

NORTHEAST REGION

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

Volume 4

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FEW



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

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New England Region (FEW)

P. O. Box 444

Farmington, NH 03835-0444

<http://nerfew.org>

Regional Manager's Message

It's official! We are now the Northeast Region of Federally Employed Women and encompass territory in Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island, New York, New Jersey and around the world to include Europe, Puerto Rico, and the U.S. Virgin Islands.

Leadership in the Region will be structured as:

Regional Manager – Dawn Nester, Greater Merrimack Valley Chapter (GMVC)

Regional Representative – Lindsay Mitchell, Brookhaven Chapter (BC)

Treasurer – Alice McGrail, Greater Boston Chapter (GBC)

Secretary – Vacant

Immediate Past Regional Manager – Cathy Fletcher, GBC

Standing Committees:

Audit Chair – Vacant

Awards Chair – Vacant

Bylaws Chair – Lisamarie Rykowski, BC

Compliance Liaison – Debra Lampert, GMVC

Finance Chair – Vacant

Fundraising – Vacant

Legislative Liaison – Lisa Lombardi, GMVC

Membership Chair – Kelly Badzo, BC

Nominations/Elections – G. Sally Chapman, GMVC

Publicity – Vacant

Regional Training Program Chair (Spring) – Valerie Foxx, GBC

Regional Training Program Chair (Autumn) - Vacant

All vacant positions at the regional level will be filled by appointment. If you are interested in serving in one of these positions, please let Lindsay or I know as soon as possible. Your support is needed and will be very much appreciated as we transition into our new structure. Bear with us as there may be some "growing

Regional Manager's Message (cont.)

pains" as we go along, but with patience, perseverance, laughter, and a little luck, we'll come through this with flying colors!

As part of the excitement and celebration of our restructuring effort, I am announcing a "Name that Newsletter!" contest. Please see the flyer and additional details at the end of this newsletter. Good luck, everyone! I look forward to finding out what our newsletter's new name will be! 😊

I hope everyone had a wonderful 4th of July!



Happy birthday, America!

Membership Report by Alice McGrail,
Treasurer



Talk about FEW to *everyone* you meet. All are welcome!

This month we welcome:

- Mary Grogan, Greater Boston Chapter
- Debbie Woods, Greater Boston Chapter
- Joyce Moore, Brookhaven Chapter
- Dina Tullo, Brookhaven Chapter

Welcome to FEW, everyone!

Regional Fundraiser by Dawn Nester

Members of the Region have been sending me their empty ink cartridges from their home computers. This is an ongoing project that I hope all members of the Region will support. The monies earned support our Scholarship fund to help us send members to the National and Region Training Program.

To date, we have received \$51.20 from this project. Eligible cartridges come from Lexmark, HP, Canon, etc. The cartridges have "heads" that are visible when you peel back the protective strip. Please save your empty cartridges from your home computers and mail them to me at:

Dawn Nester
55 Governors Road
Farmington, NH 03835

Thank you for your support!

Regional Training Program Update by
Dawn Nester, Regional Manager

With the combining of the New England and New York Regions, the RTP Committee will seek additional members from the new chapters to plan the 2009 RTPs. I have asked Valerie Foxx, President, Greater Boston Chapter, to consider leading the Spring RTP in the Massachusetts area. I am seeking someone who will lead the Fall RTP in the New York area. If you are interested in being the lead for the Fall RTP or a member of either 2009 RTP Committee, please contact Dawn Nester, Regional Manager, at (603) 433-0560 or via e-mail at Dawn.M.Nester@irs.gov, or Lindsay Mitchell at hammemitchell@gmail.com. Plans for the Spring RTP will be getting under way soon. Stay tuned for more details in future newsletters!

Brookhaven Chapter Update by Lisamarie Rykowski, immediate Past Regional Manager

The Brookhaven Chapter held its elections in June. Our new officers are:

Kelly Badzo, President
Lesly Galloway, Vice President
Jennifer Zipkin, Treasurer
Sandy Small, Secretary

Congratulations to the incoming officers for 2008-2010!



"Our first order of business is..."

Fort Monmouth Chapter Update by
Roberta Simpkin, President

The Fort Monmouth Chapter meets monthly at lunchtime. Please contact Roberta Simpkin, President, for information about the next meeting. She can be reached at Simpkin_Roberta@yahoo.com or by phone at ((732) 361-6201.



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

Greater Boston Chapter Update by
Valerie Foxx, President

We held our monthly meeting on June 11th for a record number of attendees! Nearly 50 people participated via conference call, NetMeeting, or in person. We will be welcoming new members as a result of the interest generated from this meeting. Please plan to join us for a future meeting and invite a friend...or two!



"Our first order of business is..."

Greater Merrimack Valley Chapter Update by Tina Gray, President

We held our first election in June. Congratulations to our officers for 2008-2010. They are:

Tina Gray, President
Jayne Cousins, Executive Vice President
Linda Fielding, Vice President (Lowell)
Lisa Lombardi, Vice President (Methuen)
Karen Laing, Treasurer
Joyce Murphy, Secretary

Dawn Nester, Regional Manager, installed our new officers on July 1st. Thanks, Dawn!

It's going to be a great year!



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

National FEW News (<http://www.few.org>)



700 N. Fairfax Street, Suite 510
Alexandria, VA 22314
(202) 898-0994

The National Training Program was a HUGE SUCCESS! Thank you to everyone in the Northeast Region who attended, gained skills and knowledge, networked, and brought back information to share with others. Now, it's on to Orlando!

National Officers were installed during the NTP, as well.

Following the NTP, Sue Webster led her first National Board of Directors meeting. Lindsay Mitchell represented the new Northeast Region and will provide highlights for the August issue.

Sue also directed that a Strategic Planning meeting be held during the week. Wilma Huey, Vice President for Policy and Planning, coordinated the meeting. Four members from each region were invited to participate, as well as other people from within the National Board of Directors. Northeast Region participants were Dawn Nester, Regional Manager (via written input submitted prior to the meeting); Jayne Cousins, Linda Fielding, and Lisa Lombardi (Greater Merrimack Valley Chapter). Thank you for providing your feedback for this important initiative.

