



Great Lakes Region

Federally Employed Women



FEW NEWS

June 2008



A Message from Your Regional Manager By Rita Soper



As my tenure as Great Lakes Regional Manager comes to an end and I prepare to hand off my duties to your newly elected RM, I just wanted to take a moment to say a few words. The past two years as RM, as well as the previous three years plus when I served as your Regional Representative have not only been inspirational, but awe inspiring.

In all that time, a consistent thread I have seen is how courageous, wonderful, intelligent, and caring all of our members are. You willingly step forward when assistance is needed to pull off a great training program; you are always quick to pitch in to offer whatever assistance is needed when one of our members suffers a serious setback or sorrow within their family, as well as give assistance and charity to your local communities.

The fantastic training programs that continually take place within the Great Lakes Region each month, certainly make me proud to be one of you. You are surely working to advance women (and men) in every aspect of their lives.

When you read the Chapter Quarterly Reports (now on the web), you see the ingenious ideas our Chapters have used to help better life in their communities. The benefits that have been derived from the many collections of food, clothing, school supplies, blankets, etc.; as well as the sales of items in order to donate monies are too numerous to count.

I just want to extend a very heartfelt and proud, THANK YOU to all the members of the Great Lakes Region!! You have made my time as Regional Manager, as well as my time as a FEW member so very rewarding. I hope to continue to be very involved with you on our journey and wish you all the very, very best that life has to offer.

YOUR NEW REGIONAL OFFICERS

Regional Manager: Mable Seldon
Treasurer: Hank Webster
Secretary: Mary Jo Winfield
Nominations Committee:
Kathy Campbell - Chair
Jane Gabler, Kim Hampton, Doris Webster & Susan Jones
Congratulations and Welcome!! We'll be having a special welcome at the Meet/Greet, Tues, 15 July, 530-730...see you there!

THE FEW NATIONAL AWARDS

The National Awards were announced 3 June & Great Lakes came out way ahead. Awards won and the respective Chapters /Presidents:
Barbara Boardman Tennant--Lisa Sullivan, Hoosier Hills/Susan Jones
Diversity (Team) Award--WPAFB Equal Opportunity (ASC/CCD), Miami Valley/ Melody Bigi;
Helen R. Dudley--2nd--Hoosier Hills/Susan Jones;
Newsletter--2nd--Hoosier Hills/Susan Jones;
Best Programs--1st--Hoosier Hills/Susan Jones;
Best Fundraiser--2nd--Hoosier Hills/Susan Jones;
Special Emphasis Proj--3rd--Equalitarian/Michele Thrower;
Special Project--2nd--Miami Valley/Melody Bigi & 3rd--Hoosier Hills/Susan Jones.

THE GREAT LAKES REGIONAL TRAINING PROGRAM AT FALL CREEK.

The Great Lakes Region and Fall Creek Chapter held a tremendously successful RTP from 10-12 April. Kim Nguyen (Win), author of "Between the Tumor and the Tomb" spoke about her two brain tumors and the effect they had on her life. She has a very positive and spiritual message for all of us. We were also thrilled to have two National Board of Director members join us. Cecelia Davis, VP Congressional Relations, gave us a great Legislative update and asked us to be sure to vote. Ellen McKenzie, Awards Chair, spoke about the National Awards and membership. It was an outstanding presentation. It was so good to see them again. Eugene Schied, Assistant Commissioner, Finance, Dept of Homeland Security, and Elaine Killoran, Deputy, were there to give us an overview of leadership roles. They traveled from Washington DC to speak and visit many of their subordinates in DHS-Indianapolis.



Eugene Schied-Assistant Commissioner, Finance, DHS and his Deputy, Elaine Killoran



Another great speaker was Pamela Hatcher, Nurse at St. Vincent's Hospital. She discussed Women's Health Issues and spoke about all those things that worry us and stress us out and how to be healthier and happier. The Gimbal Financial Group discussed, You and your Finances, and even gave us a very helpful book.



National Officers w Fall Creek Officers: Rita Harder-FC VP, Rita Soper-RM, Vikki Alexander-FC Pres, Ellen McKenzie-Awards, Cecelia Davis-VP Congressional Relations, Sue Webster-Exec VP, Sharon Roydes-Treasurer

WINDY CITY CHAPTER GETTING FISCALLY FIT

The Windy City Chapter held a financial seminar on "Getting Fiscally Fit", we had standing room only, and the room was filled to capacity. The speakers were Hank Tajkowski and Kelly Molchan from the Foundation for Personal Financial Education. They touched on a lot of interesting topics like, teaching you about seven roadblocks to financial success and teaching you how to manage your cash. The participants stated that this workshop was very informative and couldn't wait for the next workshops. Our next workshop will be held on June 18, 2008 about Managing Credit.

