

FEW Notes

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

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**Greater Oklahoma City
Chapter #30**

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Summer has past and autumn is upon us. The morning air is crisp and everyone has returned from the Labor Day Holiday invigorated. Several chapter members are working on special assignments for FEW. Currently, I am honored to be involved with the 2008 National Training Program (NTP) committee. Even though NTP is less than a year away (Jul 08), many requirements must be fulfilled to ensure expectations are met and the education experience is professionally maintained. Additionally, Ms. Madelyn Stallcup (GOKC Diversity Chair) and I are assisting Ms. Tammie Kierstead, Federal Women's Program Special Assistant with a special Women's History Month program. These two projects have kept me quite busy since Jul 08. However during August, Ms. Jo Smith (SW Regional Legislative Chair) and I had the privilege to meet with the Honorable Mary Fallin (Oklahoma Congresswoman) to discuss FEW's legislative issues. Our meeting was part of a collaborated effort with various women's organizations establishing the Oklahoma Women's Advocacy Coalition. This group plans to continue meeting to keep apprised of women's issues and support legislative bills, as required. Ms. Tammie Kierstead (GOKC Legislative Chair) will continue to participate with the Coalition for the remainder of the year.

This month also marks the sixth anniversary of the Sep 11th tragedies. May we never forget the importance of our freedom and keep the families affected on this date in your hearts during commemorative events. Another important event occurs from Sep 15 - Oct 15, 2007, National Hispanic Heritage Month. This month Hispanic Americans are recognized for their extraordinary accomplishments throughout the nation. Be sure and plan to participate in one of the monthly scheduled events.

**NEXT BOARD MEETING
OCT 15, 2007 @ 5:00 P.M.
HOLIDAY INN AIRPORT**

Congratulations to Two GOKC Executive Board Members

By Debbie L. Miller

Two GOKC FEW Executive Board members were recently notified that their professional achievements contributed to a promotion and a National Award.



Ms. Kim A. Hare, Nominations Chair, was recently promoted as a Customer Service Representative within FAA's Logistics Center (AML). Kim has been assigned to AML for 4 years and has a total of 17-1/2 year's federal service. Kim is known for her excellent work ethic as she always fulfills her responsibilities in an outstanding manner as well as her FEW assignments. Kim is a role model to many females—she fulfills her work responsibilities in a professional manner, is a devoted single parent, and contributes to her community through FEW venues. *Keep striving!*



Ms. Tammie R. Kierstead, Legislative Chair, was informed that she was awarded the Department of Veterans Affairs Secretary's Equal Employment Opportunity (EEO) Award. The Secretary's EEO Awards Program was created in 1988 to recognize the individual achievements by VA employees throughout the department in attaining their EEO Program goals. The program awards are the highest recognition given to VA Department employees who have excelled in promoting or have made significant contributions to VA's EEO Program. In addition to the award, Tammie recently accepted a new position as the VA Hospital's Customer Service Representative. Tammie is known for her 100%+ efforts and will continue to influence females at VA and FEW activities. *Way to Go!*

The board is very proud of Kim and Tammie and we would like to state, ***“Great job and keep striving for continued career advancement.”***

History of Labor Day

As the Industrial Revolution took hold of the nation, the average American in the late 1800s worked 12-hour days, seven days a week in order to make a basic living. Children were also working, as they provided cheap labor to employers and laws against child labor were not strongly enforced.

With the long hours and terrible working conditions, American unions became more prominent and voiced their demands for a better way of life. On Tuesday September 5, 1882, 10,000 workers marched from city hall to Union Square in New York City, holding the first-ever Labor Day parade. Participants took an unpaid day-off to honor the workers of America, as well as vocalize issues they had with employers. As years passed, more states began to hold these parades, but Congress would not legalize the holiday until 12 years later.

On May 11, 1894, workers of the Pullman Palace Car Company in Chicago struck to protest wage cuts and the firing of union representatives. They sought support from their union led by Eugene V. Debs and on June 26, the American Railroad Union called a boycott of all Pullman railway cars. Within days, 50,000 rail workers complied and railroad traffic out of Chicago came to a halt. On July 4, President Grover Cleveland dispatched troops to Chicago. Much rioting and bloodshed ensued, but the government's actions broke the strike and the boycott soon collapsed. Debs and three other union officials were jailed for disobeying the injunction.

