

FEW Notes

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Federally Employed Women Inc.
**Greater Oklahoma City
Chapter, No. 30**

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From the President...
Reflections & Highlights
By Debbie L. Miller

Greetings! What better time than the beginning of the year to implement new goals, professionally and personally. Make a decision to create a new focus for 2007 by reviewing the areas in your life you would like to change and set a course for a new journey. I believe in order to make a fresh start you need to release the past and take hold of what lies ahead. Reach outside of your comfort zone and consider sharing the journey with your FEW family. The additional support may bring a clearer perspective in various areas. I encourage everyone to seek a brighter vision by consistently making the best choices in 2007.

An excellent opportunity to build your professional skills is forthcoming. Plan to attend the upcoming 2007 Southwest Regional Training Program (RTP), February 28 – March 2 at the Holiday Inn Airport. Interesting instructional sessions have been scheduled during RTP so take advantage of the early conference registration fees by submitting your registration forms as soon as possible. The Greater OKC chapter is excited about this momentous event next month and we are looking forward to presenting a successful program to the attendees.

Remember to participate in the January 15th festivities commemorating the birthday of one of America's great leaders...Reverend Dr. Martin Luther King, Jr. The 2007 National theme is "Let Freedom Ring" and I encourage everyone to participate in honoring Dr. King's life and legacy on this Federal holiday. Continue Dr. King's dream by spreading the message of hope and justice throughout the community.

**NEXT BOARD MEETING
FEBRUARY 12, 2007 5:00 P.M.
HOLIDAY INN AIRPORT**

**NEXT PROGRAM
JANUARY 29, 2007 5:00 P.M.
SANTA FE CATTLE COMPANY RESTAURANT**



Martin Luther King, Jr.

*M*artin Luther King, Jr., was a great man who worked for racial equality and civil rights in the United States of America. He was born on January 15, 1929, in Atlanta, Georgia. Martin had a brother, Alfred, and a sister, Christine. Both his father and grandfather were ministers. His mother was a schoolteacher who taught him how to read before he went to school.

Young Martin was an excellent student in school; he skipped grades in both elementary school and high school. He enjoyed reading books, singing, riding a bicycle, and playing football and baseball. Martin entered Morehouse College in Atlanta, Georgia, when he was only 15 years old.

Martin experienced racism early in life. He decided to do something to make the world a better and fairer place.

After graduating from college and getting married, Dr. King became a minister and moved to Alabama.

During the 1950's, Dr. King became active in the movement for civil rights and racial equality. He participated in the Montgomery, Alabama, bus boycott and many other peaceful demonstrations that protested the unfair treatment of African-Americans. He won the Nobel Peace Prize in 1964.

Dr. King was assassinated on April 4, 1968, in Memphis, Tennessee.

Commemorating the life of a tremendously important leader, we celebrate Martin Luther King Day each year in January, the

month in which he was born. August 28, the anniversary of Dr. King's 1963 *I Have a Dream* speech, is called "Dream Day."

Notable Act

Submitted by Debbie L. Miller

*T*he Mike Monroney Aeronautical Center (MMAC) Employee Association held their annual holiday program on December 13-14, 2006. This program highlighted many talented groups. One notable talent was the singing group, The Sailorettes. Two of our Executive Board members, Ms. Jennifer Mott and Ms. Traci McDonald, are members of the Sailorettes and volunteered to participate in the holiday program. The group showcased the "Perfect Christmas Night" to MMAC employees. Their act was a highlight of the holiday program and brought enjoyment to the audience.

Ms. Mott and Ms. McDonald went the extra mile to enhance the holiday festivities and the GOKC FEW chapter is proud to have their members sharing their talent in community events. Thanks Jennifer and Traci.... for going the extra mile!!!

What Motivates You at Work?

*L*ouise Morganti Kaelin states that no matter what we do for a living, or where we do it, what motivates us can be found in the following list. Many of us believe that the only reason we work is money.

Although there is no question that money, or what it buys (rent, food, etcetera) is a prime motivator, money alone does not create the sense of fulfillment and

accomplishment that many of us are seeking.

LIMRA International, a research association, suggests you prioritize the following motivators for yourself. Once you've identified what works for you, share it with your boss. If you're the boss, ask your employees to prioritize their motivators. Whether you're the boss, the employee, or it's just you (a work-at-home mom or a solopreneur), this is important information for you to know.

INDEPENDENCE: The freedom to run your business activities as you wish; the opportunity to "be your own boss." Do you ever feel restricted? Do you feel overcome by rules and red tape? Do you often feel in disagreement with superiors?

RECOGNITION: The tangible rewards you get for doing a job well, such as being singled out in a publication or speech.