Legislative Report



FEW.ORG



Cecelia Davis
Vice President for
Congressional Relations

We have good news to celebrate again! The House passed H.R. 5781, the paid parental leave legislation that FEW has been working for. Read the article from GovExec.com for the details. And thank you for contacting your Congressperson to encourage their support. Now, it's time to contact your State Senator as the Senate has introduced companion legislation. Keep the momentum going, everyone! Let's make this legislation into law!

House Passes Paid Parental Leave Bill

by Brittany R. Ballenstedt, GovExec.com, June 19, 2008

The House on Thursday passed legislation that would institute a paid parental leave policy for all federal employees. The House voted 278-146 to pass [H.R. 5781](#), which would provide four weeks of paid maternal or paternal leave for the birth or adoption of a child. It would, for the first time, let new parents use their accrued sick leave for an additional eight weeks of paid leave.

Under current law, employees can use only a combination of paid annual leave, sick leave and unpaid leave under the 1993 Family and Medical Leave Act for childbirth or adoption. Parents can take up to 12 weeks of unpaid maternity or paternity leave and are limited to 13 days of paid sick leave to care for newborn or adopted children.

"If we're ever going to have the kind of federal

workforce that we can all be proud of ... then we have to be able to keep pace with the private sector," Rep. Danny K. Davis, D-Ill., said at a Thursday news briefing. "I am not one of those individuals who believe that if you want something done well, you get the private sector do it."

A recent [study](#) by the Joint Economic Committee that found 75 percent of Fortune 100 companies offered new mothers some form of paid leave, typically lasting six to eight weeks. Additionally, more than 163 industrialized nations guaranteed paid maternal leave, with 45 of those countries also providing paid paternal leave.

A statement issued by the White House on Monday indicated that President Bush's advisers would recommend he veto the bill, arguing that the measure "would provide a costly, unnecessary new paid leave entitlement."

The White House noted that "federal employees ages 20 to 45 already have a combined paid leave balance of over seven weeks." The statement cited a 2006 federal human capital survey that stated 86 percent of employees said they were satisfied with paid leave offered by the government.

The administration proposed offering a short-term disability insurance benefit to help some employees, particularly those who need large amounts of leave early in their careers. It would provide annual leave during pregnancy or recovery from childbirth, an accident or illness. The option would enable employees to purchase affordable short-term disability coverage on a voluntary basis, according to the White House.

But bill sponsor *Carolyn Maloney, D-NY* [emphasis added], said pregnancy was neither a disability nor a sickness, noting that a short-term disability insurance option did not stack up to the benefit of paid leave for new parents.

Legislative Report (cont.)

House Passes Paid Parental Leave Bill (cont.)

"As the nation's largest employer, the federal government should be setting a national standard with workplace policies that are truly family-friendly," Maloney said. "If President Bush supports family values, he will reevaluate his misguided veto threat of this important legislation."

Companion legislation was introduced in the Senate on Monday by Sen. Jim Webb, D-VA. The bill seeks to align federal parental leave policies with a provision in the Senate version of the fiscal 2009 defense authorization bill, which allows up to 21 days of paid paternity leave for members of the military.

Rep. Tom Davis, R-VA, a co-sponsor of the bill, said at the briefing that he did not believe stand-alone parental leave legislation would pass the Senate this late in the congressional session. But with the large bipartisan support in the House, he said, it might be possible to include the provisions in the fiscal 2009 appropriations process.

Davis said many Republicans have expressed concern about the cost of the proposal, which the Congressional Budget Office has estimated to be \$850 million over five years. But, he noted, the cost pales in comparison to recent legislation to pass through Congress, including Iraq war supplementals and an economic stimulus package.

"They talk about the money," he said. "This is peanuts in terms of giving our workforce the managerial tools it needs to hire and retain good people."

~ ~ ~

[Regional Manager's Note: I received this response from my Representative, Carol Shea-Porter, after participating in the letter-writing campaign about this bill. I contacted her through FEW's legislative page on the web

site and accessing the legislative information through Capwiz.com/FEW. When you participate in letter-writing campaigns, I hope you are receiving responses from your elected officials. If you wish to share them for the newsletter, please forward the responses to me at Histrylady@yahoo.com and I will print them in the next available issue. It is important for our members to see their voices at work on issues that impact us all. Thank you for your support of FEW's legislative agenda. Representative Shea-Porter's message to me follows.]

July 16, 2008

Dear Ms. Nester:

Thank you for contacting my office to express your support for the Federal Employees Paid Parental Leave Act of 2008 (H.R. 5781).

I share your support of this important legislation and I was happy to vote for it on June 19, 2008. The Federal Employees Paid Parental Leave Act provides 8 to 12 weeks of paid parental leave to Federal employees. As a mother of two children myself, I understand the importance of caring for your family. This legislation is pending further action in the Senate. I look forward to offering this bill my continued support, should it return to a vote on the House floor.

To learn more about current legislation or about my voting record, I invite you to visit the Library of Congress legislative information website (www.thomas.gov). There, you can find the full text of a bill or a summary, who introduced it and when, who is cosponsoring it, and where it is in the legislative process. I also invite you to visit my website (<http://shea-porter.house.gov>) for more information about bills that I have introduced or cosponsored, and for issue updates, position statements, event announcements, or to sign up for my email newsletter.

Thank you for contacting my office. It is a privilege to serve you in Washington.

Sincerely,

Carol Shea-Porter
Member of Congress



Diversity Corner



Cathy Fletcher
Vice President for Diversity



WASHINGTON (CNN), June 23, 2008 -- America's first female four-star general has been nominated, the Pentagon announced Monday.

President Bush nomi-

nated Lt. Gen. Ann E. Dunwoody to serve as head of the Army's supply arm.

By law women are excluded from combat jobs, the typical path to four-star rank in the military.

"This is an historic occasion for the Department of Defense and I am proud to nominate Lt. Gen. Ann Dunwoody for a fourth star," said Defense Secretary Robert Gates. "Her 33 years of service, highlighted by extraordinary leadership and devotion to duty, make her exceptionally qualified for this senior position."

