



Derby City Pacesetter

Derby City Chapter, FEW, #082, Louisville, Kentucky

Anne Ramsey, Editor

<http://fewderbycity.org>

Jan/Feb 2019

"Put FEW to Work for You"

*January 21 is Martin Luther King, Jr. Day
February is Black History Month
February is Domestic Violence Month
February 18 is President's Day*

President's Message

No president's message this time due to the Government shutdown.

FEW Monthly Meeting Info

Thursday, January 17, 2019, 5:30 p.m.
Location: Mimi's, 615 S. Hurstbourne Parkway,
Louisville, Kentucky
Speaker: Aretha Wilkerson
Program: Mentoring

Thursday, February 21, 2019, 5:30 p.m.
Location: Mimi's, 615 S. Hurstbourne Parkway,
Louisville, Kentucky
Speaker: No information

Reservations Requested – Call Laura Dillander,
lsdillanderfew@yahoo.com.

2018 – 2019 Chapter Officers and Committees

President – Aretha Wilkerson
1st Vice President – Laura Dillander
2nd Vice President – Cherie Hinkle
Secretary – Anita Stringer
Treasurer – Becky Giles

Audit – Susan Janssen/Angela Feldman-Harkins
Community Involvement – Ruth Kruer
Diversity – Nancy Neviett Stagner
Training & Scholarships – Paula Thompson
Publicity – Donna Walker
Budget & Finance – Cherie Hinkle
Membership – Lauralee Northington
Programs – Laura Dillander
Bylaws – Anita Stringer
Compliance – Mary Lou Andres
Legislative – Carol Dawson
Newsletter – Anne Ramsey plus all Officers and Committee
Chairs
Mentoring – Aretha Wilkerson
Parliamentarian – Esther Thomas

Regular meetings are the third Thursday of each month.

All meetings are held at Mimi's Café, 615 S. Hurstbourne Parkway, Louisville, Kentucky.

January 17, 2019
February 21, 2019
March 21, 2019
April 18, 2019
May 16, 2019
June 20, 2019
July 18, 2019
August 15, 2019
September 19, 2019
October 17, 2019
November 21, 2019
December (Christmas Party to be determined)

If you are interested in serving on any Committee or would like information about any Committee, please contact Aretha Wilkerson, 812-218-3344 or 502-415-8485, or Aretha.g.wilkerson@census.gov.

Member News



Aretha Wilkerson's daughter graduated college on December 18 with a major in Chemistry and a minor in Spanish.



If you have any questions or need help with updating your membership to Lifetime or Diamond, contact your membership chair, Lauralee Northington at LLNorthington@bellsouth.net.

If you have news about yourself or another member to share, please let me know. Send information to anneramsey@bellsouth.net.

Summary of November Meeting

By Anne Ramsey, Editor



Aretha Wilkerson and Susan Horne

Susan Horne from Blue Cross/Blue Shield was our speaker at the November meeting. Susan went over the changes in their dental and vision programs as well as the health plans. FEP Blue Focus is a new program designed for younger workers with little health care needs. She reminded everyone that if you have the Basic plan and also have Medicare, you are eligible for a \$600 reimbursement for Medicare Part B again this year. Most prescriptions for Standard and Basic are covered, but Blue Focus is more restrictive. Acupuncture services now count the same as office visits. She reminded

everyone to fill out the Blue Health Assessment. You can receive \$50 a year toward services.

December Christmas Party

The Derby City Chapter held their Christmas Party on Thursday, December 6 by attending a sold out performance of Irving Berlin's Holiday Inn at Derby Dinner Playhouse. The production was terrific and everyone in attendance had a great time.

Derby City Retreat

By Anne Ramsey, Editor

The annual Derby City Chapter retreat was held on November 9-11, 2018, at Patoka Lake.

Committee Chairs were appointed; Program topics for the whole year were discussed. Meeting dates were set. The Chapter tri-fold was reviewed and the budget was set to be approved by the membership. Fundraisers and training was also discussed.



1st Row: Laura Dillander, Lauralee Northington, Cherie Hinkle, Esther Thomas; 2nd Row: Paula Thompson, Becky Giles, Anita Stringer, Aretha Wilkerson, Anne Ramsey, And Mary Lou Andres

Compliance Committee

By, Carol Dawson, Former Legislative Chair

As Chair of the Derby City FEW Chapter Compliance Committee, I will try to regularly update you on EEO and other compliance issues that may impact you or others within the federal government (so you can share). If you have any questions, contact me at Cdawson@eeoguidance.com – be sure to indicate it is FEW Derby City Business (I get a lot of junk mail and move through it quickly).

