

- **OPM Director Berry addresses local federal executives**

U.S. Office of Personnel Management (OPM) Director John Berry made a stop in Portland last month and addressed 20 local federal executives.

He thanked them for their service and for working together on common issues through the FEB. He followed by outlining two current presidential priorities: the Veterans Hiring Initiative and improving the federal hiring process overall.

The Department of Defense is doing a good job of hiring veterans, but civilian agencies have room for improvement. In addition, the hiring of people with disabilities has gone backwards in recent years and the administration would like to see improvement there as well. Many of the veterans returning from Iraq and Afghanistan have disabilities, so hiring them is not only the right thing to do, but accomplishes both of the aforementioned goals.



(L to R) Evelyn Sahli, Director, DHS-CIS; Roy Fox, Chief Human Capital Officer, BPA; Jim Erzen, Army Corps of Engineers; Anita Decker, COO, BPA; Linda Davidson, Officer in Charge, NLRB; John Patrick, Director, Portland VA Medical Center.

With respect to the hiring process overall, Director Berry stated that while the federal government is doing better, there is still work to be done. OPM is working to move federal agencies toward private sector models to review candidate qualifications, to simplify job descriptions in to plain English, improve student and intern entry into federal service and upgrade the diversity of the workforce.

He closed by responding to questions, including those on generational attitudes about federal service (improving; we have to give youth today the constant feedback they crave, and motivate them by telling them the result you want), effective knowledge transfer and transitioning from those eligible to retire and youth, performance-based management, and the insourcing vs. outsourcing pendulum.

Ron Johnson was pleased that Director Berry not only spent time to address our members, but also challenged them to keep their relationships "vibrant, fresh and strong." "I was impressed by the breadth of subjects he was willing to discuss with us," said Johnson. "He encouraged us to be flexible, nimble, creative and aggressive while going for results. I like that approach."

- **Coast Guard command along Columbia River shifts to Astoria**

Command of the Coast Guard along the Columbia River is shifting west from Portland to Astoria. A change in leadership called "sectorization" has created a new region called "Sector Columbia River," and it will make the Astoria area the new command center, rather than Portland.

As part of the change, the Coast Guard will eliminate its Group Astoria and fold those operations into the new Sector Columbia River, under the command of Capt. Doug Kaup -- the former commander of Group Astoria.

The Daily Astorian reported the new command structure is expected to bring about 35 new Coast Guard jobs to the Astoria area. It also moves the key shipping security role of captain of the port from Portland to Astoria, and will allow the Coast Guard to control Columbia River Bar closures locally.

A new command center is being built in Warrenton that will be staffed round the clock to take emergency calls from mariners or anyone needing the Coast Guard's search and rescue capabilities. For now, the command center staff is stuffed into a temporary triple-wide trailer just a few yards from the construction taking place on the second floor of the Coast Guard Air Station's hangar.

The new sector stretches from the coast of Oregon and southern Washington east to include most of Idaho, and personnel from what is now Sector Portland have moved to Astoria to roughly double the staffing during round-the-clock watches.

Along with a familiarity with the Portland metro area, which the new Sector Columbia River will cover, the Portland staff brought much of the physical components from the dismantled Portland Command Center.

Sector Portland, which will transform to become Marine Safety Unit Portland, was headed by Capt. Len Tumbarello. He will



(L to R) OPM Counselor to the Director Vic Basile; Oregon FEB Chair David Ferguson, DHS-TSA; OPM Director John Berry; Oregon FEB Policy Committee member Carol Maartense, Social Security Admin.



Activation ceremony of the Coast Guard's new Sector Columbia River in Astoria, OR.

move to Astoria to become the Deputy Sector Commander.

The new Marine Safety Unit Portland Commander is Captain Daniel L. LeBlanc, who was sworn in on August 24th. In his first Coast Guard assignment, Captain LeBlanc served as the Administrative Officer at Coast Guard Group New Orleans.

Ron Johnson, Executive Director of the Oregon Federal Executive Board, attended both ceremonies.

Courtesy in part of [Oregon Live](#) and [the Associated Press](#), August 23, 2010

- **GSA thanks local feds for generosity**

Definition of a TON

*a: a unit of measure equal to 2,000 lbs. Internal capacity for ships equal to 100 cubic feet
b: A large extent, amount, or number. "To a great degree or extent"*

One ton of food (2,004 lbs to be exact) -- that is the amount that was donated by federal employees from the Portland and Eugene areas during this summer's "Feds Feed Families" food drive. A generous 1,365 lbs alone, was contributed by Edith Green/Wendell Wyatt agencies.