The Senate must approve the nomination.

Dunwoody, a native of *New York* [emphasis added], was commissioned as a second lieutenant in 1975 after her graduation from the State University of New York in Cortland. She also holds graduate degrees in national resource strategy and logistics management.

She became the Army's top-ranking woman in 2005 when she received her third star and became deputy chief of staff for Army logistics.

"I am very honored but also very humbled today with this announcement," said Dunwoody. "I grew up in a family that didn't know what glass ceilings were. This nomination only reaffirms what I have known to be true about the military throughout my career ... that the doors continue to open for men and women in uniform."

The Army Materiel Command handles all material readiness for the Army. During her career, Dunwoody has been assigned to the 82nd Airborne Division, 10th Mountain Division and the Defense Logistics Agency. She served with the 82nd Airborne in Saudi Arabia during the 1991 Persian Gulf War.

She has been awarded the Distinguished Service Medal, Defense Superior Service Medal, the Legion of Merit, the Meritorious Service Medal, the Army Commendation Medal, the Army Achievement Medal, Master Parachutist Badge and the Army Staff Identification Badge.

The first woman to become a general officer in the U.S. armed services was Brig. Gen. Anna Mae Hays, chief of the Army Nurse Corps, who achieved the rank in 1970 and retired the following year.

Elizabeth Hoisington, the director of the Women's Army Corps, was promoted to brigadier general immediately after Hays. She also retired the following year.

Maj. Gen. Jeanne M. Holm, the first director of Women in the Air Force, was the first woman to wear two stars, attaining the rank in 1973 and retiring two years later. In 1996, Marine Lt. Gen. Carol A. Mutter became the first woman to wear three stars. Mutter retired in 1999.

Currently, there are 57 active-duty women serving as generals or admirals, five of whom are lieutenant generals or vice admirals, the Navy's three-star rank, according to the Pentagon.

Diversity Corner (cont.)

Dates to Remember in July 2008:

| | |
|----|---|
| 4 | Independence Day |
| 26 | Anniversary of the signing of Americans with Disabilities Act |
| 27 | Parent's Day |

Dates to Remember in August 2008:

| | |
|----|---|
| 26 | Women's Equality Day |
| 28 | 45 th Anniversary of the March on Washington |

Compliance Report



Michelle Crockett
Vice President for Compliance

I am pleased to be submitting my first article to the Northeast Region's newsletter. As you are celebrating your new structure, we shall grow and learn together.

Anti-Discrimination PSAs featuring Wynton Marsalis from Equal Employment Opportunity Commission web site (<http://www.eeoc.gov>)

The EEOC partnered with Wynton Marsalis and New York's Jazz at Lincoln Center to produce two public service announcements (PSAs) on workplace discrimination. Each of the 30-second spots aims to increase recognition and reporting of race discrimination at work by making viewers aware that it is against the law.

In addition, the 2007 annual report is available online through this URL: <http://www.eeoc.gov/abouteeoc/plan/par/2007/index.html>. I encourage all members to visit this link and read through the report.

Highlights from the report include:

Enhanced Customer Service and Deployment of Human Capital

All of our activities during the past fiscal year were in furtherance of our mission of promoting equality of opportunity in the workplace while providing high quality, professional customer service to the public.

In order to enhance our customer service, FY 2007 marked the first full year of operation of two newly-opened offices in Mobile, Alabama, and Las Vegas, Nevada. The operation of these offices expands the EEOC's presence in areas experiencing a high level of job and population growth. Additionally, the agency has been focused on the steps needed to transition the National Contact Center—responsible for receiving calls and inquiries from the public—from an outside contractor to an in-house activity.

The EEOC Headquarters' office lease expires in July 2008. The existing building is no longer feasible for housing the current Headquarters' staff, and it was necessary to find other space. In May 2007, the General Services Administration (GSA) announced the signing of a 10-year lease for office space at 131 M St. NE, which is known as One NoMa Station. The projected move date is October 2008.

Throughout FY 2007, preparation for the move has been underway. A number of committees staffed by employees have been working with the Office of the Chief Financial Officer (OCFO) to make the transition as smooth as possible. Additionally, the Office of Communications and Legislative Affairs started an internal web log or "blog" devoted to news of the move in order to ensure a free flow of information to staff.

The preparations for the move took place in tandem with other repositioning efforts begun several years ago. The EEOC is also planning for the future restructuring of our Headquarters operations. The physical move of Headquarters and Washington Field Office staff,

Compliance Report (cont.)

combined with the organizational restructuring that has already taken place in the field and which is being studied for Headquarters, all emphasize ways to allow the EEOC to use its human capital where it is most needed. These efforts will permit the EEOC to retain its role as the preeminent civil rights agency well into the 21st century.

Training Report



Arlena Fitch-Gordon
Vice President for Training

We all learn differently. This chart may assist you in identifying your strongest learning characteristics. Using these dominant characteristics can help you learn and retain information longer. Your answers may fall into all three columns, but one column will likely contain the most answers. The dominant column indicates your primary learning style.

| When you... | Visual | Auditory | Kinesthetic & Tactile |
|--------------------|---|--|---|
| Spell | Do you try to see the word? | Do you sound out the word or use a phonetic approach? | Do you write the word down to find if it feels right? |
| Talk | Do you talk sparingly but dislike listening for too long? Do you favor words such as <i>see, icture, and imagine?</i> | Do you enjoy listening but are impatient to talk? Do you use words such as <i>hear, tune, and think?</i> | Do you gesture and use expressive movements? Do you use words such as <i>feel, touch, and hold?</i> |
| Concentrate | Do you become distracted by untidiness or movement? | Do you become distracted by sounds or noises? | Do you become distracted by activity around you? |

(- more -)

| When you... | Visual | Auditory | Kinesthetic & Tactile |
|--|---|---|--|
| Meet someone again | Do you forget names but remember faces or remember where you met? | Do you forget faces but remember names or remember what you talked about? | Do you remember best what you did together? |
| Contact people on business | Do you prefer direct, face-to-face personal meetings? | Do you prefer the telephone? | Do you talk with them while walking or participating in an activity? |
| Read | Do you like descriptive scenes or pause to imagine the actions? | Do you enjoy dialog and conversation or hear the characters talk? | Do you prefer action stories or are not a keen reader? |
| Do something new at work | Do you like to see demonstrations, diagrams, slides, or posters? | Do you prefer verbal instructions or talking about it with someone else? | Do you prefer to jump right in and try it? |
| Put something together | Do you look at the directions and the picture? | | Do you ignore the directions and figure it out as you go along? |
| Need help with a computer application | Do you seek out pictures or diagrams? | Do you call the help desk, ask a neighbor, or growl at the computer? | Do you keep trying to do it or try it on another computer? |

Adapted from Colin Rose (1987), Accelerated Learning.