How important is winning to you? How do you feel when others receive recognition? Do you go out of your way to win awards?

ACHIEVEMENT: The feeling that you get from successfully accomplishing a job...overcoming obstacles and obtaining goals.

Is your performance relative to your effort? How do you feel when you have completed a task? What kind of goals do you set for yourself?

LEISURE TIME: The amount of time that you have free to use as you wish and the extent of enjoyment that you get from this time.

Do you find yourself neglecting things? Have you postponed a desired activity? Do you really enjoy your leisure me?

POWER: The sense of control that you feel you have over your destiny and the destiny of others...your feelings of influence to direct the behavior of others.

Do you feel that you have control over your destiny? Do people tend to lean on you, ask your approval? Do you find yourself doing things you'd rather not do?

PRESTIGE: The respect accorded you by your peers and by business or community associates...how others feel you compare with your peers.

Is prestige important to you? Do others tend to hold you in esteem? Do you find yourself performing to gain esteem?

MONEY: The amount of personal financial income provided by your job.

Are you proud of what you earn? Do you tend to talk about money or how you spend, save, or invest it?

PRESSURE: The constant feeling or need to show continuing improvement in your job performance.

Do you feel guilty about not exerting enough effort? Do you continually feel that you must do more? Do you want continual motivation from superiors?

SELF ESTEEM: Your feeling of self-worth...how you feel you measure up to your peers.

Are you confident that you do as well as you can? Do you feel guilty about poor performance? Are you satisfied with your performance?

FAMILY LIFE: The amount and quality of family activities that you engage in. Do you spend enough time with your family? Is time meaningful when with you

are with them? Do they talk about the time that you spend with them?

SECURITY: The certainty that you feel of maintaining your position...the feeling that tomorrow will be at least as good as today. Is job security important to you? Are you afraid to try something new? Do you do things that tend to secure your job?

PERSONAL GROWTH: The feeling of growing as an individual or becoming more competent, more efficient—a better person.

Do you think that you have grown over the past year? Do you do specific things that result in improvement? Do you have plans for doing more?

Now that you've prioritized this list, you have clear idea of what motivates you at work. It's not just money, is it?

How to Cure Holiday Hangover

Some tips from Nance Kelly on how to handle holiday hangover from the result of using credit cards to do all your holiday shopping. When the bills start arriving in January, rather than paying them in full like you promised yourself you would, you find that it takes you months, or even years, to get those holiday bills paid off. There is a cure, however, for holiday hangover if you weren't able to avoid holiday debt.

Here's How:

1. Cut Up Your Credit Cards

Even if you promise that you'll leave the credit cards in a drawer, unused, the temptation is there. Having credit cards give the illusion that

something is affordable when the reality is that if you can't afford to pay cash, you can't afford it. Period. To avoid the temptation to use your credit cards, just cut them up. You don't have to, and probably shouldn't from a credit scoring standpoint, cancel the accounts.

2. Use Your Debit Card

Whenever possible, use your debit card instead of your credit card. A debit card gives you the convenience of a credit card, but is the same as paying cash.

There are situations when the risk of using a debit card, or the possibility of having your bank account blocked as a result of using your debit card to pay for hotel or car rental costs, justifies the use of a credit card. For these situations, a charge card may be a happy medium.

3. Freeze Your Spending

In order to get your debt paid down, you need to free up money to aggressively attack your debt and pay more than the monthly minimums. One way to do this is to freeze all non-essential spending. No new clothes, no eating out, no trips, etc. If you don't need it to exist, you don't buy it. Look for areas where you can cut your costs and then apply that money to eliminating your credit card debt.

4. Pay Your Bills, and Pay Them Often

Once you've frozen your spending, and reduced your expenses, you need to start paying those bills down. If you're only able to pay the minimum when the credit card bill comes due, but could afford to pay an extra \$10 or \$20 later in the month, do it!

Most credit cards assess your interest based on your average daily balance; by paying down your debt, even mid-billing cycle, you reduce that average daily balance, and the amount of interest you owe. The less interest you owe, the more you're able to devote to paying down the principal, which results in lower interest, etc.

5. **Don't Incur Debt to Pay Debt**

A credit card balance transfer can make sense if you are aware of, and can avoid the pitfalls. Debt consolidation loans, however, generally aren't a good deal. Lenders who offer unsecured loans may end up charging you more in interest than you're currently paying on your cards, which will cost you money in the long run. Home equity loans are a better deal, however, closing costs will add to your debt, and there is a real risk of losing your home if you don't change your spending habits. Don't risk your home as well as your credit rating; it's just not worth it.