We asked and you delivered by the truck load! A ton of food will go a long way in supporting area food banks during the leaner summer months. Thanks to all who have supported the effort! This annual food drive is organized by OPM in partnership with the Chief Human Capital Officers Council. GSA helped facilitate the collections in our Federal Building and the delivery to the local food pantries.

Courtesy of [GSA Northwest/Arctic Region, Portland Office](#), August 30, 2010



Combined Federal Campaign

- **Pacific NW CFC ready to start the season**

The Pacific Northwest CFC is kicking off the campaign with CFC Coordinator trainings across the state during the month of September. Four training sessions have already been scheduled in the Portland Metro area and more will be scheduled across Oregon and SW Washington.



Dates, times and locations for the Portland Metro training sessions are listed below:

- Tuesday, September 14th (9:30am to 12 noon) – 620 SW Main St., Portland 97205 Courtroom 62 (Sixth Floor)
- Wednesday, September 15th (9:30am to 12 noon) – Federal Highway Administration in Vancouver, WA
- Tuesday, September 21st (9:30am to 12 noon) – 620 SW Main St., Portland 97205 Courtroom 62 (Sixth Floor)
- Thursday, September 23rd (9:30am to 12 noon) – United Way in Portland, OR

This kick-off has been several months in the making – federal and non-profit volunteers have put considerable thought and effort into how our federal employees can come together and build a stronger community. Our CFC Chair, Cynthia Maltsberger (U.S. Customs & Border Protection) and the CFC Leadership Team have set the tone with our theme – *One Goal. One Community*. This is a broad theme and is flexible so each federal office can determine how best to use it to support their office's participation and dollar goals. The primary goal this year is 100% consideration - to ensure all federal employees know what the CFC is and how it helps our community.

Thank you in advance for sharing the CFC message and conducting fun, passionate and successful workplace campaigns. For more information, contact Steve Papp, CFC Administrative Manager, at stevep@unitedway-pdx.org or 503-226-9557, or watch the local CFC website at www.yourcfc.org.

Federal Benefits and Employment

- **OPM clarifies interpretation of "son or daughter" under the Family and Medical Leave Act**

U.S. Office of Personnel Management (OPM) Director John Berry issued a memorandum to Chief Human Capital Officers clarifying OPM's position on the definition of "son or daughter" under the Family and Medical Leave Act.

"On Tuesday, June 22, 2010, the Department of Labor (DOL) issued Administrator's Interpretation No. 2010-3, which clarifies the definition of "son or daughter" under the Family and Medical Leave Act (FMLA) as it applies to an employee standing "in loco parentis" to a child. Although this interpretation formally applies only to title I of the FMLA (which covers the non-Federal sector and only a few Federal employees), the U.S. Office of Personnel Management (OPM) is adopting this interpretation for title II of the FMLA, which covers most Federal employees.

In summary, existing FMLA regulations define in loco parentis situations to include employees with day-to-day responsibilities to care for and provide financial support for a child. The new interpretation includes employees with day-to-day responsibilities to care for or provide financial support for a child. The interpretation asserts that employees who have no biological or legal relationship with a child may nonetheless stand in loco parentis to the

child and be entitled to FMLA leave, and that in all cases, whether an employee stands “in loco parentis” to a child will depend on the particular facts of the situation.

Consistent with DOL’s interpretation, OPM’s guidance does not address an employee’s entitlement to take military FMLA leave for a son or daughter.”

For the complete memorandum, go to <http://www.chcoc.gov/Transmittals/TransmittalDetails.aspx?TransmittalID=3122>.

Courtesy of the [U.S. Office of Personnel Management](#), August 31, 2010

- **NRC again tops list of best places to work in government**

For the third time in a row, the Nuclear Regulatory Commission has taken the top spot among large agencies in a nonprofit group’s ranking of the best places to work in government.

The Partnership for Public Service on Wednesday released its 2010 Best Places to Work Rankings, which overall showed improvements in federal employees’ attitudes toward their jobs, organizations and supervisors. In the large agency rankings, NRC was followed by the Government Accountability Office, Federal Deposit Insurance Corporation, Smithsonian Institution and NASA. The five highest-ranked small agencies were the Surface Transportation Board, Overseas Private Investment Corporation, Congressional Budget Office, Federal Mediation and Conciliation Service and Peace Corps.