Source:

<http://www.chaminade.org/INSPIRE/learnstl.htm>

National Training Program 2008 Update by Patricia Wolfe and Jeanette Miller, Co-Chairs

You may have heard this already, but the National Training Program in Anaheim, CA, was a HUGE SUCCESS! Jeanette Miller and Pat Wolfe send out a BIG “Thank you!” to everyone on the 2008 NTP Committee, the National Board of Directors for their support, and you, the member, who attended!

Jeanette and I were pleased to learn that the former New England Region, now combined with the New York Region to form the new Northeast Region, had more than doubled the number of attendees to the NTP from prior years. We thank you for your support and encourage you to share what you learned during the NTP with your co-workers and fellow Chapter members who weren’t as fortunate in being able to attend.

Every NTP takes a year’s worth or more of planning, commitment, dedication, hard work, and perhaps just a little gnashing of teeth and pulling of hair in the more pressing moments. But, when it is all said and done and participants have gone back to their homes and agencies filled with new knowledge, skills, and excitement about our organization, every moment is well worth the effort. We couldn’t do it without you and we loved doing it for you.

Well done, everyone.



FEW Foundation for Education and Training by Patricia Wolfe, President
<http://www.fewfoundation.org>

The FEW Foundation for Education and Training congratulates Melody Bigi on successfully competing for a fully-funded 4-year scholarship through Grantham University’s on-line education program! Melody was contacted in early June after the selection

panel announced its decision to the Foundation Board. Melody is a member of the Miami Valley Chapter in the Great Lakes Region. Congratulations, Melody!

While not everyone can be a scholarship winner, all FEW members can apply for discounted tuition rates through Grantham’s partnership with FEW. Visit our web site for the link to Grantham University’s web site and the FEW member discount information.

We are also excited to announce two additional ways members and friends can support the FEW Foundation. By purchasing your favorite products and services online through ForYourCause.com, you will be sending a contribution to the FEW Foundation every time you shop! Please see our informational flyer on **page 17** to learn how to use this service now. We will also have an entry in the Combined Federal Campaign for the National Capital Area (CFCNCA.org) in the autumn.

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 Tips from F. John Reh¹

Know Your GPM. In engineering, gpm is gallons per minute, a design criterion. In Management GPM is an acronym for Goals, Plans, and Metrics. To achieve your goals, you must first determine what your Goals are.

Then you have to develop a Plan that gets you to your goal. Finally you need Metrics (measurements) to know if you are moving toward your goal according to your plan.

¹ John Reh is a senior business executive whose broad management experience encompasses managing projects up to \$125 million and business units including up to 200-plus people.

Management Tips (cont.)

You Can't Listen With Your Mouth Open.

Your associates, your employees, your suppliers, your customers all have something of value in what they have to say. Listen to the people around you. You will never learn what it is if you drown them out by talking all the time. Remember, the only thing that can come out of your mouth is something you already know. Shut up and learn.

###

Practice what you preach. To lead, you have to lead by example. Don't expect your people to work unpaid overtime if you leave early every day. Don't book yourself into a four star hotel on business trips and expect your employees to stay in the motel off the freeway.

###

Leaders create change. If you lead, you will cause changes. Be prepared for them and their impact on people within, and outside, your group. If you are not making changes, you are not leading.

###

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.

###

[Regional Manager's Note: As you read these tips, substitute "member" for "employee" and put yourself in the leadership role. If you are a Chapter Officer, look for ways you can adapt these tips to the life of your Chapter. If you are a Chapter member, read these tips as if you were going to be

a Chapter officer next term. How would you use these tips to improve your Chapter? Make suggestions to your current Chapter officers. These tips can also help if you are currently a manager or aspire to be a manager. ☺]

News You Can Use



TSP Moves Forward on Spousal Benefits, IT Modernization by Alyssa Rosenberg, GovExec.com, June 30, 2008

The Thrift Savings Plan is on track to undergo a major technology modernization and is moving forward with efforts to allow spousal beneficiaries to keep funds in the TSP. But changes to the plan's offerings and the enrollment process were the subject of debate at the first joint meeting of the Employee Thrift Advisory Council and the Federal Retirement Thrift Investment Board² on Monday.

While the proposal to allow the spouses of deceased federal employees to continue managing their TSP funds instead of withdrawing them within 60 days would bring the system in line with many private sector plans, it would require the full implementation of other technical upgrades, said Renee Wilder, director of the Office of Research and Strategic Planning at FRTIB.

Thomas Trabucco, the director of external affairs, said more research would have to be done on the tax implications of spousal accounts as well.

"Implementing spousal accounts will touch almost all of the elements of the TSP system and require some significant changes," Wilder said. "We do have some significant homework to do, and we think it's sometime next year that we can say what the timeline is and what the real costs are."

² Sharon Roydes serves as FEW's representative on the Federal Retirement Thrift Investment Board. She reports on issues and findings from FRTIB meetings to the National FEW Executive Committee and National Board of Directors. As appropriate, she brings motions to the floor for a vote to clearly identify FEW's stand on issues.

News You Can Use (cont.)

TSP Moves Forward on Spousal Benefits, IT Modernization (cont.)

Board Chairman Andrew Saul said spousal benefits should be a high priority and pushed Gregory Long, the plan's executive director, to move quickly on the issue. Creating a spousal benefit requires congressional approval. The Employee Thrift Advisory Council voted unanimously at the meeting to urge Congress to move forward on the issue.