EEOC Statement on Joint Memorandum on Disability Self-Identification

The U.S. Equal Employment Opportunity Commission (EEOC) has entered into a joint memorandum with the U.S. Office of Personnel Management (OPM) to all federal Chief Human Capital Officers. The joint memorandum highlights revisions to OPM's SF-256 Self-Identification of Disability Form. The revised SF-256 was designed to assist federal agencies in increasing the employment of people with disabilities and particularly employees with targeted or severe disabilities. **The revisions make it easier for employees with disabilities to self-identify during on-boarding or when their disability status changes during their career. The revisions also simplify the terminology within the form, better define the medical conditions listed, and allow employees to indicate they have a disability without having to specify their medical diagnosis.**

Notice of Religious Discrimination Lawsuit Against United Parcel Service, Inc. (UPS)

While this is not a federal lawsuit, it could impact decisions made by some federal agencies:

The EEOC **has sued UPS** alleging that UPS violated Title VII of the Civil Rights Act of 1964 (Title VII) by discriminating against current and former applicants and employees across the country whose religious beliefs or practices conflict with UPS's Appearance Policy.

Specifically, the EEOC alleges that UPS:

- failed to hire applicants who maintain a beard or long hair based on their religious beliefs;
- failed to accommodate employees who maintain a beard or long hair based on their religious beliefs or unreasonably delayed the religious accommodation process;
- failed to promote employees who maintain a beard or long hair based on their religious beliefs; and

- Otherwise discriminated against employees who maintain a beard or long hair for religious reasons with respect to the terms and conditions of their employment.

If you (or anyone you know) applied for employment or worked at UPS between **January 1, 2005, and the present** and think you may have been discriminated against on the basis of religion, please contact the EEOC toll free at: **1-833-727-6581**

Or by e-mail at:

UPS-RELIGION.LAWSUIT@EEOC.GOV

Please do not contact this dedicated phone number or e-mail address unless you (or someone you know) (1) applied for or worked at UPS, and (2) maintain a beard or long hair in accordance with your religious beliefs, or if you have any information that may be relevant or helpful to this suit.

We wrote – and they listened! The process does work if we participate.

Sexual Harassment legislation reforms the broken dispute resolution process, protects workers, and holds Members of Congress accountable

By Carol Dawson, Legislative Chair

FEW asked our members to contact their representatives and many of you did. If you reached out – thank you. If you didn't, please pay attention to how the process of contacting your representatives can truly make a difference (if enough people step up). This is what we accomplished by voicing our support to holding Member of Congress accountable for sexual and other types of harassment:

A bipartisan legislation to reform the process to pursue claims of sexual harassment or other workplace discrimination, submitted by U.S. Senators Roy Blunt (Mo.) and Amy Klobuchar (Minn.), the Chair and Ranking Member of the Senate Rules Committee is headed to the oval office for approval. The final text of the bipartisan legislation was agreed upon by leaders in the Senate and House of Representatives and passed both chambers with strong bipartisan support. The legislation would reform the dispute resolution process, protect workers, increase transparency and hold Members of Congress accountable.

This legislation will change how harassment claims are handled in Congress. The legislation would:

- *Hold Members of Congress personally liable by pay for awards and settlements stemming from acts of harassment and related retaliation they personally commit, including Members who leave office.*
- *Eliminate the required 30-day “counseling” period, the required 30-day mediation phase, and the 30-day “cooling off” period.*
- *Provide employees with access to a dedicated advocate who will provide consultation and assistance regarding proceedings before the Office of Compliance.*
- *Require public reporting of awards and settlements, including identifying if a Member of Congress was personally liable.*
- *Require awards or settlements to be automatically referred to the Committee on Ethics for claims against Members of Congress and senior staff.*
- *Extend protections under the Congressional Accountability Act to unpaid staff, including interns, detailees and fellows, and other Legislative Branch staff.*
- *Provide opportunities for employees to work remotely or request paid leave without fear of retribution.*
- *Require a survey of staff each Congress to examine the workplace culture on Capitol Hill.*
- *Provide additional support for state, district and regional Legislative Branch staff to ensure they have the same access to Office of Compliance resources, training opportunities, guidance and advice as Washington D.C. based legislative branch workers.*
- *Require the Office of Compliance to establish an electronic system for taking in claims by victims, tracking those claims throughout the process, and generating reports on various details of claims.*

Legislative Issues

By Mary Lou Andres, Former Legislative Chair

Everyone should have recently received an email from FEW National President Karen Rainey concerning an update on sexual harassment and discrimination legislation.