The strike brought worker's rights to the public eye and Congress declared, in 1894, that the first Monday in September would be the holiday for workers, known as Labor Day.

The founder of Labor Day remains unclear, but some credit either Peter McGuire, co-founder of the American Federation of Labor, or Matthew Maguire, a secretary of the Central Labor Union, for proposing the holiday.

Although Labor Day is meant as a celebration of the labor movement and its achievements, it has come to be celebrated as the last, long summer weekend before autumn.

Oklahoma Women's Advocacy Coalition

By Debbie L. Miller

Many organizations currently lobby Oklahoman state legislators on issues concerning women and young females. However, women's organizations have wanted to get more Oklahomans engaged in issue advocacy on behalf of women to produce a more united cause. By forming a bipartisan women's advocacy coalition, many believe a higher success rate would be achieved through a developed lobbying pattern. On August 21st, Ms. Jo Smith, Southwest Regional Legislative Chair, and I had the privilege to meet with the Honorable Mary Fallin to discuss FEW's legislative issues along with other invited coalition representatives. The newly formed coalition will continue to meet throughout the year and will keep apprised of women's issues and their respective legislative bills. Ms. Tammie Kierstead, Legislative Chair, will be our chapter representative at future meetings.



Hispanic Heritage Month

Hispanic Heritage Month begins on September 15th, the anniversary of independence for five Latin American countries—Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico declared its independence on September 16th, and Chile on September 18th.

The term Hispanic, as defined by the U.S. Census Bureau, refers to Spanish-speaking people in the United States of any race. On the 2000 Census form, people of Spanish/Hispanic/Latino origin could identify themselves as Mexican, Puerto Rican, Cuban, or "other Spanish/Hispanic/Latino." More than 35 million people identified themselves as Hispanic or Latino on the 2000 Census.



Antonia Coello Novello- Physician and former U.S. Surgeon General

Novello served as surgeon general under President George H. W. Bush from 1990 to 1993. She focused on publicizing the dangers of smoking and teenage drinking, expanding AIDS education, and improving health care for women, minorities, and children.

Novello was born in Fajardo, Puerto Rico with a chronic colon condition that caused her severe pain until it was corrected surgically when she was 18 years old. The experience inspired her to pursue a career in medicine. She earned a BS (1965) and a MD from the University of Puerto Rico (1970). Novello and her husband, Joseph Novello, a U.S. Army flight surgeon, moved to Ann Arbor, Michigan. She interned, did her residency, and completed a fellowship at the University of Michigan Medical Center, specializing in pediatric nephrology.

The couple then headed to Washington DC, where Novello fellowshipped at Georgetown University Hospital from 1974 to 1975. She took a position with the National Institutes of Health in 1978, eventually becoming deputy director of the National Institute of Child Health and Human Development. She received a master's degree in public health from Johns Hopkins University in 1982.

She then served as the United Nations Children's Fund (UNICEF) Special Representative for Health and Nutrition from 1993 to 1996. In 1996, she became Visiting Professor of Health Policy and Management at the Johns Hopkins School of Hygiene and Public Health. Dr. Novello became Commissioner of Health for the State of New York in 1999.



Dr. Ellen Ochoa - Astronaut

Dr. Ellen Ochoa is a veteran of three NASA Space Shuttle flights. She has logged over 719 hours in space, traveling four million miles in one mission alone!

Before NASA selected Ellen to become an astronaut, Ellen proved herself on Earth by getting a doctorate degree in electrical engineering and co-inventing three patents for optical engineering systems.

Born in southern California in 1958, Ellen was interested in space exploration as a girl. NASA hired its first women astronauts when she was studying physics in college in the 1970s. Ellen saw the astronaut program as a way of combining her interest in research and engineering with space exploration. She became an astronaut in 1991.

In April, 1993, Ellen became the first Hispanic-American woman in space. As a mission specialist aboard the Space Shuttle Discovery, mission STS-56, she deployed and captured a research satellite used for the study of the sun. During the nine-day mission, she also took part in studies of Earth's atmosphere and the effect of the sun on Earth's climate and environment. In November 1994, Ellen was also payload commander aboard the Space Shuttle Atlantis for mission STS-66.

