

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

I hope the excitement generated by the Presidential election on November 4th is still with you. I have been following the news articles about what President-elect Obama and his transition team are doing with great interest. It is fascinating to watch our government transition from one administration to another. I wish all of the members of the incoming Administration the very best for a smooth transition of power and governance.

With Thanksgiving coming, we have much to reflect on and be grateful for – family, friends, a thriving organization in which we can practice self-development at our own pace, and so much more. Yes, it has been a difficult year for many of us, both professionally and personally, but there must always be hope for a better future.

My thanksgiving wish is for us to take the fullest advantage possible of the benefits of being FEW members and make the most of our career opportunities today, tomorrow, and into the future. If you haven't volunteered for a committee at the chapter, region, or national level, please give this option serious consideration. There is much to learn from working at any of these levels of the organization that is transferable to applications and/or resumes. If you have an interview coming up and would like a mock interview prior to the real one, please contact your Chapter President or myself. We will be happy to work with you to arrange one. We are here to help each other succeed and be all that we can be.

Happy Thanksgiving, everyone! May you enjoy the festivities with family and friends. ☺

Membership Report by Kelly Badzo,
Membership Chair

Becky Fasulo has notified Regional and Chapter officers that the new on-line processing system is starting to come online. Members will be invited by e-mail to go online to update their information using the password included in the invitation. You are strongly encouraged to check your information when you receive your invitation because this is the information National FEW will use when sending out high level information such as Bylaws changes, voting information, etc.

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 continue to research the best possible location for your Spring Regional Training Program. We are also researching marketing options to attract a higher number of participants. If we are able to reach out to non-member participants in the federal agencies in our state, we may be able to recruit them to become members. We may also be able to encourage people to consider starting chapters at their own agencies. RTPs are so much more than "just training!"

If you would like to be a member of the RTP Committee, please let us know. Jayne can be reached via e-mail at Jayne.M.Cousins@irs.gov; Lisa at Lisa.T.Lombardi@irs.gov. We'd 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

- Jayne Cousins, Executive Vice President, passed her Instructor training course. Congratulations, Jayne!
- We conducted New Member Orientation for 18 members.
- Corrie MacDougall volunteered to serve as the Chapter's Awards Chair. Thank you, Corrie.
- Kelly Rousseau volunteered to serve as the Chapter's Fundraising Chair. Thank you, Kelly.
- Tina helped Dawn Nester, Regional Manager, draft a letter to heads of government agencies in the Northeast Region to introduce FEW and request an agency visit. The purpose of the visit is to help start new chapters in the Region, which would help to meet President Webster's goal of "A Chapter in Every State!"
- Tina received a temporary detail as a Lead with e-Services L2 in Electronic Filing.



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

Iron-Jawed Angels Movie Night by Jayne
Cousins, Executive Vice President, Greater Merrimack
Valley Chapter

On Friday October 17th I hosted a get-together for the local members of the Greater Merrimack Valley (GMV) Chapter at my home in Massachusetts. Since the GMV Chapter has meetings in three locations within the IRS buildings in Andover, Methuen and Lowell, this was the first chance some of us had to meet fellow members from the other two locations. After introductions were made, we socialized over appetizers and then watched the film 'Iron-Jawed Angels' which is based on the women's suffrage movement from 1912-1920¹. Although historically-based movies aren't necessarily entertaining, everyone enjoyed the movie very much and we all learned a thing or two. It is my goal that we will continue to offer networking opportunities and get-togethers for members from all three locations outside of

¹ The suffrage movement started in 1848 with the first Woman's Suffrage Convention. The film picked up the story with the passing of the torch to the younger generation in the early 1900's.

Iron-Jawed Angels Movie Night (cont.)

working hours at least once every 3-4 months.

Watching this movie has certainly made me appreciate my right to vote. I am truly thankful for all those women who fought and made it possible for women to vote today. I hope you exercised your right, got out there, and made history on November 4th with your vote!



