any size donation will be greatly appreciated.

*Come visit us in the Exhibit Hall at Booth #414  
and anytime at  
[www.fewfoundation.org](http://www.fewfoundation.org)*



**FEW Foundation for Education and Training**  
a 501(c)(3) Charitable Foundation of Federally Employed Women (FEW)

## **ANNOUNCEMENT**

Contact: Dawn M. Nester, President June 17, 2009  
Telephone: 202-898-0994 URL: <http://www.ed2go.com/fewed>  
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### **FEW Foundation for Education and Training Partners with Ed2Go.com to Enhance Professional and Personal Development via Instructor-facilitated On-line Courses**

The FEW Foundation for Education and Training is pleased to announce an agreement with Ed2Go.com to provide an extensive variety of courses designed to enhance professional and personal growth through on-line classes – anywhere, any time! The selection of courses include *project management, accounting, communication skills, computer and IT management*, and numerous certification preparation courses. Through well-crafted lessons, expert on-line instruction, and interaction with fellow students, participations in these courses gain valuable knowledge at their convenience. They have the flexibility to study at their own pace combined with enough structure and support to complete the course. Best of all, students can access the classroom 24/7 from anywhere with an internet connection. The majority of courses cost only \$99.00 with over 200 topics available.

New sessions of each course run every month. The sessions last six weeks, with two new lessons being released weekly (for a total of 12 lessons). The courses are entirely web-based with comprehensive lessons, quizzes, and assignments. A dedicated professional instructor facilitates every course; pacing learners, answering questions, giving feedback, and facilitating discussions. A Certification of Completion is provided after passing the final exam.

Two members of the FEW Foundation for Education and Training have already enrolled and are currently enjoying their courses. Linda Fresh, Vice President, is serving as the student counselor on the site. She says, "I love my Ed2Go class!" Jack Kenner, Education Outreach, says, "It is so easy to take my certification class. I am enjoying this experience!" If you wish to speak to Jack about his experience with Ed2Go.com, please contact him directly at 443-364-9134 or via e-mail at [JMK@few.org](mailto:JMK@few.org).

For more information and to enroll, please visit <http://www.ed2go.com/fewed>.

###

"The mission of the FEW Foundation is to help women enhance their career opportunities through education and training; encourage and diversity in the workplace, and provide opportunities for professional growth through leadership development, education, mentoring, and networking. Visit the FEW Foundation at [www.fewfoundation.org](http://www.fewfoundation.org)."



**FEW Foundation for Education and Training**  
a 501(c)(3) Charitable Foundation of Federally Employed Women (FEW)

## **ANNOUNCEMENT**

Contact: Dawn M. Nester, President June 17, 2009  
Telephone: 202-898-0994 URL: <http://www.fewfoundation.org>  
e-mail: Histrylady@yahoo.com

### **FEW Foundation for Education and Training Announces 2009 Webinar Schedule**

The FEW Foundation for Education and Training is pleased to announce it will host a series of Webinars for the remainder of 2009. These are FREE self-development opportunities for members and non-members. Members may wish to consider inviting a non-member to a webinar as a recruitment tool for their chapter.

Upcoming webinars are:

- *July 29, 2009, at 12:00 noon EDT, "Project Management Professional Certification – Testing Update," with Paul Aron, Senior Instruction, PMP Institute*
- *August 26, 2009, at 12:00 noon EDT, "The Story Behind Women's Equality Day," with Molly Murphy MacGregor, Executive Director and Co-Founder of the National Women's History Project*
- *September 17, 2009, at 12:00 noon EDT, "Leadership for Women," instructor to be determined*
- *October 15, 2009, at 12:00 noon EDT, "EXCEL Tips and Tricks," instructor to be determined*
- *November 5, 2009, at 12:00 noon EDT, "What the Combined Federal Campaign Can Do For You; What You Can Do for the CFC," with Anthony DiCristafaro, Executive Director, Combined Federal Campaign of the National Capital Area (invited/not yet confirmed)*

###

"The mission of the FEW Foundation is to help women enhance their career opportunities through education and training; encourage and diversity in the workplace, and provide opportunities for professional growth through leadership development, education, mentoring, and networking. Visit the FEW Foundation at [www.fewfoundation.org](http://www.fewfoundation.org)."

**Parental leave act moves closer to law** by Alex M. Parker, GovExec.com, June 4, 2009

Supporters of legislation to give federal employees the right to take paid leave after the birth or adoption of a child had cause to celebrate on Thursday evening.

The House passed the Federal Employees Paid Parental Leave Act ([H.R. 626](#)) by a vote of 258-154, fending off criticism of its price tag. A companion bill, [S. 354](#), sponsored by Sen. Jim Webb, D-Va., is before the Senate Homeland Security and Governmental Affairs Subcommittee on Oversight of Government Management, the Federal Workforce and the District of Columbia.

House Majority Leader Steny Hoyer, D-Md., said he was sure President Obama would sign the measure if it reaches his desk. On Wednesday, the White House issued a statement saying it "agrees with the goals" of H.R. 626 and looks forward to working with Congress on the issue.

The bill would give federal employees four weeks of paid leave following the birth or adoption of a child, and would let the Office of Personnel Management grant an additional four weeks of paid leave through regulations. Those weeks would be within the 12 weeks of unpaid leave mandated by the 1993 Family and Medical Leave Act.

The bill's sponsors said they had been advocating this benefit for the past 15 years. Similar [legislation](#) that guaranteed eight weeks of paid leave passed the House 278-146 in 2008, but languished in the Senate.

"This shows that the government doesn't just talk about family values -- it values families," **said Rep. Carolyn Maloney, D-N.Y.** [emphasis added], the 2009 bill's sponsor, during a news conference on Thursday.

According to Maloney's office, 53 percent of private sector companies offer some type of paid parental leave. She also noted that 167 countries guarantee parental leave for all their citizens.

Webb, a military veteran who also spoke at the news conference, said uniformed service members already are eligible for paid parental leave. "This is an issue of fairness," he said.

The Congressional Budget Office estimated that the cost would be \$938 million over the period of fiscal 2010 to fiscal 2014. The estimate takes into account a 50 percent probability that OPM would increase the amount of paid leave through regulations.

The bill's cost made it a magnet for Republican criticism.

"These are tough times, regardless of what industry you're in," said **Rep. Christopher Lee, R-N.Y.** [emphasis added] "Think about the retail workers who are being forced to do more with less. Think about that, when Washington turns around and offers more generous fringe benefits to public sector employees."

The House rejected an amendment by Rep. Darrell Issa, R-Calif., ranking member of the House Oversight and Government Reform Committee, that would have kept the four weeks of paid parental leave, but required workers to use that as an advance, borrowed from future accrued vacation leave. The amendment also would have forced workers to use all available paid leave before taking paid parental leave.

In a statement Issa said the language would alleviate taxpayers' burden while ensuring the benefit for federal workers.

**Rep. Stephen Lynch, D-Mass.** [emphasis added], opposed the amendment. "It's wrong," Lynch said during Thursday's press conference. "And from an employer's standpoint, it doesn't make sense."

Lynch's office said it would have gutted the bill, and that employees already can get advances of sick or vacation time to use after the birth of a child.

The amendment was defeated, 157-258.

The bill has support from the National Treasury Employees Union, American Federation of Government Employees and **Federally Employed Women** [emphasis added].