MOTOR CITY CHAPTER CO-SPONSOR KID'S DAY AT WORK

They came in by the 100s, looking for work at the IRS Enterprise Computing Center (ECC) in Detroit! FEW's Motor City Chapter sponsored "Take Our Daughters To Work Day" on Thursday, April 24, 2008, and "Take Our Sons To Work Day" on Thursday, May 1, 2008.

The Motor City Chapter joined more than 3 million employers nationwide to sponsor a Take Our Kids to Work Day Program, which provides, on the worksite, a day of positive work experience, insight, and encouragement for tomorrow's workforce. The program is designed to expand opportunities for young women and young men, expose them to what adults in their lives do during the work day, show them the value of their education, and give them an opportunity to share how they envision their future.

This year, employees brought 178 girls and 140 boys (daughters/sons, stepchildren, grandchildren, sisters or brothers, and/or a non-family member), ages 8 to 18, to this event. The kids come to the ECC to shadow their sponsor one-on-one, tour various parts of the facility and attend workshops.

Many employee programs at the ECC have discontinued. The Motor City Chapter felt this program should definitely continue, giving it the attention, enthusiasm and support needed for success. The kids are not the only ones who benefit from this experience.



FEW Members Linda Ricklefs (left) and Karen Rainey (right) pose with Toastmaster LaShon Bowers (middle) who presented the Public Speaking Workshops.



MIAMI VALLEY FEDERALLY EMPLOYED WOMEN ANNOUNCE 8TH ANNUAL ROBERTA ANDERSON SCHOLARSHIP RECIPIENTS

By Melody Bigi and Rita Soper



PICTURE - Rita Soper (Roberta A. Anderson Scholarship Chair), Jane Leach, Karen Soper, and Robin Jones (2008 Scholarship Winners)

The Miami Valley Chapter of the Federally Employed Women (FEW) has found a few great college students as recipients of our Eighth Annual Roberta A. Anderson Scholarship Program. The Scholarships were awarded on 12 June at a celebratory dinner.

The first recipient is a repeat winner. Jane M. Leach, from the National Museum of the United States Air Force, is attending the University of Dayton working towards a Masters Degree in Business Administration. She has an outstanding academic record. Robin P. Jones, the daughter of Melody Bigi, is the second recipient. She is attending Sinclair Community College. Robin is studying Human Resources and Business Management working towards a Degree. The third recipient is Karen I. Soper, daughter of Rita Soper. She is attending Sinclair Community College and plans to transfer to the University of Dayton next year. Karen's Bachelors Degree will be in Entrepreneurship.

FEW wishes all the best to this year's Roberta A. Anderson Scholarship winners!



FEW's 2008 National Training Program (NTP) is a training opportunity you just don't want to miss! We plan to live up to our long history of hosting great training programs, this year in the beautiful city of Anaheim, California. The NTP Committee is comprised of FEW members and leaders from across the country. FEW has contracted with Experient, a professional conference management company, to provide technical and logistical assistance. With this team effort, FEW often receives compliments like, "This is the best organized conference I have ever attended."

Whether NTP 2008 in Anaheim will be your first or your tenth, we guarantee that the 39th NTP will be one you won't forget. We are planning a wide variety of courses that will feature trainers who are the best in the business.

FEW will also celebrate its 40th Anniversary during NTP week in Anaheim, and this is sure to make the 2008 NTP memorable with special guests and events, including many of our past National FEW Presidents. Perhaps more importantly, FEW will celebrate its long history of providing training and development opportunities to women as they advance in their government careers. Indeed, this year's theme, "Moving On, Moving Up!" is reflective of both the FEW organization and its annual training program. Plan now to join us in beautiful Anaheim, California, July 14-18, 2008. You will be glad you did!

Patricia M. Wolfe and Jeanette S. Miller
NTP2008 Co-Chairs

Welcome New Members 2008

Janeen Alredge, AFIT/ENWL
Velma Culppeper, 659 AESS/SP
Mary Klopfenstein, AFSAC755 IMATS
Leola Lee, AFSAC 555 ILS
Pam Phillipe, 591/SCMG
Donna Schultz, HQ AFMC/A5JC
Debbie Voss, HQ AFMC/A5PR
Debra Wolfe, HQ AFMC/A7RH

RHONDA TRENT, FEW NATIONAL PRESIDENT, VISITS WRIGHT-PATTERSON AFB OFFICES

By Kathy Hines and Rita Soper

The Miami Valley Chapter of Federally Employed Women (FEW), was thrilled to have Ms. Rhonda Trent, FEW National President, visit Wright-Patt leaders in conjunction with her attendance at the March 19, 2008 FEW/FWP Sponsored Total Women's Expo. Ms. Trent, Department of Homeland Security spent the morning of 19 March at the Expo and then along with Ms. Rita Soper, HQ AFMC/A2/5 and Great Lakes Regional Manager; and Ms. Melody Bigi, 312/326 AESW/OM and Miami Valley Chapter President visited four outstanding leaders in the afternoon. They were well received by Mr. Jon S. Ogg, Chief Engineer, HQ AFMC/EN; Colonel Otis Hicks, Deputy, HQ AFMC/A6/7; Colonel Mark Mehalic and Mr. Donald T. Kruszynski, Chief and Deputy, Capability Planning and Requirements, HQ AFMC/A5C. Ms Bigi said, "I think that the commanders' knowledge base as to what FEW is all about rose to new heights".