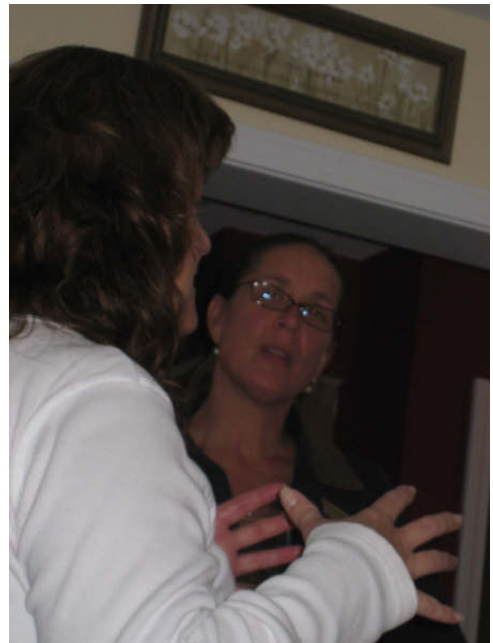
L to R: Tina Gray, Lisa Lombardi, Karen Laing, Jayne Cousins, (not identified), Linda Fielding, (not identified)



Tina Gray, President, GMV Chapter



L to R: Jayne Cousins, Executive Vice President, GMV, with Karen Laing, Treasurer, GMV



L to R: Tina Gray with Karen Laing

Legislative Report



FEW.ORG



Cecelia Davis
Vice President for
Congressional Relations

Thank you to all members who exercised their privilege of voting in the National Presidential election on November 4th. In addition, I hope that you also voted for your local candidates for the Senate and House of Representatives.

Dawn Nester, your Regional Manager, has informed me that she posted an item on your regional website that discusses the impact that women had on the election. I hope you will read this and be proud to have been a part of the process.

She also informed me that she is sending congratulatory letters to the female Senators and Representatives who were either re-elected or are newly elected in the Northeast states. I hope you will take a moment to add your congratulations to your elected official and encourage her or him to support FEW's legislative agenda for the upcoming 111th Congress.

I thank you for completing the survey to help develop the Legislative Agenda. We are working to complete the Legislative Agenda for the 111th Congress.



Diversity Corner



Cathy Fletcher
Vice President for Diversity

November is Native American/Alaskan Native American Heritage Month. The following information came from the Bureau of Indian Affairs through the Department of Health and Human Services' (HHS) web site. HHS has a wonderful section devoted to the Native American/Alaskan Native observance. I encourage you to visit their site at <http://www.ihs.gov/PublicAffairs/Heritage/index.cfm>.

A Brief History

Source: Department of the Interior, Bureau of Indian Affairs

What began at the turn of the century as an effort to gain a day of recognition for the significant contributions the First Americans made to the establishment and growth of the United States has resulted in the month of November being designated for that purpose.

Diversity Corner (cont.)

Early Proponents

One of the early proponents of an American Indian Day was Dr. Arthur C. Parker, a Seneca Indian who was the Director of the Museum of Arts and Science in **Rochester, New York** [emphasis added]. He persuaded the Boy Scouts of America to set aside a day for the "First Americans," and for three years the Scouts adopted such a day. In 1915, at the annual Congress of the American Indian Association meeting in Lawrence, Kansas, a plan celebrating American Indian Day was formally approved. The Association directed its president, Rev. Sherman Coolidge, an Arapahoe, to call upon the country to set aside a day of recognition. Rev. Coolidge issued a proclamation on September 28, 1915, which declared the second Saturday of May as American Indian Day and contained the first formal appeal for recognition of American Indians as citizens.

The year before this proclamation was issued, Red Fox James, a Blackfeet Indian, rode horseback from state to state, seeking approval for a day to honor American Indians. On December 14, 1915, Red Fox James presented the endorsements of 24 state governments to the White House. There is no record, however, of such a national day being proclaimed.