House Oversight and Government Reform Chairman Henry Waxman, D-Calif., ranking member Tom Davis, R-Va., and Federal Workforce Subcommittee Chairman Danny K. Davis, D-Ill., sent a draft bill to the Thrift Investment Board in May, sparking great debate between the board and council members. That legislation would automatically enroll federal employees in the TSP, default those automatic investments into the life-cycle funds, create a Roth Individual Retirement Account option for plan participants, and give the board the authority to create funds for the plan without congressional approval.

James Sauber, chairman of the Employee Thrift Advisory Council and chief of staff of the National Association of Letter Carriers said those members were "dead-set against" any proposal that would give the board the authority to add funds without approval.

"We think this could create a situation where this plan could spin off in a direction that no one intended," he said. "There's a theory to this plan, that it's broad-based, low-cost index funds.... This is an unelected board. This is something that the participants in the plan should have a say in. We [ETAC] have no real power. We can't veto a decision if we don't like it."

Saul said he did not want to see changes to the current process of adding funds, and any change that eliminated chances for input from

plan participants and Congress would be "a very big mistake."

Council members also said they were concerned about making the life-cycle funds the default option for automatic enrollment investments. Those funds are designed to produce gains by a certain year, but experience greater fluctuations than other index funds in the TSP.

"If you're going to automatically enroll a quarter-million 18- to 24-year-olds, some number of those won't know they were put in, didn't know they were in [and] didn't want to be in. And we don't want to be in a position of telling them 'we're sorry we invested your money in a 2040 fund, and we can only give you 90 percent of it back,' " said Chuck Witschonke, deputy director for compensation at the Defense Department.

Jacqueline Simon, director of public policy for the American Federation of Government Employees, said the risk of a life-cycle fund default setting was particularly significant because federal employees only rarely take advantage of financial education opportunities and might not be aware of the differences between life-cycle and other funds.

Members of the advisory council and board staff both said more research was necessary to see if TSP participants would actually enroll in Roth IRAs.

The discussion on improving the functionality and security of the TSP's information technology infrastructure was less controversial.

"When we took over, we were totally based in New Orleans. There were backup systems, but it would have taken six months to get them up and running," said Saul. "We were housed in one building that is no longer there, so we're fortunate we got out of there....The really big changes happened over the last six years; this is a continuation of the process."

Mark Hagerty, chief information officer for the Federal Retirement Thrift Investment Board, said the current modernization process was focused on eliminating redundancy and maintaining continuity of operations in case of an emergency, cyberattack or an event that spurred extremely high trading.

News You Can Use (cont.)

TSP Moves Forward on Spousal Benefits, IT Modernization (cont.)

Among those measures, the board has moved operations to two centers, one based in Reston, Va., and a backup in Pittsburgh. The backup center does not run at full capacity at all times to keep costs low, but it can be brought up to operate in the event that something happened to the Reston center, ensuring continuity of operations and guaranteeing that no more than 59 minutes of data would be lost, Hagerty said.

"Business assurance and business continuity are baked into the process," Hagerty said. "When we think of any kind of change, it's not one, it's two. Anything that's done at Reston is done in Pittsburgh, and it's done at the same time."

The board has brought on an IT security-certified staffer to oversee the TSP's security program and hired contractor personnel to help out. The board also is exploring enterprise-wide security solutions to ensure more seamless protection and to minimize the effects on plan users, so federal employees would not have to adapt to more changes like the 13-digit user identification numbers implemented last year.

Board member Thomas Fink said plan participants constantly are reminded to safeguard their Thrift Savings Plan information and to be alert to security breaches.

"It has to be emphasized that the members have responsibility to look at their quarterly statements to see if something doesn't look right," Fink said. "People tend to get bank statements and put them on the desk."

Sauber said he was grateful for the joint meeting, and hoped the nominations of some board members, which have not yet been voted on, would be resolved quickly.

Saul agreed: "I thought this was a really good experiment. I learned a lot."



IRS Makes Mid-Year Adjustment to Mileage Reimbursement Rate

by Brittany Ballenstedt, GovExec.com, June 24, 2008

The rate agencies use to reimburse federal employees who use their own cars for work could go up by 8 cents, if the government continues its pattern of using the Internal Revenue Service figures.

The IRS announced on Tuesday that beginning July 1, the standard rate used to calculate the deductible costs of operating an automobile for business purposes will be increased to 58.5 cents per mile, the highest rate ever. The current rate, set in the fall of 2007, is 50.5 cents per mile.

The new rate will be in effect until Dec. 31. The IRS normally updates mileage rates once in the fall for the next calendar year.

"Rising gas prices are having a major impact on individual Americans," IRS Commissioner Doug Shulman said. "Given the increase in prices, the IRS is adjusting the standard mileage rates to better reflect the real cost of operating an automobile."

The General Services Administration is permitted under federal law to establish a reimbursement rate for federal employees who use personal vehicles for business, but it cannot exceed the figure established by the IRS. In the past, GSA has consistently followed the IRS' lead.

GSA also is required to conduct annual studies on the costs associated with travel and operation of privately owned vehicles. The agency is supposed to consult with the Transportation and Defense departments and federal employee organizations in determining the reimbursement rate.

News You Can Use (cont.)

IRS Makes Mid-Year Adjustment to Mileage Reimbursement Rate (cont.)

On June 13, the National Treasury Employees Union called for a mid-year rate increase, noting that high gas prices were "placing an especially heavy burden on those who must travel to perform their work duties."

NTEU President Colleen M. Kelley said she would send a letter to GSA on Tuesday asking for immediate action in extending the higher mileage reimbursement rate to federal employees. She said NTEU would continue to lobby for legislation that would grant an even bigger reimbursement increase and make any boost in the IRS rate immediately applicable to federal employees.

According to federal travel regulations, employees may use personal vehicles for official travel if they obtain permission from their agency. The reimbursement rates apply only to authorized means of travel.

The mileage reimbursement does not pertain to employee transfers or relocations. Those are designated as transportation expenses, rather than allowances for the cost and operation of a vehicle, according to GSA.

