

NORTHEAST REGION (FEW) "Around the Table"

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.?

What's Inside?

- ★ Membership Report, pg 2
- ★ 2009 Regional Training Program Update, pg 2
- ★ Greater Merrimack Valley Chapter Update, pg 2
- ★ Legislative Report, pg 2
- ★ *Diversity* Corner, pg 3
- ★ Compliance, pg 5
- ★ Training, pg 9
- ★ FEW Education and Training Foundation, pg 10
- ★ National Training Programs, pg 10
- ★ Focus on Our States – New Jersey, pg 10
- ★ Management Tips, pg 11
- ★ News You Can Use, pg 11
- ★ Application Form, pg 17

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Regional Manager's Message

I am pleased to share that the Northeast Region, with the concurrence of the Regional Board, made a \$50 contribution to the FEW Foundation for Education and Training ("the FEW Foundation") in the memory of Janie Taylor. See the article on page 12 for more information.

As we move into autumn, more than just the leaves are changing. I am also pleased to welcome **Joy Brennan** (Brookhaven Chapter) to the Regional Board as our Newsletter Editor. She has already shared ideas for reformatting our newsletter to give it a fresh new look. Thank you, Joy!

The Northeast Region held its first Regional Board meeting since the merger of the New England and New York Regions. We met on September 19th. I am still looking to fill a few vacancies on the Regional Board. They are:

- Audit Chair
- Finance Chair
- Fundraising Chair
- Outreach Chair
- RTP (Autumn 2009) Chair
- Secretary
- Training Chair
- Treasurer¹

Please contact me for a description of the responsibilities for the vacancy you are interested in. My contact information is Dawn.M.Nester@irs.gov (work) or Histrylady@yahoo.com (home); (603) 433-0560 (work) or (603) 978-8361 (cell).

¹ Alice McGrail is the Regional Treasurer; however, she has indicated she would like to step down as soon as a replacement can be appointed for her.

Membership Report by Kelly Badzo,
Membership Chair

Becky Fasulo has notified Regional and Chapter officers, as well as members, that the new on-line processing system for new and rejoining members will be delayed. Implementation was originally scheduled for mid-September. The new implementation date is slated for early October. When the system goes live, please take a moment to access your information to ensure that National FEW has the most up-to-date information for you. The information in the database is National FEW's way of keeping you informed of important changes, such as bylaws changes, elections, etc.

2009 Regional Training Program
by Dawn Nester



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

I am pleased to announce that Jayne Cousins and Lisa Lombardi have agreed to co-Chair the Spring 2009 Regional Training Program (RTP). Jayne is the Executive Vice President and Lisa is the Vice President (Methuen) of the Greater Merrimack Valley FEW Chapter. Watch this column for more information about when and where we will meet for the Spring 2009 RTP.

Greater Merrimack Valley Chapter Update by Tina Gray, President

The Greater Merrimack Valley FEW Chapter held a Recruitment Drive which brought in a total of 46 people to the meetings held in Andover, Methuen, and Lowell. Dawn Nester, Regional Manager, attended the Lowell meeting on August 7th. These meetings successfully added

more members to our Chapter with more applications coming in. Thank you Lisa Lombardi and Linda Fielding, Vice President for Methuen and Lowell, respectively, for successfully organizing the events in your locations.

Lisa Lombardi won 2nd Place in the Northeast Region's "Name that Newsletter!" contest. Her suggestion was "Bridging the Gaps," and she will be entitled to a 25% discount on her registration to the Spring 2009 Regional Training Program. Congratulations, Lisa!

I submitted two articles for the September *News & Views* newsletter. Karen Laing submitted an article about the National Training Program to the IRS' Modernization and Information Technology Services (MITS) *C-Note*, an employees' newsletter.



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

Legislative Report



FEW.ORG



Cecelia Davis
Vice President for
Congressional Relations

I hope that you have been enjoying the Democratic and Republican National Conventions. The 2008 Presidential election is shaping up to be one of the most exciting elections in recent memory. History has already been made by both parties, one nominating an African American to lead a major party for the first time, the other nominating a woman as its Vice Presidential candidate for the first time. Although Sarah Palin is not the first woman to be nominated as a Vice Presidential candidate, she is the first female nominated by the Republican party. Geraldine Ferraro holds that distinction for the Democratic party.

No matter which party you support, it cannot be stressed enough that support from your living room won't get your

Legislative Report (cont.)

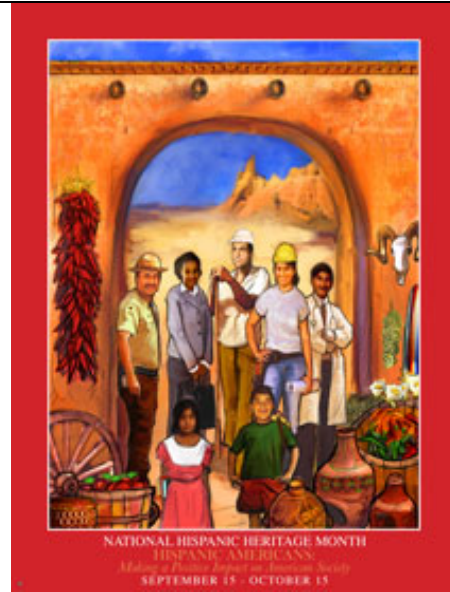
candidate of choice voted into office. You must make arrangements early on so that you can actually get to the polls. Talk with family and friends if you need to make arrangements (such as child or elder care) so that you are free to exercise your privilege of making your vote count. As we celebrated last month during Women's Equality Day, remember that Abigail Adams admonished her husband John, to "remember the ladies..." In this case, remember the women and men who fought for the privilege of voting. So, cast a vote in their memory.