Respondents said effective leadership and satisfaction with pay are two key factors in how they view their workplaces.

The rankings are based on the Office of Personnel Management’s annual survey of federal employee attitudes. The 2010 survey included more than 263,000 employees from 32 large agencies, 34 small agencies and 224 agency subcomponents.

For the complete story, please go to http://www.govexec.com/story_page.cfm?articleid=46021&dcn=e_gvet.

Courtesy of [GovExec.com](#), September 1, 2010

Education and Training

- **FY2010 Retirement and Estate Planning seminars**

The Oregon FEB has confirmed the next session of their Retirement and Estate Planning Seminar schedule, a CSRS class to be held November 9-10, 2010. The seminar begins at 8:30 a.m. and will be held at a new location: The Gus Solomon Courthouse, 620 SW Main Street, Courtroom 61, Portland, OR 97205.

The Oregon FEB has scheduled additional sessions for the first half of FY2011, as shown below. However, because our classroom of many years, located in the Green-Wyatt Federal Building, has been lost due to the impending remodel we are still looking for cost-effective long-term space. Once confirmed, we will post the new dates for registration on our website.

Federal Employees Retirement System (FERS)		Civil Service Retirement System (CSRS)	
Dates:	Status:	Dates:	Status:
September 8 - 9, 2010	CLOSED	November 9 - 10, 2010	OPEN
December 15 - 16, 2010	PENDING	February 8 – 9, 2011	PENDING
March 15 – 16, 2011	PENDING		

Costs are \$125 for Federal employees and \$75 for non-Federal spouses. Register online at www.oregonfeb.us. Questions? Contact us at 503-326-3010 or ofebtraining@pcez.com.

- **GSA 2010 IT Solutions Forum in Portland, Sept. 15**

GSA’s IT Schedule 70 Program invites you to participate in one of the 2010 GSA Information Technology Solutions Forums, **September 15, 2010**, 9:00am – 1:00pm at the Red Lion Hotel Portland Airport, 7101 NE 82nd Avenue, Portland, OR 97220.



Come hear how effectively GSA’s Information Technology Acquisition Solutions map to Federal, State, and Local government IT requirements and stimulus plans.

- Learn about the Multiple Award Schedules as a mission ready, streamlined acquisition tool
- Learn how to use GSA Schedule 70 to meet or exceed your Agency IT mission requirements
- Participate in an online demonstration of GSA e-tools
- Meet a GSA IT Specialist and have your specific IT procurement questions addressed and answered
- Hear first hand success stories from GSA’s customers

This is a FREE event! For more information contact Lorraine Morrow at 253-931-7101 or lorraine.morrow@gsa.gov. To register, visit the event web site at www.gsa.gov/itsolutions.



**NATIONAL PREPAREDNESS MONTH, 2010
BY THE PRESIDENT OF THE UNITED STATES OF AMERICA
A PROCLAMATION**

During National Preparedness Month, we stress the importance of strengthening the security and resiliency of our Nation through systematic preparation for the full range of hazards threatening the United States in the 21st century, including natural disasters, cyber attacks, pandemic disease, and acts of terrorism. This year marks the fifth anniversary of Hurricane Katrina, one of the most tragic and destructive disasters in American history. In remembrance of this national tragedy, we must reaffirm our commitment to readiness and the necessity of preparedness.

By empowering Americans with information about the risks we face, we can all take concrete actions to protect ourselves, our families, our communities, and our country. The Federal Emergency Management Agency's (FEMA) Ready Campaign provides simple and practical steps every American can take to be better prepared. At the community level, Citizen Corps enables volunteers to contribute to homeland security efforts by educating, training, and coordinating local activities that help make us safer, better prepared, and more responsive during emergencies. I encourage all Americans to visit Ready.gov and CitizenCorps.gov for more information and resources on emergency preparedness, including how to prepare a family emergency plan, create an emergency supply kit, and get involved in community preparedness efforts.

My Administration has made emergency and disaster preparedness a top priority, and is dedicated to a comprehensive approach that relies upon the responsiveness and cooperation of government at all levels, the private and nonprofit sectors, and individual citizens. I also encourage Americans to get involved with the thousands of organizations in the National Preparedness Month Coalition, which will share preparedness information and hold preparedness events and activities across the United States. By strengthening citizen preparedness now, we can be ready when disaster strikes.