Service to America Medals Finalists

Unveiled by Alyssa Rosenberg,
GoxExec.com, June 18, 2008



The [Partnership for Public Service](#) released the names of 29

finalists for the organization's Service to America Medals at a Capitol Hill breakfast on Wednesday. The eight winners will be announced at the Partnership's annual gala in September.

Partnership president and chief executive officer Max Stier emphasized the example the finalists set for future generations of

government employees.

"Every year we see more incredible stories," Stier said. "We need to motivate the great workforce we have in government, and we have to attract and recruit a new set of talent, and your stories are critical to making that happen."

As with last year's awards, many of the 2008 finalists work in science and technology fields. They include Dr. David Lipman, director of the National Center for Biotechnology Information at the National Institutes of Health, who was nominated for a Service Medal for developing the PubMed Central database, which allows research to be publicly shared and cross-referenced, and Richard Greene, director of the Office of Health, Infectious Diseases and Nutrition at the U.S. Agency for International Development, who is a Science and Environment finalist for his work reducing malaria in Zanzibar and other countries.

Other nominees were honored for their human rights work, both in the United States and abroad.

Bobbi Bernstein, deputy chief of the criminal section of the Justice Department's civil rights division, and U.S. Attorney Alex Bustamante were nominated for a Justice and Law Enforcement Medal for their work in using federal hate crimes statutes to prosecute members of a Los Angeles gang who targeted African-American victims. Crystal Kaplan, regional refugee coordinator at the State Department, helped resettle more than 100,000 refugees from Bhutan. And Victor Manjarrez Jr., the chief patrol agent at the Customs and Border Protection outpost in El Paso, Texas, and his Operation Lifeguard Team negotiated an agreement with the Mexican government to reduce illegal boarder crossings -- and cut the number of deaths during those attempted crossings to zero.

The eight winners will be chosen by a 22-person committee made up of a bipartisan group of legislators including *Sen. Susan Collins, R-Maine* [emphasis added]; Rep. John Sarbanes, D-Md.; the heads of the two largest federal employee unions; Office of Personnel Management Director Linda Springer; and other leaders from the business and nonprofit sectors.

News You Can Use (cont.)

Service to America Medals Finalists Unveiled (cont.)

Rep. Nick Lampson, D-Texas, said he had not heard of the Service to America Medals until a high school friend was nominated. But he told the finalists, "It's the quality of your work that gives me the confidence that we do have the right ingredients for this experiment in democracy."

What is Confidence? by Ruth Heggarty, Leap of Confidence

Self-confidence is the belief that allows you to have positive views of yourself and your life situations even when things don't go your way. Self-confident people trust their own abilities, have a general sense of control in their lives and believe that they will be able to do what they wish, plan and intend. Even if some of their expectations are not met, confident people continue to be positive in general and to accept themselves - flaws, failures, warts and all. Confident people are willing to risk the disapproval of others because they trust in their own abilities. Confident people accept themselves and don't feel they need to conform to the will of others to be accepted. That isn't to say that confident people are never nervous or doubt their abilities in a particular area, the key is that, win or lose, confident people maintain their self-esteem.

Vermont Commission on Women's Black Womanhood: Images, Icons, and Ideologies of the African Body
from e-mail sent July 2, 2008

This traveling exhibition examines the historical roots of black womanhood through more than 100 sculptures, print, photographs, video, and other media.

Dates: April 1 – August 10, 2008
Location: Hood Museum, Dartmouth College in Hanover

Visit

www.hoodmuseum.dartmouth.edu/exhibitions/blackwomanhood/index.html

The Golden Manager's Rule by Brian Friel, GovExec.com, July 16, 2008

As anyone who's aspired to the Senior Executive Service likely knows, the Office of Personnel Management has identified 28 executive core qualifications for agencies to consider when screening candidates. Those aiming to reach the top leadership layer of the career civil service try to ensure that they get opportunities to develop the skills and abilities on the list as they move up the General Schedule scale.

The qualifications range from general traits such as creativity and innovation, external awareness and decisiveness to specific skill sets such as technology management, influencing/negotiating and conflict management. Agencies rate prospective senior executives in those areas, so it's important that candidates have examples that prove they have developed those skills.

One relatively recent addition to the qualifications list encourages rising stars not to focus solely on their own advancement. OPM calls it developing others. Its inclusion reminds executives that one of their central jobs is to help their subordinates and colleagues learn. Its absence from the list until two years ago only highlights how important it is. If you haven't been developing others, then how can you consider yourself a leader?

The centrality of developing others to an executive's effectiveness is highlighted in the definition that the agency uses on its qualifications list. "Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods," OPM explains. To put it another way, developing others means teaching, mentoring and coaching. It means making sure people know what they need to do their jobs well.

It means leading.

Developing others does not mean simply shipping people off to conferences and learning assignments.

News You Can Use (cont.)

The Golden Manager's Rule (cont.)

Although encouraging employees to attend training is certainly a laudable means of instruction, the most important method of development is the one-on-one interaction a leader has with employees. OPM emphasizes providing ongoing feedback. That calls for managers to talk to their employees about how they're doing more often than just at annual performance reviews. Indeed, quarterly reviews don't make the cut either. Ongoing means at every worthwhile opportunity.

In addition to formal development programs, OPM calls for informal guidance. Strong leaders talk with employees all the time, offering counsel not only from behind their desk, but at the water cooler or while walking down the hall as well.

Developing others means giving employees exciting and challenging assignments that provide them opportunities to learn new skills. Sometimes leaders might be able to handle those assignments more easily themselves; they might even prefer to do so for fear that an employee could mess it up. But good leaders are constantly thinking about their employees' talents and potential and finding ways to develop them even further.

There are many ways to teach, coach and mentor. Developing the ability to develop others takes practice. But luckily, opportunities abound.

The "others" are all around you.

OPM Director to Resign by Brittany Ballenstedt and Alyssa Rosenberg, GovExec.com, July 15, 2008

The director of the Office of Personnel Management announced on Tuesday that she will leave in mid-August for a job in the private sector.