Diversity Corner



Cathy Fletcher
Vice President for Diversity

Congress authorized President Lyndon B. Johnson to proclaim a National Hispanic Heritage Week for the first time in September 1968, to include the 15th and 16th of the month. The week was expanded to a month in 1988 to encompass September 15 to October 15. September 15th was chosen as the starting point because it is the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. The significance of September 16th is that that is the date Mexico celebrates its independence. Chile celebrates its independence two days later.



Hispanic Heritage
September 15 – October 15

From a [U.S. Census Bureau](#) facts release, the estimated Hispanic population in the United States as of July 1, 2007, is 45.5 million. People of Hispanic origin are the nation's largest ethnic or race minority. Hispanics constitute 15 percent of the nation's total population. In addition, there are approximately 3.9 million residents of Puerto Rico. 102.6 million is the projected Hispanic population for the United States by July 2050. By this projection, Hispanics will constitute 24 percent of the nation's population by then. By comparison, the 2000 census listed the Hispanic population at 22.4 million, less than half the current total. Perhaps not unexpectedly, only Mexico has a larger Hispanic population than the United States. Mexico has 108.7 million compared to the U.S. at 40.4 million. Interestingly, Spain has a population of 40.4 million.

The breakout of heritage among the Hispanic population is interesting. Being our closest neighbor, perhaps it isn't surprising that 64 percent are Mexican, with 9 percent being Puerto Rican; 3.4 percent Cuban; 3.1 percent Salvadoran; and 2.8 Dominican. The remaining 17.7 percent of the population come from other Central or South America or are of another Hispanic or Latino origin.

Approximately 50 percent of the nation's Dominicans live in New York City and approximately half of the nation's Cubans live in Miami-Dade County, FL.

Diversity Corner (cont.)

Interestingly, there are 107 Hispanic males to every 100 Hispanic females. This was in sharp contrast to the overall population, which had 97 males per every 100 females.

Sixteen (16) states have at least a half-million Hispanic residents. They are Arizona, California, Colorado, Florida, Georgia, Illinois, *Massachusetts* [emphasis added], Nevada, *New Jersey* [emphasis added], New Mexico, *New York* [emphasis added], North Carolina, Pennsylvania, Texas, Virginia, and Washington. California is home to 13.2 million Hispanic citizens, while Texas' Hispanic residents number 8.6 million. New Mexico leads the states in Hispanic population, with 44 percent.

In addition, there are twenty (20) states in which Hispanics are the largest minority group. These states are Arizona, California, Colorado, *Connecticut* [emphasis added], Florida, Idaho, Iowa, Kansas, *Massachusetts* [emphasis added], Nebraska, Nevada, New Hampshire [emphasis added], *New Jersey* [emphasis added], *New Mexico*, Oregon, *Rhode Island* [emphasis added], Texas, Utah, Washington, and Wyoming.

The rate of growth for Hispanic-owned businesses between 1997 and 2002 tripled, compared with the national average for all businesses. In 2002, there were 1.6 million Hispanic-owned businesses, generating \$222 billion in revenue, up 19 percent from 1997. Of those businesses, 44.6 percent were owned by Mexicans, Mexican-Americans, and Chicanos. Also of those businesses, 29,168 had receipts of \$1 million or more.

The businesses are primarily in construction, administrative and support, and waste management and remediation services (43 percent). Other services included personal services, repair and maintenance, and retail and wholesale trade (36 percent). Sixty (60) percent of Hispanics who were 25 or older had at least a high school education in 2007.

Thirteen percent of this age group hold a bachelor's degree or higher. However, 3.3 million Hispanics 18 and older hold a bachelor's degree in 2007, up from 1.7 million a decade earlier. 811,000 Hispanics 25 and older hold advanced degrees (e.g., Master's, professional, or doctorate). Educational attainment levels are higher among certain Hispanic groups than among others. For example, among Cubans 25 or older, 75 percent were at least high school graduates and 26 percent had a bachelor's degree or higher.

Sixty-eight (68) percent of Hispanics 16 or older are in the civilian labor force. Seventeen percent of Hispanics 16 or older work in management, professional, and related occupations. Roughly the same percentage work in construction, extraction, maintenance, and repair occupations (although this percentage is significantly lower than for those in management, professional and related occupations). Approximately 24 percent of Hispanics 16 or older work in service occupations; 22 percent in sales and office occupations; 2 percent in farming, fishing and forestry occupations, and 18 percent in production, transportation, and material moving occupations. There are 82,500 Hispanic Chief Executives. In addition, 46,200 are physicians or surgeons; 53,600 are post-secondary teachers; 43,000 are lawyers; and 5,700 are news analysts, reporters, and correspondents.

7.6 million Hispanic citizens reported voting in the 2004 Presidential election. The percent-age of Hispanic citizens voting did not change statistically from four years earlier (approximately 47 percent).²

There are 1.1 million Hispanic veterans of the U.S. armed forces.

While facts and figures are pretty cut-and-dried information, they are also indicators of progress being made – or where progress still needs to be made. In the areas where progress still needs to be made, FEW Chapters can do their part to help educate, heighten awareness, and make a difference by offering programs for members and employees in their locations.

² Regional Manager's Note: I hope that this percentage increases dramatically following the 2008 Presidential election! If your chapter offers a voter registration drive this year, please support it. ☺

Diversity Corner (cont.)