State Celebrations

The first American Indian Day to be celebrated in a state was declared on the second Saturday in May 1916 by the **governor of New York** [emphasis added]. Several states celebrate the fourth Friday in September. In Illinois, for example, legislators enacted such a day in 1919. Presently, several states have designated Columbus Day as Native American Day, but it continues to be a day we observe without any legal recognition as a national holiday.

Heritage Months

In 1990 President George Bush approved a joint resolution designating November 1990 as "National American Indian Heritage Month." Similar proclamations have been issued each year since 1994.

National American Indian and Alaska Native Heritage Month is celebrated to recognize the intertribal cultures and to educate the public about the heritage, history, art, and traditions of the American Indian and Alaska Native people.

Dates to Remember in December 2008:

7	Pearl Harbor Day
22	Hanukkah begins
22	Winter solstice begins
25	Christmas
26	Kwanzaa begins
31	New Year's Eve

Compliance Report



Michelle Crockett
Vice President for Compliance

The Equal Employment Opportunity Commission (EEOC) has an initiative called E-RACE. Have you heard of it? In case you haven't, E-RACE stands for Eradicating Racism And Colorism from Employment.

Below is the narrative from the EEOC's web site (www.eeoc.gov) about E-RACE.

The Equal Employment Opportunity Commission has championed equal opportunity in employment since its inception, shortly after the signing of Title VII of the Civil Rights Act of 1964. Although the Commission has been successful in its enforcement

Compliance Report (cont.)

efforts, race and color discrimination continues to exist in the workplace. In an effort to identify and implement new strategies that will strengthen its enforcement of Title VII and advance the statutory right to a workplace free of race and color discrimination, EEOC is instituting the E-RACE Initiative.

E-RACE Objectives

The E-RACE Initiative is designed to improve EEOC's efforts to ensure workplaces are free of race and color discrimination. Specifically, the EEOC will identify issues, criteria and barriers that contribute to race and color discrimination, explore strategies to improve the administrative processing and the litigation of race and color discrimination claims, and enhance public awareness of race and color discrimination in employment. As a framework for implementing the E-RACE Initiative, EEOC has developed a set of detailed [E-RACE goals and objectives](#) to be achieved within a 5-year timeframe from FY 2008 to FY 2013.

Additionally, the Commission will combine the objectives of E-RACE with existing EEOC initiatives. For example, the Commission will integrate the goals of the [Systemic Initiative](#) by addressing race and color issues with class and systemic implications. It will incorporate the principles of the [Youth@Work Initiative](#) by combating disparate treatment of youth based on race and color. And, the Commission will complement the outreach and enforcement efforts of the [LEAD Initiative](#) by challenging exclusionary employment policies that adversely impact people of color who also have disabilities (in both the private and public sectors).

Finally, the Commission will strengthen partnerships with employee advocates and state and local human rights commissions and increase its outreach to human resource professionals and employer groups to address race and color discrimination in the workplace.

Training Report



Arlena Fitch-Gordon
Vice President for Training

I have submitted articles on ways we learn. This month, I would like to share some sayings about learning. May these sayings inspire you to enjoy your learning experiences, wherever and whenever they happen!

- You can teach a student a lesson for a day; but if you can teach him to learn by creating curiosity, he will continue the learning process as long as he lives. ~Clay P. Bedford
- Get over the idea that only children should spend their time in study. Be a student so long as you still have something to learn, and this will mean all your life. ~Henry L. Doherty
- I am learning all the time. The tombstone will be my diploma. ~Eartha Kitt
- It's what you learn after you know it all that counts. ~Attributed to Harry S. Truman
- A single conversation with a wise man is better than ten years of study. ~Chinese Proverb
- Give me a fruitful error any time, full of seeds, bursting with its own corrections. You can keep your sterile truth for yourself. ~Vilfredo Pareto
- It is important that students bring a certain ragamuffin, barefoot irreverence to their studies; they are not here to worship what is known, but to question it. ~Jacob Bronowski

Training Report (cont.)