The House and Senate recently passed new legislation overhauling the process for handling sexual harassment claims

on Capitol Hill, one day after the announcement of a joint agreement on the measure. The legislation was sent to the White House for the President’s signature.

Read the Bill Text Here: [[HarassmentBillTextS37491.pdf](#)]

Senate Rules and Administration Chairman Roy Blunt of Missouri led the passage of the bill, by unanimous consent. Blunt worked with the panel's ranking member, Sen. Amy Klobuchar, D-Minn., along with party leaders and several House members on the deal. The final legislation was introduced earlier in the day on Thursday.

"While this compromise with the Senate is a good first step, House Republicans and Democrats remain committed to working in a bipartisan manner to address outstanding issues in the 116th Congress, including passing legislation which holds Members personally liable for discrimination, reauthorizing the Employee Advocate, and strengthening our workplace rights and responsibilities education program," said House Administration Committee Chairman Greg Harper, Robert Brady, Paul D. Ryan, Nancy Pelosi, Bradley Byrne and Jackie Speier in a statement Wednesday December 12, 2018.

It's time to stay ENGAGED - you are making a difference! Go to www.few.org and under the Legislative tab select the Engage feature to send a message to your congressional representatives concerning the Equal Pay Act.

Federally Employed Women (FEW) National Awards And Scholarships

FEW offers three Scholarships to deserving members and their qualifying family members. They include the 2019 National Training Program (NTP) Scholarship, the NTP Retiree’s Scholarship, and the Daisy Fields’ Collegiate Scholarship to qualifying family members to attend a college or a university of their choice.

The National Policies and Procedures Manual (NPPM) Section IV, provides comprehensive guidance and the rating criteria(s) for scholarships.

Now is the time to soar to new heights by submitting your scholarship application from March 7 – April 7, 2019.

For additional information contact Ms. Evette Maynard-Noel, FEW’s National Scholarship Chair, at scholarships@few.org for information on FEW’s National Scholarships.

Federal Employee Education and Assistance Fund 2019 Scholarships

FEEA has launched of their 2019 FEEA scholarship application! You can learn more about the program and get the link to the application at www.feea.org/scholarships. Final deadline for submitting scholarship applications is **Monday, March 25, 2019, at 3:00 p.m. EDT**.

FEDERALLY EMPLOYED WOMEN 2019 SOUTHEAST REGIONAL TRAINING PROGRAM

"Cultivating The Next Generation"

May 2-4, 2019

Double Tree by Hilton Atlanta Northlake
4156 LaVista Road
Tucker, GA 30084

Registration packages for the RTP are now out. If you have not received one and want one, please let Anne Ramsey know and I'll forward one to you. Contact me at anneramsey@bellsouth.net.

- Leadership Development
- Training Design and Development
- Career Development
- Learning Measurement and Analytics
- Learning Technologies

In just one week, the NTP will offer attendees important networking opportunities and invaluable training opportunities that meet the Office of Personnel Management's Senior Executive Service, Executive Core Qualifications (Leading Change, Leading People, Results Driven, Business Acumen, and Building Coalitions) and the underlying fundamental core competencies. So, reserve your seat to attend the 2019 NTP.

Visit training-education at www.few.org to keep informed of the latest news about training courses, registration and recognition programs at FEW's 50th NTP. If you have additional questions, contact our 2019 National Training Program Chair, Naomi Bell at NTPChair2019@few.org.

NARFE News

By Dorsey Kozarovich

For those affected by the OPM data breach in 2015, coverage is expected to run out by the end of 2018. Services with ID Experts (MyIDCare) for those impacted by the 2015 cybersecurity incidents have been extended until June 30, 2019, at no cost. You will continue to receive government-sponsored coverage from ID Experts at no cost to you for an additional six months. OPM is working to secure continued coverage until 2026.

Do you have military and federal service? NARFE is sponsoring a webinar on how to maximize your retirement benefits on January 10, 2019, 2:00 p.m. with the head of the NARFE Federal Benefits Institute. Sign up at NARFE.org.