In addition to Hispanic Heritage Month, September is also the month to celebrate Deaf Awareness Week, September 21 – 27.

From the [National Association of the Deaf](#) web site: Deaf Awareness Week (DAW) is the last full week (Sunday through Saturday) of September, in commemoration of the first World Congress of the Deaf held that week in 1951. However, Deaf Awareness events can be held at anytime of the year. For example, a school may hold a Deaf Festival in April to provide the students, faculty and staff several months of preparation; or a library may have a Deaf Awareness exhibit in December in honor of the birth of Laurent Clerc (Dec. 26, 1785) and Thomas Hopkins Gallaudet (Dec. 10, 1787).

If you need ideas for possible programs to offer in September that focus on Hispanic Heritage or Deaf Awareness, please do not hesitate to call on me. I can be reached at (617) 753-3389 or by e-mail at cathy.fletcher@dcaa.mil. The National Women’s History Project (www.nwph.org) and your local libraries may also have useful information for creating static displays that can be featured in your locations to help education and heighten awareness.

Dates to Remember in October 2008:

1-15	Hispanic Heritage Month
1-31	Diversity Awareness Month
1-31	Lesbian, Gay, and Bisexual History Month
1-31	National Disabilities Awareness Month
1-31	National Mental Illness Awareness Month
9	Yom Kippur
12	Columbus Day
13	Columbus Day (observed)
13	Sukkot
31	Halloween

Compliance Report



Michelle Crockett
Vice President for Compliance

Below is an article from GovExec.com discussing a recent report issued by the Equal Employment Opportunity Commission (EEOC). FEW maintains a working relationship with the EEOC and remains interested in reports discussing compliance issues within agencies. If you believe you have the basis for a complaint and need advice, you may contact me, of course; however, your first response should be to contact your agency’s Equal Employment Opportunity Office or local Union office, depending on the nature of discriminatory action. I can be reached at Michelle.A.Crockett@noaa.gov or by phone at (301)713-9882. You may also wish to visit FEW’s web site, in the Members Only Section under Forms and Documents, to view the documentation on how to take advantage of FEW’s Memorandum of Understanding with the law firm of Shaw, Bransford, Veilleux, and Roth, PC. *You do not have to live in the Washington, DC, metropolitan area to take advantage of the benefits of the MOU* [emphasis added].

Equal Employment Report Shows Mixed Success by Alyssa Rosenberg, GovExec.com, August 21, 2008

The [Equal Employment Opportunity Commission](#) reported a decrease in discrimination claims filed government-wide during fiscal 2007 in its [annual federal workforce survey](#) released Tuesday.

Agencies have reduced their average claims processing time by 12 days since fiscal 2006, but they've paid out more money to employees who filed discrimination claims. And many agency leaders were not receiving the required briefings or directly overseeing the work of their equal employment

Compliance Report (cont.)

opportunity directors.

"I look forward to seeing continued improvement in workforce diversity and complaint processing," EEOC Chairwoman Naomi Earp said.

Federal employees filed 16,363 complaints of employment discrimination in fiscal 2007, a slight drop from the 16,723 complaints filed in fiscal 2006, and 1,637 complaints fewer than the 18,000 filed in fiscal 2005. In addition, 3,262 of those complaints filed in fiscal 2007 resulted in settlements and 7,673 cases were closed on the merits. In 2.8 percent of cases closed on the merits, EEOC found that discrimination had taken place.

Agencies paid out \$36.4 million in damages during fiscal 2007 to employees who filed discrimination complaints, \$1.8 million more than in fiscal 2006.

Colleen Kelley, president of the National Treasury Employees Union, said grievance procedures negotiated with agencies as part of collective bargaining agreements closed complaints more quickly and produced better results. In fiscal 2007, it took EEOC an average of 355 days to close a case, down from 367 days in fiscal 2006.

"Another advantage to the grievance-and-arbitration process is that in the event of a mixed case, alleging discrimination and an unfair labor practice or contract violation, we will get a fair hearing on all those issues before someone who is familiar with the law and practice in all those areas," Kelley said. "EEOC hearings do not necessarily consider contract violations or violations of statutes other than those prohibiting discrimination."

The report also noted that, although agencies were paying more attention to equal employment opportunity issues, substantial performance gaps remain. Only half of required reports (MD-715 forms) on fiscal 2006 workforce demographics and equal

employment opportunity activity were filed on time by the 167 agencies and offices that submitted them -- an 18 percent drop from fiscal 2005.

Of those agencies, 68 percent said they issued annual EEO policies, an 18 percent increase from fiscal 2005. Only 63 percent completed annual briefings to the heads of their agencies, though that represented a 4 percent increase from the previous year.

At 94 larger agencies, which are required to submit an additional report on their activities, 61 percent of equal employment opportunity directors answer directly to their agency heads, even though those leaders are required to sign off on MD-715 reports and to oversee equal opportunity efforts.

These performance gaps are cause for concern because, the report's authors wrote, "now, more than ever before, with the increasing expectations of government institutions, federal agencies must position themselves to attract, develop and retain a top-quality work force in order to ensure our nation's continued growth, security and prosperity. To develop this competitive, highly qualified work force, federal agencies must fully utilize the talents of all employees, regardless of race, color, religion, national origin, sex or disability."

To that end, the report noted that women's participation in the federal workforce continued to increase, but between fiscal 2006 and 2007, the participation of women, Latinos, and people of two or more races in the federal workforce was lower than their representation in the civilian labor force at large. African-Americans, Asians, Native Americans, Hawaiians and Pacific Islanders and women remained overrepresented in the civilian labor force in 2007.