OPM Director Linda Springer announced in an e-mail to employees that she will leave Aug. 13 for the private sector, though she did not give specifics on her new position. Deputy Director Howard Weizmann will take over as acting director.

"It has been an honor to be your leader these past three years and to help our agency continue its long record of service to our country and its civilian workforce," Springer wrote in the e-mail. "I know that with your support, the agency is in good hands."

Springer began her career with a 25-year stint in the financial services industry, a tenure that included executive positions at Provident Mutual and Penn Mutual Life Insurance companies. She pursued the same interests in government, serving as controller at the Office of Management and Budget and head of OMB's Office of Federal Financial Management before going to OPM.

Once at OPM, however, Springer broadened her horizons to include a campaign to promote and restore the prestige of federal service in addition to tackling thorny management issues. Among her signature initiatives was a nationwide advertising campaign promoting public service careers and the Career Patterns program, aimed at finding jobs suited to nontraditional work environments and hours. Springer also overhauled the federal retirement system by spearheading the shift from paper-based to electronic processing. The retirement calculator component of the project, however, ran into contracting delays in recent months. She introduced dental, vision, and health savings account benefits to the Federal Employees Health Benefits Program.

Springer did not abandon efficiency and performance issues during her tenure at OPM. She published OPM's annual strategic goals online, and made it possible for the public to track the agency's progress in meeting those goals. Springer also set aggressive targets for priorities such as reducing the time it takes to hire a federal employee and process a background investigation. Since the beginning of 2008, Springer has approved pay-for-performance pilots at the Veterans Health Administration

News You Can Use (cont.)

OPM Director to Resign (cont.)
and the National Nuclear Security Administration, advancing another management priority set by the Bush administration.

Springer's dedication to promoting federal employment won her friends at nonprofits like the Partnership for Public Service, at whose events she spoke frequently.

"The Partnership is extremely grateful to Linda Springer for her dedicated service in a critical position at a critical time," said Max Stier, president and CEO of the Partnership. The Partnership's relationship with OPM is likely to remain strong under Weizmann, who came to the agency from his position as president of the Private Sector Council, the Partnership's organization that provides connections between government agencies and relevant industry leaders. He was confirmed by the Senate as deputy director in 2007.

Prior to his work at the Partnership, Weizmann led the human resources and European operations for Digex, the videoconferencing and telecommunications company that is now a part of Verizon, and also worked at Watson Wyatt Worldwide, the human resources consulting firm. Human resources is a family business for Weizmann, too: he and his wife, Jane Weizmann, co-authored a book on employee management titled Rewards and Business Strategy: People, Pay and Performance (CCH Inc., 2000).

4th Annual Massachusetts Women's Conference Update excerpt from e-mail dated July 16, 2008

Inspiring Women and Fascinating Stories — Join Us December 11! The [Massachusetts Conference for Women](#) is pleased to announce our 2008 keynote speaker lineup, including three contributors of [wowOwow.com](#), a women's online community.

Lesley Stahl, Joni Evans and Mary Wells will host one of their famous conversations about the constantly evolving role of women in the news and issues changing the world today.

Learn More About Women Olympians BEFORE the Olympics Begin! from the National Women's History Museum³ eNewsletter, July 8, 2008

As you are well aware, the global Summer Olympics in Beijing start in August 2008. While the "modern" Olympics were reintroduced in 1896, women were excluded as they had been in the "ancient" Olympics. That quickly changed for the second "modern" Olympics held in Paris in 1900, which featured a series of competitions for female athletes.

Before you watch the 2008 Summer Olympics, be sure to learn more about these women and other great female athletes in the Women Olympians Exhibit in the NWHM CyberMuseum. Just log on to www.nwhm.org, enter the CyberMuseum and click on Women Olympians, then astound your friends and family with your knowledge as you watch the games!

Condolences to a FEW Sister excerpt from e-mail from Rhonda Trent, National FEW President, June 16, 2008

To all, I have sad news to report. Sue Webster's father passed away [June 14, 2008]. He had been diagnosed with cancer just recently and was in the hospital since Tuesday [June 10] with heart complications.

Sue let me know that he did pass away yesterday, one day before Father's Day. He was 81 and she and the family were with him at the hospital. Let's all remember Sue and her family during these difficult times with thoughts and prayers. Cards may be sent to Sue at the following address:

Sue Webster
700 Independence Street
Ellettsville, IN 47429-2008

³ Federally Employed Women is a working partner with the National Women's History Museum.

News You Can Use (cont.)

Condolences to a FEW Sister (cont.)

[Regional Manager's Note: I send a card on behalf of the Region whenever I receive these kinds of e-mails. I include the information here so that you can send a personal card or greeting if you wish to.]

Note of Appreciation from Sue Webster, President-Elect, FEW, from e-mail dated June 24, 2008

Just a note to say thank you once again to all of you for your notes, thoughts, cards, flowers, planters, and **ESPECIALLY YOUR PRAYERS** during the recent death of my dad, Lewis D. Smith, Jr.

He was diagnosed with lung cancer on Tuesday, June 10th and we lost him on Saturday, June 14th due to complications with his heart, etc. I am glad that he is no longer suffering and I know he is in a much better place. I also know that your many prayers helped me and my family get through another major loss.