- Education consists mainly of what we have unlearned. ~Mark Twain
- Man's mind, once stretched by a new idea, never regains its original dimensions. ~Oliver Wendell Holmes
- You learn something every day if you pay attention. ~Ray LeBlond
- I don't think much of a man who is not wiser today than he was yesterday. ~Abraham Lincoln
- The ink of the scholar is more sacred than the blood of the martyr. ~Mohammed
- Learning is a treasure that will follow its owner everywhere. ~Chinese Proverb
- All the world is a laboratory to the inquiring mind. ~Martin H. Fischer
- I am always ready to learn although I do not always like being taught. ~Winston Churchill
- Anyone who stops learning is old, whether at twenty or eighty. ~Henry Ford
- The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn. ~Alvin Toffler



<http://www.fewfoundation.org>

**FEW
Foundation
for
Education
and Training**

by Patricia
Wolfe,
President

The 2009 Scholarship Committee has been formed. Jeanette Miller, Vice President, will lead this effort with the assistance of new Council of Advisor members Carolyn Kroon

and Cathi Crabtree. Melinda Hendrix will serve as the Committee Advisor. Watch e-mails and visit our web site for information about how you can apply for the 2009 education scholarship through the FEW Foundation.

We are continuing to seek FEW members who are interested in serving on either the Board of Trustees or the Council of Advisors. Please e-mail Patricia Wolfe, President, at wolfepatriciam@aol.com with your statement of interest and a short bio.

The Board of Trustees and Council of Advisors also thank the Northeast Region for its monetary contributions in memory of FEW's past National Presidents Janie Taylor and De Burton. Your memorial gifts will be used to help FEW members and their immediate families realize their educational and career goals through scholarships. We thank you for your generosity.

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 – Trusting

Telecommuters (excerpt from Trumpuniversity.com)

It takes a good manager - and a great employee - for telecommuting to work.

With gasoline prices still uncomfortably high, more companies are allowing their employees to work from home at least occasionally. While that sounds great for the worker, it's often frustrating for the boss. It requires an unbelievable amount of trust as they hope their charges are actually accomplishing work-related missions and not watching TV, doing the laundry or working on the kids' science project.

In the end, it should be easy to tell if telecommuting employees are getting the job done. Their work output should speak for itself. But it's still difficult for a hands-on manager to loosen the reins, especially when it's someone who is used to walking into cubicles and stopping by desks for meetings all day long.

So there's a huge trust issue. But if you don't trust your employees, you shouldn't have hired them in the first place.

Most good managers know their own personalities and the personalities of their employees. They know which workers are self-starters and have good self-discipline. They know if they can have faith that they'll actually do what they're supposed to do if they're not under the watchful eye of the boss. Likewise, employers know their own personality. They should know if they can be hands-off enough to let employees do their own thing out of the confines of the traditional office environment.

As for me, for the most part, I like to have my employees around me. So much of what we do requires hands-on, in-office interaction. But I believe that the people who work for me would get their work done from wherever they are. I hire good people and I trust them to do their job.

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.

Passing of De Burton, past National FEW President

As you have seen via e-mail, National FEW was saddened by the passing of past National President, De Burton. The Northeast Region Board voted to make a \$50 contribution to the FEW Foundation for Education and Training in De's memory as a tribute. A letter and card of condolence was sent to the family informing them of the contribution in their mother's honor and memory.

Congratulations to Pat Wolfe, President, FEW Foundation for Education and Training

Pat - It is with great pleasure that I am able to announce that you will be receiving the Secretary's Award for Volunteer Service. You are receiving this award for continually volunteering your spare time to the Federally Employed Women. I truly appreciate your hard work and dedication to the Department of Homeland Security as well as your work outside of the Department.

The ceremony will be held on November 20th at 2 pm. Please arrive at noon for rehearsal at the Daughters of the American Revolution Constitution Hall at 1776 D Street, NW in Washington DC. Please let me know if you have any questions.

Elaine C. Duke
Under Secretary for Management
Homeland Security