Pay grade gaps remain, too. The average General Schedule pay grade for employees was 10 in fiscal 2007, with men having the highest average grade of any other demographic group, 10.6. Asians and white employees had the same average grade of 10.3. The average grade for women in fiscal 2007 was 9.3, the same as in 2006. The average grade for Latinos was 9.4; African-Americans had an average grade of 9; employees of two or more races had an 8.7 average; the average Native American grade was 8.4 while Hawaiians and Pacific Islanders

Compliance Report (cont.)

received an average grade of 8.

The number of federal employees with targeted disabilities dropped for the 12th consecutive year, hitting a low of 0.92 percent of the federal workforce, down 0.02 percent from fiscal 2006. Disabled federal employees average pay grade of 8.5 -- a full point and a half below the average.

But there was a bright note for disability advocates. The Internal Revenue Service won the 2007 Freedom to Compete award for its 41-year collaboration Lions World Services for the Blind to provide guaranteed jobs to visually impaired candidates who undergo a rigorous training. The Freedom to Compete award recognizes agencies that create strong model equal employment opportunity programs.

Below are excerpts from a press release that might be of interest. Please note, however, that this is a press release in support of the plaintiff's claim, so it is *NOT* unbiased in tone; however, the raw content still presents challenging information.

PRESS RELEASE: August 14, 2008

"Working while Female:" Supreme Court Asked to Reverse Case Holding that a Woman Can be Fired for being Stalked by a Stranger in her Workplace

Washington, D.C. - Today, Dawn V. Martin filed a Petition for Certiorari in the U.S. Supreme Court in her own case, Martin v. Howard University and Alice Gresham Bullock, alleging sexual harassment/hostile work environment and retaliation for protesting sexual harassment. ...

As a law professor at Howard University, Prof. Martin was stalked by a delusional, homeless, serial stalker of African-American female professors. The stalker was searching for the physical embodiment of his "fantasy," or ideal

wife. Instead of following its own security policies and procedures to ban the stalker from campus, Howard responded to her requests for protection by refusing to renew of her teaching contract.

Martin raises the concept of "gender profiling" in employment cases. Prof. Martin was nothing more than "working while female" when she was targeted by the serial campus stalker, Leonard Harrison. Harrison had been targeting women of color, at various universities, since at least the 1980s. The delusional Harrison believed that his "natural wife," or "soul-mate," was the physical embodiment of a fictional character, Geneva Crenshaw, in a book, And We Are Not Saved, written by the renowned NYU law professor, Derrick Bell. The application of "gender profiling" to sexual harassment cases in will also set precedent for racial, ethnic, religious profiling workplace harassment cases.

The National Association of Women Lawyers (NAWL) supported Ms. Martin at the D.C. Circuit level by filing an Amicus Curiae (friend of the Court) Brief. NAWL stressed the importance of this case to women at work and on campuses. Eighty percent of stalking victims are women. Groups are now coordinating to file an Amicus Curiae Petition to the Supreme Court by September 15, 2008. ...

In 1999, the federal district court set precedent in Martin by adopting the EEOC Regulation 29 CFR 1604.11(e), holding that an employer can be held liable for the sexual harassment of an employee, by a non-employee, if the employer knew or should have known of the harassment and failed to take reasonable steps to stop it. Judge Hogan identified the jury questions as whether: 1) Harrison's harassment was severe and pervasive enough to constitute a hostile work environment; and 2) Howard took reasonable steps to end it.

The jury agreed with Prof. Martin that Harrison's harassment did create a "hostile work environment" for her. The jury also agreed that Howard's administrators did not take reasonable steps to end it.

Despite the factual findings in Ms. Martin's favor, the jury verdict was for Howard. Misunderstanding some legal definitions, the jury found that the

Compliance Report (cont.)

harassment was not based on sex -- meaning that Prof. Martin's complaints were not "protected activity" under Title VII of the Civil Rights Act. There was therefore no statute to protect her against any retaliatory act that Howard took against her for being a stalking victim. The verdict is inconsistent with Judge Hogan's 1999 and 2005 decisions, holding that that Harrison's conduct was "based on sex;" yet, Judge Hogan refused to vacate the verdict. If not reversed, this decision leaves a woman with absolutely no remedy for being stalked in her workplace or being fired in retaliation for complaining about it.

Ms. Martin told the Court: "The precedent set by this Court will determine how employers and educational institutions will respond to stalking and other types of workplace and campus violence - particularly when it is directed against women. If a woman can be stalked in her workplace, and fired for asking her employer to take reasonable steps to keep him out of the workplace, then women will be forced to choose between their safety and their livelihood - a Hobson's choice."

Prof. Martin only asked Howard to follow its own security policy and ban Harrison from campus. The D.C. police department specifically advised Howard to ban Harrison from campus and hold him for arrest for stalking if he returned. Howard never banned Harrison from campus. Instead, Howard removed Prof. Martin from the campus. Howard's Law School Dean, Alice Gresham Bullock, openly expressed her hostility toward Prof. Martin for her complaints, actually mocking her to the EEOC, stating: "Martin did not seem satisfied with my response. I was left with the impression that she wanted me to wrestle the stalker down."