Once again, I know how important my FEW family is to me! Thank you all! Sue

Get Well Wishes Go Out to a FEW Sister excerpt from e-mail from Maria Smith, Southwest Region, dated June 18, 2008

Judy Rosco [Regional Manager, Southwest Region] was in the hospital; she is at home the rest of the week. If you would like to send her a get well card, her address is:

Judy Rosco
4188 Capistrano
Las Cruces, NM 88011

Election Results are Coming in Around FEW from various e-mails

D.C. Metro Region:
Valerie Stringer, Regional Manager
Delia Johnson, Regional Representative
Meltina Bynum, Regional Representative
Bertha Page, Regional Representative
Anita Connelly, Treasurer

Cathy Hobbs, Secretary
Hazel Wilson, Nominations and Elections Chair

~ ~ ~

Pacific Northwest Region:
Judy Rush, Regional Manager
Cindy Higgins, Regional Representative
Vicki Smith, Secretary
Myrtle Harris, Treasurer

~ ~ ~

Rocky Mountain Region:
Marsha Strackany, Regional Manager
Marie Verrett, Assistant Regional Manager
Linda Davis, Secretary
Deborah McGinnis, Treasurer
Linda Kopman, Nominations and Elections

~ ~ ~

Southeast Region
Sylvia Brown, Regional Manager
Barbara Powell, Assistant Regional Manager
Edna Garnett, Chair, Nominations and Elections
Mary Lou Andres, Chair, Awards Committee

~ ~ ~

Southwest Region:
Judy Rosco, Regional Manager
Maria Smith, Treasurer
Alice Bell-Barber, Secretary
Sarah Vasquez, Nominations and Elections

~ ~ ~

Western Region:
Carol Culbertson, Regional Manager
Sandra Johnson, Assist. Regional Manager
Ruth Danielson, Treasurer
Terry Moran, Secretary
Carol Gray, Nominations and Elections Chair



Federally Employed Women's (FEW)
Foundation for Education and Training
(a 501(c) (3) Charitable Foundation)
<http://www.fewfoundation.org>

4-year scholarship awarded in 2008!

Melody Bigi is a member
of the Greater Miami
Chapter in the Great
Lakes Region (FEW)

"For many years I have mentored women (and men) on the different avenues available to them for career advancement and I need to walk the talk per se. I want to set an example for other women in the workforce who are now "middle aged" (50 is the new 40 - right?), who have helped their children get through college, but now become the parent of their parents and their primary financial support, and still have many more productive years in the workforce...I have spent my entire life taking care of everyone else and this would be a dream come true."

Through your continued support, we will make other FEW members' educational dreams reality, too.

pledge today!

FEW Foundation for Education and Training
Attention: Marie Argana, Treasurer
7004 SE Twin Oaks Circle
Stuart, FL 34997

The FEW Foundation is the 501(c)(3) charitable and educational arm of Federally Employed Women; contributions are tax-deductible and will support building bigger scholarships for FEW members and their immediate families (spouses and dependent children) to attend Regional and National Training Programs, fulfill educational goals, and enhance career development through learning.



RAISE MONEY for the FEW Foundation for Education and Training, the 501(C)(3) charitable Arm of Federally Employed Women, by shopping online at over 1,700 stores! Prices are exactly the same as buying direct and creating an account is easy. Just follow the steps to below to register:

1. Go to www.ForYourCause.com and *click on* “**Become a Member (Free)**” located under member login.
2. Scroll down to bottom of page and *complete* the “**new member registration form**”.
3. On the “**select your organization**” question, please *select or type* Federally Employed Women’s Foundation for Education and Training.
4. After completing all fields of the new member registration form, click submit and it will indicate “sign up was successful” and automatically redirects you to the ForYourCause.com home page and the member login section.
5. Just enter your assigned username and password and it will automatically bring you to the “FEW Foundation for Education and Training” page.
6. Click on the shop online button at the bottom of the page for secure access to over 1700 stores including many of your favorites:



Please visit <http://www.fewfoundation.org> for more information on how the FEW Foundation benefits FEW members and their families. Thank you for supporting this important fundraising initiative.

Northeast Region (FEW)



Create the winning name for the newest
FEW Region's newsletter!

Win prizes for First, Second and Third place!!

Contest rules:

- (1) Submit a name you think will best represent the newest Region in FEW. Keep in mind that the current chapters come from both the New England and New York Regions and are named Brookhaven, Fort Monmouth, Greater Boston, and Greater Merrimack Valley FEW. Along with a name, you may also wish to suggest a color scheme and accompanying graphic(s). However, colors and graphics will not render a suggest ineligible if not included. It will simply be considered a nice extra for the Newsletter team. 😊
- (2) You may submit as many entries as you want; *however*, each entry must be submitted separately to Dawn Nester, Regional Manager. The entries will be shared with a 3-person committee of impartial judges. Submit the entries in the following manner to:
 - ★ Dawn Nester via e-mail at Dawn.M.Nester@irs.gov; subject line – Newsletter Naming Contest, or
 - ★ Dawn Nester via USPS at 55 Governors Road, Farmington, NH 03835
- (3) E-mail entries must be in Dawn's e-mail inbox by August 1st no later than 3:30 p.m. to be considered eligible for consideration. Each entry will be printed so that date and time of arrival are shown before being forwarded to the judging committee. Entries submitted via USPS must be postmarked no later than August 1st to be considered eligible for consideration.
- (4) Winners will be announced on or before August 6th to allow the Newsletter team time to incorporate the new name, colors, and graphics into the August issue.
- (5) PRIZES will be awarded as follows:
 - 1st Prize – FREE admission to one of the 2009 RTPs⁴
 - 2nd Prize – 25 percent discount on the 2009 RTP of your choice registration fee
 - 3rd Prize – 10 percent discount on the 2009 RTP of your choice registration fee

⁴ For participating members who live outside the commuting range of the 2009 RTP location, transportation and one night's lodging will be included.



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

Membership ID

Month/Year joined /

LAST NAME: FIRST NAME

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 FWP/EEO | RETIRED (Y/N) _____ |
| <input type="checkbox"/> GS 16+ | <input type="checkbox"/> Not Applicable | |

ABOUT THE ORGANIZATION

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

Annual national membership dues are \$25.00 for chapter members, and \$35.00 for members-at-large (no chapter affiliation) but are prorated according to the joining month. Use the table below. 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 \$300.00 Only members that have been members for the previous five (5) consecutive years are eligible to join at this level. Chapters may set their own lifetime fee.

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

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

- Select one:**
- I wish to join the _____ Chapter as a regular member (enclose prorated amount above)
 - I wish to join as a Member-at-large (enclose prorated amount + \$10.00)
 - Payment (\$300.00) is enclosed for a Lifetime Membership
- Referred/Recruited By (one name only): _____
- Recruitment Event (If applicable): _____

Contributions or gifts to FEW are not deductible as charitable contributions for Federal income tax purposes.