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim September 2010 as National Preparedness Month. I encourage all Americans to recognize the importance of preparedness and observe this month by working together to enhance our national security, resilience, and readiness.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-seventh day of August, in the year of our Lord two thousand ten, and of the Independence of the United States of America the two hundred and thirty-fifth.

BARACK OBAMA

Courtesy of the White House, Aug. 27, 2010

- **Cyber scams continue to victimize**

In recognition of the upcoming Oregon FEB and FEMA Region X cyber security continuity exercise, "Resilient Accord Oregon 2010," below is an excerpt from the FBI Portland Field Office "Be Crime Smart" section of their website:

The IC3 (Internet Crime Complaint Center) continues to receive reports of individuals' e-mail or social networking accounts being compromised and used in a social engineering scam to swindle consumers out of thousands of dollars. Portraying to be the victim, the hacker uses the victim's account to send a notice to their contacts. The notice claims the victim is in immediate need of money due to being robbed of their credit cards, passport, money, and cell phone; leaving them stranded in London or some other location. Some claim they only have a few days to pay their hotel bill and promise to reimburse upon their return home. A sense of urgency to help their friend/contact may cause the recipient to fail to validate the claim, increasing the likelihood of them falling for this scam.

If you receive a similar notice and are not sure it is a scam, always verify the information before sending any money.

If you have been a victim of this type of scam or any other cyber crime, you can report it to the IC3 website at www.IC3.gov. The IC3 complaint database links complaints for potential referral to the appropriate law enforcement agency for case consideration. Complaint information is also used to identify emerging trends and patterns.

Courtesy of the Federal Bureau of Investigation, July 2010

CALENDAR OF EVENTS

SEPTEMBER			
1st	Shared Neutrals Board Meeting	9:30 - 11:30 am	Location: Portland Building 1120 SW 5th Ave., 12th Fl., Portland, OR 97204
8th-9th	FERS Retirement & Estate Planning Seminar	8:30 am - 4:00 pm 8:30 am - 12:00 pm	Location: Portland Building 1120 SW 5th Ave., Conf. Rm. C, Portland 97204 Cost: \$125 Feds, \$75 Non-Fed Spouses.
9th	"Resilient Accord Oregon 2010" Cyber Security Tabletop	9:00 am - 3:00 pm	Location: Red Lion Hotel-Convention Center, 1021 NE Grand Avenue, Portland, Oregon 97232 Cost: \$25 per person, includes buffet lunch
14th	CFC Coordinator Training	9:30 am – 12:00 pm	Location: 620 SW Main St, Portland Courtroom 62
15th	CFC Coordinator Training	9:30 am – 12:00 pm	Location: Federal Highway Administration 610 E. 5th Street, Vancouver, WA 98661
21st	CFC Coordinator Training	9:30 am – 12:00 pm	Location: 620 SW Main St, Portland Courtroom 62
23rd	CFC Coordinator Training	9:30 am – 12:00 pm	Location: United Way of the Columbia-Willamette 619 SW 11th Ave., Portland, OR 97205
OCTOBER			
1st	Pacific Northwest CFC Kick-off	All Day	Location: 37 counties in Oregon and SW Wash.
7th	Oregon FEB Policy Committee	1:30 - 3:00 pm	Location: Bonneville Power Administration 905 NE 9th Street, Portland, OR 97232
21st	Oregon & SW Washington Crisis Continuity Coalition (C3)	10 am - 12 pm	Location: Army Corps of Engineers, Portland Dist. 333 SW 1st., 10th Fl., Portland, OR 97201
NOVEMBER			
3rd	Shared Neutrals Board Meeting	9:30 - 11:30 am	Location: TBD
9th-10th	CSRS Retirement & Estate Planning Seminar	8:30 am - 4:00 pm 8:30 am - 12:00 pm	Location: Gus Solomon Courthouse 620 SW Main Street, Courtroom 61, Portland 97205 Cost: \$125 Feds, \$75 Non-Fed Spouses.

Registration info for all classes: www.oregonfeb.us

Labor Day: How it Came About; What it Means

Labor Day, the first Monday in September, is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country.

More than 100 years after the first Labor Day observance, there is still some doubt as to who first proposed the holiday. Some records show that Peter J. McGuire, general secretary of the Brotherhood of Carpenters and Joiners and a cofounder of the American Federation of Labor, was first in suggesting a day to honor those "who from rude nature have delved and carved all the grandeur we behold."