The district court held that "groping" and "touching" are "typical" indicia of sexual harassment cases and that since Harrison did not touch Prof. Martin, the jury had reason to find that she was not sexually harassed. The precedent set by this decision arguably

requires that a woman to be assaulted in order to establish that she was sexually harassed in her workplace. The court also held that because, on one occasion in 1990, Harrison threatened Prof Bell seven years earlier, this was enough to defeat Ms. Martin's claim that Harrison harassed her because of her gender; however, Ms. Martin repeatedly pointed out that Harrison did not stalk Prof. Bell. The legal definition of "stalking" requires repeated acts of harassment directed toward the same victim.

Harrison contacted Prof. Bell on only one occasion, and then only to solicit his assistance in identifying the next woman he would stalk -- any woman that he believed might be the "model" for "Geneva Crenshaw."

Ms. Martin said, "Howard's argument is like saying that John Hinckley did not sexually harass Jodie Foster when he stalked her because he also attempted to kill President Reagan. The fact that a sexually harassing stalker may also have committed a violent act against a man in his lifetime does not negate the fact that he sexually harassed a woman in another setting."

Howard repeatedly changed and contradicted its own stated reasons for Prof. Martin's non-renewal. At trial, then Appointments Committee Chairperson, Prof. Isaiah Leggett, now Montgomery County Maryland Executive, shockingly resorted to a football analogy, comparing Martin to an aging "veteran" football player. Howard's counsel told the jurors that the "team" decided to go with the "rookie quarterback" even though she had "less experience" than Prof. Martin, because "that rookie" might be the team's "franchise player one day." Howard used this analogy in its closing argument, seeming to admit to age discrimination rather than retaliation. Howard never explained how playing football is like teaching law school or addressed the fact that it is also illegal to discriminate on the basis of age.

Martin also presented issues regarding actionable retaliation under Title VII, but the Court of Appeals deemed these issues moot. The Court of Appeals' failure to reverse the district court on this issue leaves its precedent intact: an employer may cancel advertised vacancies without and it cannot be challenged under Title VII. Under this ruling, an employer may simply "pull down" a "Help Wanted"

Compliance Report (cont.)

sign to avoid hiring an applicant with prior EEO activity or because of his/her race, gender, or other protected group membership.

Ms. Martin also asks the Court to define the circumstances under which Title VII plaintiffs can be ordered to pay the litigation costs of the defendants. The National Organization of Women (NOW) recently ran a campaign protesting the 11th Circuit's assessment of costs against the plaintiff in *Ledbetter v. Goodyear*, after she lost her sex discrimination case at the Supreme Court. Such assessments unfairly punish plaintiff who file civil rights claims, in good faith, in the public interest. Absent reversal, Martin will have a deterrent effect on not only sex discrimination suits, but suits alleging discrimination on the bases of race, color, national origin, religion, disability and age as well. All civil rights groups should be concerned about this precedent.

The Court of Appeals also did not explain why Dean Alice Gresham Bullock's perjury does not require vacating the verdict. In a July 1, 1999 memorandum to Howard's General Counsel, Dean Bullock admitted that she perceived that Harrison might "stalk or otherwise harass" Prof. Martin or "other women" on campus; yet, at trial, she testified that she never perceived Harrison's harassment as sexual harassment, or harassment based on gender. In their Briefs, neither Howard nor Dean Bullock's personal counsel denied that she committed perjury. Instead, they argued that perjury does not constitute "fraud" requiring reversal.

Training Report



Arlena Fitch-Gordon
Vice President for Training

Women's Equality Day focuses on the struggle of American women for the right to vote. We can't even begin to discuss the "benefits of joining FEW as it relates to equality in the workplace" until we take a few moments to reflect about the courageous women who were instrumental in women having the right to vote.

August 26, 2008, was the celebration of the 88th anniversary of women in the United States winning the right to vote. Remember the courageous women who went before you enduring hardships such as jail and public humiliation. There were many movers and shakers of the Woman's Suffrage Movement, such as Elizabeth Cady Stanton, Susan B. Anthony, Alice Paul, and Carrie Chapman Catt.

I encourage everyone to vote in the upcoming election for the next President of the United States in November. You keep these courageous women's dream alive at the local, state, and national level every time you exercise your right to have your voice heard. Never forget that your vote counts.

Now we can talk about FEW, equality, and your workplace. What benefits does FEW offer your agency? What's in it for your agency?

Let's begin by defining the purpose of FEW.

End sex discrimination in Government service by:

- Increasing job opportunities for women in Government.
- Providing leadership training and opportunities to all regardless of grade.
- Working in coalition with other organizations and Unions with similar goals.

Training Report (cont.)

- Enhancing career opportunities through training, building relationships and networking.
- Direct knowledge gained (benefits of training that supplement skills and abilities).
- Indirect knowledge gained (benefits of training that allow employees to view their position from the perspective of their manager, the co-worker and the customer).
- Increased Self-Esteem (benefits of training that allow employees to comprehend the value of their contributions)

Please allow me to share my personal success in my workplace, my community and my local church. The benefits I received from FEW increased my self-esteem. That allowed me to pursue and ultimately achieve my personal dream of one day becoming a motivational speaker. In addition, FEW training gave me the poise, assurance, and confidence to believe that I could become an inspiring and motivational speaker.

My role as the Vice President for Training often leads me to motivate employees to charter a FEW Chapter. FEW's chapters help the national organization remain a viable organization. As you know, FEW just celebrated its 40th anniversary in July 2008. All of us want FEW to be an organization for positive change in the federal workplace for another 40 years and well beyond!

I challenge each of you to help charter a new FEW Chapter in your Region. It only takes fifteen members to charter a new Chapter. There are employees out there who have yet to hear about FEW. You can change that! Talk to co-workers of your agencies outside your physical location. Help spread the word and fulfill President Sue Webster's goal of a "Chapter in Every State!"