On 20 March, Ms Trent, Ms Soper, Ms Bigi were joined by Ms. Kathy Hines, AFSAC/PKT and Miami Valley Vice President-Membership. The command visits continued with Brigadier General David G. Ehrhart and Mr. Gregory Petkoff, from the Staff Judge Advocate Office, HQ AFMC/JA; Mr. Randy E. Brown, Deputy, Intelligence and Requirements, HQ AFMC/A2/5; and Ms. Dominique Myers and Ms. Luanne Handley-Blair from Resource Management, HQ AFMC/A5P. These visits were very successful as important information about FEW was exchanged. Ms Trent also discussed how the FEW organization can benefit their employees and offices. As in the past, Honorary Memberships and a coveted FEW coin were given to each leader. These were certainly worthwhile meetings and FEW was very well received. "I believe that the Command Leaders were very receptive to the information that Ms Trent provided." Ms Hines commented. Unfortunately, the busy schedule left little time to visit the ASC commanders.

FEW Washington Update

June 15, 2007

• **Effective/Efficient Government Reform:**

Rep. Mac Thornberry (R-13-TX) introduced a bill (HR 5439) that would establish a Civil Service Reform Commission. This entity will study the following aspects of the federal Civil Service System:

- A) Developing a federal compensation system, including pay and benefit structures, with an emphasis on performance-based pay and benefits.
- B) Recruiting individuals for the federal workforce, with an emphasis on identifying and filling skill gaps in the federal workforce.
- C) Expediting and improving hiring processes.
- D) Retaining a high-quality federal workforce and providing continuing professional education to maintain the quality of such workforce.
- E) Reviewing policies related to the termination of under-performing workers.
- F) Clarifying the role and oversight of federal contractors and issues related to contractor assumption of traditionally federal duties.

Not later than two years after the initial meeting of the Commission, the organization shall submit to the president and Congress a report containing a detailed statement of the findings and conclusions of the Commission with respect to the Federal Civil Service System, together with the recommendations of the Commission for improvements to the system based on those findings.

Meanwhile, the Office of Personnel Management (OPM) is launching a series of initiatives aimed at expediting the federal hiring process, streamlining job announcements for entry-level positions and modifying selection methods for entry into the Senior Executive Service (SES).

OPM will issue a government-wide standard for hiring, along with a how-to guide for agencies that includes best practices, templates and scripts for communicating with applicants.

OPM will begin simplifying job announcements and designing templates that agencies can use when advertising for entry-level positions.

The templates should reduce the size of job announcements and make pay and benefits information clearer.

OPM will also launch pilot projects to simplify the application process for SES candidates to attract seasoned employees whose resumes clearly demonstrate the extent of their experience and accomplishments.

At a Capitol Hill hearing, OPM Director Linda Springer and Defense Department Chief Human Capital Officer David Chu acknowledged that one goal they share – overhauling the federal government's Civilian Pay and Performance Management System – will not be completed on their watch. However, Springer added, "Will the effort to continue this reform go on? In my judgment it will, because if it doesn't, we will lose the battle of recruiting talent on this issue."

• **Employment Benefits:**

Rep. Jim Moran (D-8-VA) introduced a bill (HR 5922) that would allow a federal employee to use up to two days of sick leave a year in the performance of community service. The measure was referred to the House Committee on Oversight and Government Reform.

• **Family Member Care:**

According to a recent study, "The 2007 Work, Family and Equity Index: How Does the United States Measure Up?", the US is only one of five countries out of 173 that does not guarantee some form of paid maternity leave. The others are Lesotho, Liberia, Swaziland and Papua New Guinea.

According to the study conducted by Harvard University and McGill University researchers, the US lags behind virtually all wealthy countries overall with regard to family-oriented workplace policies, such as maternity leave, paid sick days and support for breast-feeding. The study also found that fathers are granted paid parental leave in 65 countries; 31 offer at least 14 weeks of paid leave.

On another front, Rep. Rahm Emanuel (D-5-IL) introduced a bill (HR 5845) that would permit leave under the Family and Medical Leave Act for victims of violent crime and domestic violence and immediate family members of victims of violent crime and domestic violence to attend court proceedings relating to such crimes.