Ellen spent a number of years working on the development of the International Space Station. In May and June 1999, Ellen flew aboard the Discovery, mission STS-96, which became the first Space Shuttle to actually dock with the Space Station. On board the Space Shuttle were supplies to be used by the first crews living and working on the Space Station. Working 200 miles above the Earth, Ellen operated a robot arm that helped transfer four tons of clothing, computers, and medical equipment from one ship to the other.

Legislative Issues

Tier I issues are considered of utmost importance to female federal workers today and include downsizing of civilian and military personnel, equal employment opportunity, family member care, retirement, and issues affecting women in the military.

Tier II issues have an impact on all federal employees, regardless of gender and include compensation, employee benefits, Hatch Act reform, the National Performance Review, and safety and health.

Tier III issues affect women as a class and include economic empowerment, health care, and violence against women. The Equal Rights Amendment and voter education and registration activities are given Overall Priority status as they permeate each and every issue above.

Repeal the WEP The WEP Adversely Impacts Women

Women covered under the Civil Service Retirement System (CSRS) are being unfairly penalized. These older federal female workers many times, **had to take a second job in the private sector** to make ends meet. However, because these federally employed women are covered under CSRS, they are penalized in their retirement benefits due to the Windfall Elimination Provision (WEP). This provision greatly reduces the Social Security benefits of a retired federal worker who paid into Social Security and also receives a government pension. Private sector retirees receive monthly Social Security checks equal to 90% of their first \$627 in average monthly career earnings, 32% of monthly earnings between \$627 and \$3,779, and 15% of earnings above \$3,779.

Federal retirees however are only allowed to receive 40% of the first \$627 in career monthly earnings, a penalty of \$313.50 per month simply for working in the federal government. Since women are ordinarily clustered at the lower end of government salary pay scales, these laws have a discriminatory effect on women.

Senate Bill

Sen. Kay Bailey Hutchison (R-TX) has introduced S 1647 that repeals the WEP and replaces it with a more fair formula based on exactly what federal retirees contributed to the Social Security system. We are asking Senators to co-sponsor this bill and support it as it moves through the legislative process.

House Bill

Rep. Kevin Brady (R-8-TX) has introduced HR 2772 that repeals the WEP and replaces it with a more fair formula based on exactly what federal retirees contributed to the Social Security system. We are asking legislators to co-sponsor this bill and support it as it moves through the legislative process.

National Women's Friendship Day - Sep 18th

By Debbie L. Miller

September 18th is the day to recognize the women in your life so take the time to inform them of their special importance to you. Your acknowledgement can be directed to Mothers, daughters, sisters, friends, coworkers, and neighbors. I would stress that every individual needs to hear inspirational words from time to time; e.g., "you are needed," "you are loved," and/or "you are my role model." Acknowledgement may be made through cards, flowers, gifts, personal letters, or even emails. Whatever media you chose, just be sure to provide your friend a memorable acknowledgement. Your actions may reflect how important a true friendship is really worth.

Studies Show Areas Where Women Excel

Comprehensive management studies are showing women outscoring men in many categories. Of course, the first questions are: Which categories? And why hasn't this translated into the top two tiers of management?

Business Week reports, "Twenty-five years after women first started pouring into the labor force—and trying to be more like men in every way, from wearing power suits to picking up golf clubs—new research is showing that men ought to be the ones doing more of the imitating." The studies show that women executives, when rated by their peers, their employees, and their bosses, score higher than their male counterparts on a wide variety of measures—from producing high-quality work to goal-setting to mentoring employees. Contrary to stereotypes, women outperformed men in intellectual areas, such as recognizing trends, generating new ideas and getting results.

The Hagberg Consulting Group conducts in-depth performance evaluations of senior managers for its diverse clients, including technology, health care, financial-service, and consumer-goods companies. Of the 425 high-level executives evaluated, each by about 25 people, women execs outperformed men. In fact, women managers consistently rated higher than their male counterparts on 37 of 47 critical management qualities such as leadership, social skills, problem-solving and decision-making.