<http://www.fewfoundation.org>

The Board of Trustees of the FEW Foundation for Education and Training is pleased to announce that the Foundation will be included in the Combined Federal Campaign for the National Capital Area (<http://www.CFCNCA.org>). While we will only receive contributions from members and employees in the D.C. Metro Region this year, we hope to secure enough contributions to enable us to award more scholarships in the future. Awarding scholarships to members outside the D.C. Metropolitan area will help us submit a successful application for national status in future Combined Federal Campaigns.

In addition, we are pleased to announce that, effective immediately, the FEW Foundation will begin awarding one RTP scholarship per FEW Region. We are working with Regional Managers to determine the nominee for their region.

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.

Focus On Our States – New Jersey by Dawn Nester, Regional Manager

When I first became Regional Manager for what was then the New England Region, I did a series of columns focusing on the states within



Focus On Our States – New Jersey (cont.)

the Region. Now that the New England Region has merged with the New York Region, I am going to do a “Focus On...” the new territory. This first column will focus on New Jersey.

This information is from Rutgers Institute for Women’s Leadership and the Department of Community Affairs, Division of Women, New Jersey state government.

Women’s Leadership Fact Sheet, a Project of *NJ WomenCount*

The Institute for Women’s Leadership and the Division on Women are committed to increasing the numbers of women in decision-making and leadership positions across all sectors and professions. In 2005, the top three occupations for women in the United States were sales and office occupations (women comprised 63 percent); service occupations (women comprised 56.6 percent); and professional and related occupations (women comprised 56.5 percent). In comparison in New Jersey the top three occupations for women were sales and office occupations (women comprised 61.5 percent); professional and related occupations (women comprised 55.4 percent); and service occupations (women comprised 53.3 percent). The three occupations in New Jersey in which women were most underrepresented in 2005 were construction, extraction, maintenance, and repair occupations (women comprised 3.0 percent); farming, fishing, and forestry occupations (women comprised 20.4 percent); and production, transportation, and material moving occupation (women comprised 23.1 percent). In the United States women were also most underrepresented in the same three occupations as in New Jersey.

Interestingly in New Jersey there was a slightly higher percentage of women (40.3) in management and professional roles than men (36.9). The same trend holds true for the United States.

See page 16 for a table that compares women to men in key occupations.

Next month, the focus will be on New York.

Management Tips

Don’t Limit Yourself. The difference between leaders and managers is that leaders do not set limits on themselves. There are enough people trying to limit what you can do. Don’t be one of them.

Source: <http://management.about.com>

News You Can Use



Senator Leahy’s Free Statewide 12th Annual Women’s Economic Opportunity Conference, Vermont Technical College in Randolph Center,

October 25, 2008, from an e-mail dated August 14, 2008

This year’s conference focuses on balancing career, business, family, finances, and stress in women’s lives. Vermont Supreme Court Justice Marilyn Skoglund is this year’s keynote speaker. Justice Skoglund will share her personal experiences of how she molded her career path to the Vermont Supreme Court, while juggling the responsibilities of raising a family. Justice Skoglund has set an example for the young women of Vermont who are working hard to build careers, families and communities.

News You Can Use (cont.)

Note of Appreciation from Sue Webster, National FEW President,
excerpt from e-mail received September 3, 2008

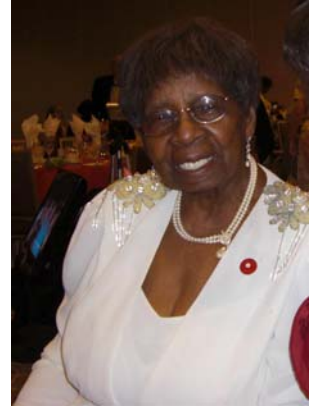
Thanks to all of you who sent notes and prayers to my stepmother Delores. She was overwhelmed and appreciated the show of support and especially the prayers. Her chemo treatments are continuing. So far she has not gotten sick from them (I think it is due to the prayers). She has not yet lost her hair although that may be coming and she is prepared (bought a wig and some head coverings). She is staying positive and so are we. Keep your prayers coming and thank you so much for your show of support! ~ Sue

Get Well Wishes for a FEW Sister
from an e-mail received from Joyce Hageman, National FEW Secretary, August 14, 2008

Derry McCurdy, Special Assistant to the President for People with Disabilities, will be recovering from a total knee replacement from August 15 through October 20, 2008. Cards may be sent to:

Derry McCurdy
1825 Kensington Drive
Dayton, OH 45406

Northeast Region Makes Contribution in Memory of Janie Taylor, Past National President of FEW by Dawn Nester, Regional Manager



The Northeast Region's Regional Board voted unanimously to make a \$50 contribution to the FEW Foundation for Education and Training in memory of Janie Taylor. Janie was the National FEW President who pushed the idea of the FEW Foundation forward under her administration. She was a leader devoted to education and forward thinking. She loved FEW. Anyone who had the privilege of meeting and talking with Janie couldn't help but notice that she was committed to the goals of our organization. She was an inspiration to many and will be missed by everyone who knew her.