Tips:

1. Pay your bills as soon as you receive them. By opening, and paying, your bills as soon as they come in, you'll have a better idea of how much you're spending on the holidays, and whether you need to curb that spending.
2. Call your credit card company and ask for a lower interest rate. If you're a good customer, with a good credit history, you'll likely be able to get your interest rate reduced.
3. Snowball your debt, starting with the credit card that carries the highest interest rate.

GOKC FEW Name Badges

Submitted by Debbie L. Miller

The GOKC FEW chapter has name badges available for purchase for \$7.00. The badge provides an excellent opportunity to advertise your FEW association at the upcoming RTP. Besides its professional look, the magnetic badge attachment ensures your clothing material is never damaged. Name engraving is centered in black letters next to the FEW logo on the gold background badge. If you would like to order a name badge, please contact Debbie Miller at 954-7825 to process your request.

FEW Washington Update – January 1, 2007 Tier I Issues

• **Retirement/Pension:**

The four primary sponsors of the Social Security Fairness Act – Senators Dianne Feinstein (CA-D) and Susan Collins (ME-R) and Reps. Howard Berman (CA-D) and Buck McKeon (CA-R) – stated they plan to re-introduce the House and Senate bills on the first day of the 110th Congress (January 4, 2007) to signify the importance of the issues. The House bill has been introduced and it is HR 82. These bills would repeal both the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP)

The four sponsors have also expressed interest in holding a press conference in mid-January with NEA and other unions whose members are impacted by the offsets to bring attention to the issue on Capitol Hill, in the media, and among the

general public. FEW will keep our members posted on this event.

Of special note – the new chair of the House Ways and Means Committee, which has jurisdiction over Social Security, is Charlie Rangel (NY-D) who co-sponsored the repeal bills in the past. In the Senate, the new chair of the Finance Committee is Sen. Max Baucus (MT-D). Baucus has not previously co-sponsored the repeal legislation.

• **Government Reform:**

In response to a battery of questions by senators leading up to his confirmation as Defense Secretary, Robert Gates indicated his support for civilian personnel reforms and retention initiatives. In a 65-page response to the Senate questionnaire, Gates described the National Security Personnel System (NSPS), the administration's performance-based pay system designed for civilian Defense employees, as "integral to the department's human capital strategy." However, he added that he would review the program to see if any further changes are required. "Reforming civil service rules to make our civilian work force more adaptable, flexible and agile is critical to the future of the department," Gates stated. NSPS is currently caught up in a lawsuit that has halted its implementation for bargaining unit employees.

Gates did promise to hold managers accountable for program performance and financial management, and said he would consider the proposal to establish a new deputy secretary for management at the department. Gates also pledged his commitment to pay for performance, as well as to the need for an effective strategy to ensure the department has enough employees for the future.

Also included in the questions was the possibility of raising fees in the military's

TRICARE military health system. Gates did not directly address fee increases, but described it as critically important to put the system on a sound fiscal basis to sustain its long-term viability.

• **Young People DO Want to be Feds:**

According to a new Gallup Organization poll, Generation Y Americans – those between 18 and 29 years old – are surprisingly open to working for the government. One in three say they would consider federal work, the survey found. That is a far higher percentage than other age groups, where only one-fifth of 30- to 41-year olds, a quarter of 42- to 59-year olds and one-seventh of those 60 and above would consider becoming feds.

The Gallup survey indicates that finding qualified replacements requires altering widespread beliefs about government work. Though 30% of professionals said they would consider federal jobs, just 17% of the managers would. That is a huge problem because agencies need to hire midlevel officials to fill a yawning gap between junior and senior employees, federal hiring analysts said.

Happy Birthday

Traci McDonald – January 7

Which Way Do I GO???????

EEO Process

&

Alternative Dispute Resolution

Presented by: Gail Puckett

NEW DATE – WEATHER DELAY

MONDAY, January 29, 2007

5:00 p.m. – 6:30 p.m.

Santa Fe Cattle Company

1145 S.W. 74th

Please join us for dinner and FEW program.
Dinner will be at the attendee's expense.

RSVP Brenda Hagar, 954-4514,

or Ellen McKenzie, 954-2882



Sponsored by Greater OKC Federally Employed Women

Greater Oklahoma City FEW

Chapter #30 Fundraiser

Bottle Stopper



Bottle Stopper - \$15

Stopper & Glass Set - \$25

Buy a Stopper for your family and friends!!!!

*PERSONALIZE YOUR GIFTS WITH A BOTTLE
STOPPER....*

BATH SALTS, BATH GEL

OIL & VINEGAR SET

WINE BOTTLE.....

You Do Not Want To Miss Out On This Great Idea!!!

To purchase or order large quantities, contact Marilyn Hampton
via email at RTP_2007@hotmail.com or (405) 794-0905.

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