This year, 2019, will usher in a momentous milestone in Federally Employed Women's (FEW) history – 50 years of hosting the National Training Program (NTP). This comprehensive training program, open to all federal employees nationwide, will be held in the birthplace of American independence, Philadelphia, Pennsylvania, July 22 – 26, 2019, at the Philadelphia Marriott Downtown Hotel. Our theme for the 2019 NTP is "*Commemorating Fifty Years of Training: Encourage, Empower and Elevate.*"

FEW's NTP remains *by far* the best value for federal employees' dollar and training needs. The NTP remains committed to federal government training, education and lifelong learning. NTP workshops focus on:

New Fraud Scams

By Mary Lou Andres

In 2018 the Social Security Administration (SSA) released information concerning a new scam where scammers are calling purporting to be from the SSA asking for personal information to prevent your money from being cut off. If you

receive such a call, you should report it to the Office of the Inspector General, SSA by calling 1-800-269-0271 or by going to their website www.oig.ssa.gov/report.

The American Association of Retired Persons (AARP) recently reported another scam involving callers targeting older Americans with false promises to build a money-making website. Go to www.aarp.org to learn more about fraud prevention.

News & Views

Our latest issue of News & Views is now available. We will continue to strive to provide a behind the scenes look at Federally Employed Women's (FEW) National, Region and Chapter levels and the activities they conduct to support FEW's mission and to engage with our sponsors and partners. In addition, we hope everyone can use the newsletter as a marketing tool when recruiting new members, reaching out to potential sponsors and when conducting agency visits.

To view News & Views online, click <https://www.few.org/newscenter/news-views/>. If you would like to provide feedback, please send to few@few.org.

Up Coming Events

✓March 10-13, 2019 – NARFE Legislative Training Conference, LEGcon19; Hilton Alexandria Mark Center, Alexandria, Virginia. Information: www.NARFE.org/LEGcon19.

✓May 2-4, 2019 – Southeast Region Training Program; Doubletree Hotel, Tucker, Georgia “Cultivating the Next Generation.”

✓July 22-26, 2019 – FEW National Training Program; Philadelphia, Pennsylvania

Deadline for articles for the next issue of the Pacesetter is February 25, 2019.

The Pacesetter is published bi-monthly as a means of sharing the many issues of interest to all FEW members and potential members. Articles are welcome from all sources. The editor reserves the right to edit for space requirements. The published views do not necessarily reflect the organization's stand or that of any particular person except as stated in the article. Send any articles or ideas to Anne Ramsey, Editor. Phone: 502-451-2127. E-mail: anneramsey@bellsouth.net.

* Stars indicate required fields



Membership Application and Renewal

Please mail this application and a \$45 check to: **Federally Employed Women**
P.O. Box 75551
Baltimore, MD 21275-5551

* Member Type	(Check one)	Member ID	Gender
New Member	<input type="checkbox"/>	(N/A for New Members)	Male <input type="checkbox"/>
Renewal	<input type="checkbox"/>	ID: _____	Female <input type="checkbox"/>
Former Member	<input type="checkbox"/>	ID: _____	

* First Name:		* Home Address	
* Last Name:		Line 2	
* Daytime Phone:	() -	Line 3	
* Evening Phone:	() -	* City	
Email Preference	Home / Work	* State / Zip	/ -
Home Email:			
Work Email:			

Employment Demographics

Department/Agency or Private Company _____

Pay Class	Pay Grade	Employment	Race	FWP/EEO
GS	GS 1-4	Federal	American Indian	FWP Full Time
ES	GS 5-8	State	Asian/Pacific	FWP Part Time
GM	GS 9-12	Local	Black	EEO
SES	GS 13-15	Private	Hispanic	Other
WG		Retired	Caucasian	Not Applicable
Other		Unemployed	Other	
Job Series Number			Service Comp Date	
Referred / Recruited by:				

Chapter Selection (REQUIRED FIELD)	
Check # (Required)	

I heard of FEW from: (select ONE please)

Chapter Meetings / Programs	Blacks in Government	Internet Search
Member Referral	FAPAC Conference	Friend
National Training Program	IMAGE Conference	Co-Worker
Regional Training Program	SAIGE Conference	Other

Please mail only applications and checks to the lockbox. The lockbox is not for general correspondence.
For information about Federally Employed Women (FEW) or to join online, please visit: <http://www.few.org>

Please note:

- Annual membership dues are \$45 total.
- Eligibility for Chapter membership is contingent on National membership.
- No refunds will be made after an application has been received in the lockbox.
- Contributions or gifts to FEW are not deductible as charitable contributions for federal income tax purposes.