Get Well Wishes to a FEW Sister excerpted from an e-mail from Pat Wolfe, President, FEW Foundation for Education and Training, August 20, 2008

... Jane Morgan³ is having some health issues and will be undergoing a number of medical tests. Jeanette Miller, past National President, received a call from Jane on the night of August 20 to say she was headed to the hospital. I'm sure she could use a card, note, or just words of encouragement. She has done a lot for the FEW Foundation for Education and Training and FEW over the years. Jane was responsible for getting the Foundation re-started [in 2004]. Her address is:

Jane Morgan
2921 N. Leisure World Blvd., Apt 411
Silver Spring, MD 20906

³ Jane Morgan is a member of the FEW Foundation's Board of Trustees from the D.C. Metro Region.

News You Can Use (cont.)

Sad News from the Mid-Continent Region, excerpt from e-mail received from Evelyn Anderson, Heart of America Chapter

Ms. David Hampton passed away Friday, August 29th, 2008, after a long battle with cancer. A memorial service was held September 5, Lee's Summit, MO, in the Silent Chapel.

Her family would appreciate cards or letters (no phone calls at this time.) You may mail them to⁴:

Family of David Hampton
% Thomas Hampton
9811 Smalley St.
Kansas City, Mo. 64134

David served in many roles for FEW and as Regional Manager of the Mid-Continent region. She was a Lifetime Member of FEW and member of the Heart of America Chapter and many other organizations including BIG.

In lieu of flowers, her family is asking for donations to the Salvation Army Sickie Cell fund in David's name. She will be missed.

Condolences to a FEW Sister from an e-mail from Bernice Waller, Executive Vice President

Kim Hampton⁵, a member of the Great Lakes Region, suffered the loss of her oldest grandson in a tragic swimming accident on August 16th. Her grandson, Kaelon Hampton, was 11 years old. Please keep Kim and her family in your thoughts and prayers. Cards may be sent to:

Kim Hampton
3815 Covington Road
Cleveland, Ohio 44121

Sad News from the D.C. Metro Region, excerpt from e-mail received from Valerie Stringer, Regional Manager, September 26, 2008

It is with great regret that the NWDC Chapter informs us of the passing of Linda Dublin, sister of UC Trena Dublin, on September 19, 2008, after a brief illness.

The Funeral was held on September 24, 2008, in Turners Station, MD.

Expressions of sympathy may be sent to⁶:
Trena Dublin
4032 Paige View Road
Randallstown, MD 21133

Please keep Trena and her family in your prayers.

Congratulations to the New Officers of the Mid-Atlantic Region, excerpt from an e-mail received from Janet Geisler, outgoing Regional Manager, August 21, 2008

Elections are completed for regional officers. Please send congratulations to the following officers:

- Regional Manager - Elizabeth (Liz) Perry (Philadelphia Chapter)
- Assistant Regional Manager - Margaret Kenyon-Ely (Philadelphia Chapter)
- Secretary - Ruth Bengler (Tidewater Chapter)
- Treasurer - Mary Douglas (Peninsula Chapter)

⁴ The Northeast Region sent a card on behalf of the region, however Chapters and individuals may wish to send cards.

⁵ Kim Hampton is the sister of David Hampton. The Northeast Region sent a card on behalf of the region.

⁶The Northeast Region sent a card on behalf of the region; however, Chapters and individuals may wish to also send a card.

News You Can Use (cont.)

TSP Launches Custom User ID Option

by Brittany R. Ballenstedt, GovExec.com, August 6, 2008

The 3.9 million participants in the federal Thrift Savings Plan now can create customized user identification to access their accounts online, the agency overseeing the plan announced on Wednesday.

The new feature is designed to replace the 13-digit account numbers the TSP issued to participants last fall in an effort to enhance security. Those account numbers, while intended to take the place of participants' Social Security numbers as account IDs, prompted some concern among those who had not received or lost them.

"Many participants have told us that the 13-digit account number is too difficult to remember and makes logging into their accounts difficult," stated a notice on the TSP Web site.

Creating a custom identification is optional, and participants can choose to continue using their 13-digit account number, the notice said. Participants still will be required to use the account number and their personal identification number when accessing their account via telephone through ThriftLine.

Participants wishing to switch to the new user identification can do so by logging on to their accounts and clicking on the "create custom ID" option on their account homepage. The identification must be a minimum of six characters and can be changed at any time, the notice said.

Those who forget their custom ID still will be able to log on using their account number.

"I believe being given the opportunity to replace the 13-digit TSP account number is definitely a

step in the right direction," plan participant Larry Hood said on Wednesday. "There may be people who can remember each and every one of their passwords and ID numbers, but I'm betting there aren't a whole lot of them."

TSP Assets Safe if Company that Manages Plan Goes Under by Brittany Ballenstedt, GovExec.com, August 18, 2008

If the contractor responsible for managing [Thrift Savings Plan](#) went bankrupt, the plan's assets would be protected, officials overseeing the program said on Monday.

At a monthly meeting of the Federal Retirement Thrift Investment Board, officials pointed to the results of a report released last week by Buchanan, Ingersoll and Rooney, which said TSP assets would not be damaged in the event of insolvency at Barclays Global Investors, manager of the plan's funds.⁷

"TSP funds are held under a true trust arrangement," said Thomas Emswiler, general counsel for the TSP. "Even if BGI were to experience financial difficulty, TSP funds would be safe."

The board called for a review of BGI earlier this year following reports of financial difficulty at Bear Stearns, an investment bank recently bailed out by the Federal Reserve and JPMorgan Chase.

The review found that if financial turmoil were to hit BGI, the plan's funds would be transferred to another independent fiduciary. Also, Emswiler said, funds managed by BGI could not be frozen and no bank creditor would be able to reach the TSP's assets.

Emswiler also said any losses caused by a rogue trading incident would not affect the TSP, largely because BGI could voluntarily make up the losses or the TSP could sue for those losses under a 1934 securities law.