Several other studies showed similar patterns. Personnel Decisions International, a consulting firm in Minneapolis, looked at a large sample—58,000 managers—and found that women outranked men in 20 of 23 areas.

In a five-year study, Lawrence Pfaff, a Michigan management consultant, examined evaluations from 2,482 executives from a variety of companies and found that women outperformed men on 17 of 20 measures. You may not be surprised that women excelled in coaching, teamwork, empowering employees, but they excelled in decisiveness and planning as well. So *"Women Can't Make Decisions" has been proven untrue*. Which adage is next?

Adds Harvard Business School Professor Rosabeth Moss Kanter, "Women get high ratings on exactly those skills needed to succeed in the global Information Age, where teamwork and partnering are so important."

Head of IBM's Global Services Div., Douglas Elix, says that instead of being motivated by self-interest, women are more driven by what they can do for the company.

Now for the Big Question: Why don't we see more women in the top two tiers? One of the reasons is that more women need to venture out of the human resources and the publicity departments, which rarely provide top-level chair fillers—men or women.

Another reason is the result of backward-thinking stereotypes that make you want to bang your head on the desk, as evidenced by the following research. Robert Kabacoff of Management Research Group has just finished a study showing how CEOs and corporate boards view upper management, and he found a clear double standard. Male CEOs and senior vice-presidents got high marks from their bosses when they were forceful and assertive and lower scores if they were cooperative and empathic. The opposite was true for women: Female CEOs got downgraded for being assertive and got better scores when they were cooperative. Kabacoff's conclusion? "At the highest levels, bosses are still evaluating people in the most stereotypical ways." Banging your head on the desk is not going to help. What we need is more men like IBM's Douglas Elix who are hiring and promoting women—and talking about it!

Source: Nancy Clark - CEO of WomensMedia

10 Things You Can Do Today To Improve Your Credit

LaToya Irby believes that blemished credit is both stressful and costly, but it's not the end of the world. As hopeless as the situation might seem, bad credit won't last forever. There are things you can do right now to begin repairing your credit.

1. Stop using your credit cards - In a bad credit situation, one of the worst things you can do is continue accumulating debt by making credit card purchases. Put your credit cards away until you have more control of the situation.
2. Get a copy of your credit report - You can't begin repairing your credit until you know exactly what you need to work on. Obtain a copy of your credit report from each of the three major credit bureaus to find out which accounts need work and which are just fine.
3. Clean up your credit report - If your credit report contains incorrect information, you have the right to have it removed. Your credit report will include information about disputing inaccurate information with the credit bureaus.
4. Get current on delinquent accounts - Your payment history makes up 35% of your credit score. Getting current on your delinquent accounts will have a great impact on your credit.
5. Don't put in any more credit applications - As long as your credit is in repair mode, you should avoid making any more applications for credit. It's likely that you'll get turned down for credit and the applications will only decrease your credit score.
6. Keep accounts with balances open - You might be tempted to close out credit card accounts that have become delinquent, but wait. Before you close any account make sure it won't negatively affect your credit.
7. Call your creditors - Right now they're certainly the last people you want to talk to, but you'd be surprised at the help you might receive. Talk to your creditors about your situation. Many of them have temporary hardship programs that will reduce your monthly payments until you can get back on your feet.
8. Pay off your debts - You will have to start paying off your debts to improve your credit situation. If you don't have the money on hand, sell some of your belongings to speed up the process. It will be a sacrifice, but the financial freedom you gain will be worth it.
9. Get professional help - Resources, like consumer credit counseling, are available to assist you. If you are overwhelmed by your credit situation, seek professional assistance. You can locate a credit counseling agency through the National Foundation for Credit Counseling.
10. Be patient - Your credit wasn't damaged overnight, so don't expect it to improve in that amount of time. Continue paying your debts and over time you will see an improvement in your credit.

Happy Birthday!!

Cynthia Corbett - Sept 10th

Ellen McKenzie - Sept 10th

Brenda Hagar - Sept 13th

Kathy Monson - Sept 14th

**GOKC CHAPTER
EXECUTIVE BOARD
2006-2008**

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If additional information is required, please contact the Chapter President at Debbie.L.Miller@faa.gov