Many believe that Matthew Maguire, a machinist, not Peter McGuire, founded the holiday. Recent research seems to support the contention that Matthew Maguire, later the secretary of Local 344 of the International Association of Machinists in Paterson, N.J., proposed the holiday in 1882 while serving as secretary of the Central Labor Union in New York. What is clear is that the Central Labor Union adopted a Labor Day proposal and appointed a committee to plan a demonstration and picnic.

The first Labor Day holiday was celebrated on Tuesday, September 5, 1882, in New York City. In 1884 the first Monday in September was selected as the holiday, as originally proposed, and the Central Labor Union urged similar organizations in other cities to follow the example of New York and celebrate a "workingmen's holiday" on that date. The idea spread with the growth of labor organizations, and in 1885 Labor Day was celebrated in many industrial centers of the country.

Courtesy of [The U.S. Department of Labor](http://www.bls.gov)

COMMITTEE REPORTS

Committee	Latest Developments	Next Meeting, Contact(s)
Policy	The next meeting will be held Oct. 7th, and will include the swearing in of FY2011 officers and a review of the Oregon FEB's fiscal year operating plan.	Next Mtg: Oct. 7, 1:30 pm <u>Ron Johnson</u> , 503-326-2060 <u>David Ferguson</u> , 503-889-3070
Combined Federal Campaign	Steve Papp, CFC Administrative Manager, is leading the training of CFC Coordinators throughout the month of September, in preparation for the launch of the local campaign in October.	Next Mtg: Sept. 20, 1:00 pm <u>Ron Johnson</u> , 503-326-2060 <u>Jeff Sargent</u> , 503-326-3030
Crisis Continuity Coalition (C3)	The committee met last month and featured FBI Special Agent Phil Slinkard, who presented the realities of cyber security threats. This month features the annual tabletop exercise on September 9th, which also focuses on cyber security.	Next Mtg: Oct. 21, 10:00 am <u>Dan Des Rochers</u> , 503-889-2206 <u>Gail Dreckman</u> , 503-230-3778
Shared Neutrals/ADR	The Committee is negotiating with the regional OSHA office to consider handling whistleblower cases in Oregon. They are also working with community mediators affiliated with CMS of Vancouver to find another channel through which they can continue serving our program.	Next Mtg: Nov. 3, 9:30 am <u>Kyle Huddleston</u> , 541-225-6348 <u>Trent Stewart</u> , 503-273-5230

FY 2010 Oregon FEB Policy Committee	Oregon FEB Committees & Chairs
<p>Chair David Ferguson, DHS/Transportation Security Admin.</p> <p>Vice-Chair Clara Conner, Federal Highway Admin., Vancouver</p> <p>At-Large Luke Arant, General Services Administration Rex Cray, Veteran Affairs General Counsel Dan Des Rochers, DHS/Transportation Security Admin. Gail Dreckman, Bonneville Power Administration Roy Fox, Bonneville Power Administration Cmdr. Layne Frambes, DHS/Federal Protective Service Carol Maartense, Social Security Administration, Eugene Cynthia Maltzberger, DHS/Customs & Border Protection Col. Steven R. Miles, Army Corps of Engineers, Portland Dist. Lisa Pozzebon, Veterans Affairs Regional Office Andy Smith, Bureau of Land Management Joyce Sullivan, Social Security Administration, Portland Lynn Voigt, Farm Service Agency Frederick White, Portland VA Medical Center</p>	<p>2010 Combined Federal Campaign Cynthia Maltzberger, DHS-Customs & Border Protection</p> <p>Oregon & SW Washington Crisis Continuity Coalition Dan Des Rochers, DHS/Transportation Security Admin. Gail Dreckman, Bonneville Power Administration</p> <p>Shared Neutrals/Alternative Dispute Resolution Trent Stewart, Portland VA Medical Center</p>
	Oregon FEB Staff
	<p>Ron Johnson, Executive Director: rjohnson@pcez.com, 503-326-2060</p> <p>Jeff Sargent, Management Analyst: jsargent@pcez.com, 503-326-3030</p> <p>620 SW Main Street, Suite 330, Portland, Oregon 97205 Ph: 503-326-3010 Fax: 503-326-2070</p> <p>www.oregonfeb.us</p>



Suggestion Box

If you have any ideas on content you'd like to see in this newsletter or how to improve it, send your suggestions to Jeff Sargent, at jsargent@pcez.com. Thank you!