⁷ FEW's representative to the Federal Retirement Thrift Investment Board is Sharon Roydes, immediate past FEW Treasurer and current Co-Chair for the 2009 National Training Program.

News You Can Use (cont.)

TSP Assets Safe if Company that Manages Plan Goes Under (cont.)

Andrew Saul, chairman of the board, suggested that TSP officials talk to BGI about guaranteeing the make-up of rogue trading losses when the agency renews its contract. "This is a thing to indemnify us," he said.

Meanwhile, TSP Legislative Director Thomas Trabucco pointed to changes proposed by the 10th Quadrennial Review of Military Compensation that could affect the TSP. Under the proposal, the Defense Department annually would contribute up to 5 percent of basic pay into the TSP. The plan would be vested at 10 years and begin paying benefits at age 60.

Defense will "eventually sort through it all and come up with a proposal for the Congress most likely next year," Trabucco said. "There's a long way to go yet, but I wanted to make you all aware that the TSP is factoring even larger into military compensation."

Tracey Ray, chief investment officer at the TSP, noted that the plan's I Fund has posted large monthly and year-to-date losses. "The sharp move [downward] in the dollar has affected the performance of the I Fund because it's priced in dollars," she said.

Ray used the example of a poor-performing I Fund to communicate to participants that "the fund that has done the best in the past isn't going to be the best in the future."

She pointed to positive returns in the plan's C and S funds in August to make a case for investing life-cycle funds, which automatically shift participants' money from a mix of higher risk to more conservative investments as they age.

"We have seen the I Fund being the stellar performer, and now it's down year-to-date," she said. "It just goes to highlight how helpful the L Funds can be for participants who are not able to see into the future."



See the Focus on Our States – New Jersey on page 11 for more information about women and wages in New Jersey.

Occupation	Men		Women	
	United States Percentage	New Jersey Percentage	United States Percentage	New Jersey Percentage
Sales and office occupations	37.0	38.5	63.0	61.5
Service occupations	43.4	46.7	56.6	53.3
Professional and related occupations	43.5	44.6	56.5	55.4
Management, professional, and related occupations	49.3	51.3	50.7	48.7
Production, transportation, and material moving occupations	76.9	75.6	23.1	24.4
Farming, fishing, and forestry occupations	79.6	82.4	20.4	17.6
Construction, extraction, maintenance, and repair occupations	96.4	97.0	3.6	3.0

Source: US Census Bureau, American Community Survey 2005

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**MEMBERSHIP APPLICATION
 FEDERALLY EMPLOYED WOMEN
 P. O. BOX 75551
 BALTIMORE, MD 21275**

Month/Year joined: / Membership ID _____

LAST NAME: FIRST NAME: MI

ADDRESS 1:

ADDRESS 2:

CITY: STATE ZIP CODE + 4

OFFICE PHONE: HOME PHONE:

FAX: EMAIL:

- | | | |
|-----------------------------------|--|-------------------------|
| GRADE (check) | FWP/EEO (check) | DEMOGRAPHICS |
| <input type="checkbox"/> GS 1-4 | <input type="checkbox"/> FWP Full-Time | SEX (M/F): _____ |
| <input type="checkbox"/> GS 5-8 | <input type="checkbox"/> FWP Part-Time | RACE: _____ |
| <input type="checkbox"/> GS 9-12 | <input type="checkbox"/> EEO | YEARS OF SERVICE: _____ |
| <input type="checkbox"/> GS 13-15 | <input type="checkbox"/> Other | RETIREMENT (Y/N) _____ |
| <input type="checkbox"/> GS 16+ | FWP/EEO
Not Applicable | |
| <input type="checkbox"/> SES | | |
| <input type="checkbox"/> WG | | |
| <input type="checkbox"/> Military | | |
| <input type="checkbox"/> Other | | |

ABOUT THE ORGANIZATION

FEW is comprised of chapters throughout the world. Membership is open to all Federal and DC Government employees (regular members) and to any other person supporting the goals and objectives of FEW (associate members). More information about the organization is posted on the FEW web site: <http://www.few.org>.

National membership dues are \$25.00 for chapter members, and \$35.00 for members-at-large (no chapter affiliation). Chapter dues are established by each chapter and payable in addition to national dues. Eligibility for chapter membership is contingent upon national membership. National lifetime membership is a one-time fee of \$250.00. Chapters may set their own lifetime fee.

Membership Dues is prorated. Month chosen must match "month/year joined" above.

- | | | |
|---|--|-----------------------------|
| <input type="checkbox"/> March \$25.00 | <input type="checkbox"/> September \$12.00 | Total for National \$ _____ |
| <input type="checkbox"/> April \$23.00 | <input type="checkbox"/> October \$10.00 | |
| <input type="checkbox"/> May \$21.00 | <input type="checkbox"/> November \$ 8.00 | Total for Chapter \$ _____ |
| <input type="checkbox"/> June \$19.00 | <input type="checkbox"/> December \$ 6.00 | |
| <input type="checkbox"/> July \$17.00 | <input type="checkbox"/> January \$ 4.00 | Check Amount \$ _____ |
| <input type="checkbox"/> August \$15.00 | <input type="checkbox"/> February \$ 2.00 | |

I wish to join the _____ Chapter as a regular member or associate member.

I wish to join as a Member-at-large (prorated amount from above + \$10.00 enclosed)
 as a regular member or associate member.

Payment (\$250.00) is enclosed for a Lifetime Membership. Referred by: _____