



MAY 6, 2013



"Re-create yourself by forging a new identity, one that commands attention and never bores the audience." Law 46 of Robert Green's 48 Laws of Power

May 5-11, 2013 is Public Service Recognition Week, a week that honors the commitment and dedication of our nation's public servants. But, with pay freezes, furloughs, and negative rhetoric about government employees, its sometimes difficult to feel a sense of honor. Despite it all though, I am still a proud public servant and I hope you are, too.

Nevertheless, just as our government agencies seek to re-define their processes in order to minimize the effects of the sequester, we too should be seeking to re-create ourselves. That might be exactly what's needed to move you to the top of the list when that next opportunity presents itself. Of course, how to do that becomes the question especially since we've all heard the saying "you never get a second chance, to make a first impression." But, let's not short change the impact that second, third, and even fourth impressions can have, especially with focused attention on enhancing your image.

Here are a few tips:

1. Request additional responsibilities before seeking your next promotion. Show that you are a team player and prepare yourself for the next level at the same time.
2. Balance advocacy of your ideas and positions with inquiry into the concerns and ideas of others. Doing so will help you build rapport and mutual support with your colleagues.
3. Avoid negative communications and negative associations. Experience shows that employees who take the higher road and become problem solvers instead of part of the problem will be the ones to come out ahead.
4. Consider whether you're still giving your all to your job just as you did when you first got hired. We all have days when we slack off but that shouldn't be the norm. Besides, being busy makes the day go faster and the work more interesting.
5. If you don't like your job, stop talking about it and do something about it. The first four tips might help with that but you should also and make a list of concrete actions you can take to address your specific situation that might make your job more enjoyable.

Shirley A. Jones, Esq.

RXIC President

Disclaimer: *The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.*



RXI BLACKS IN GOVERNMENT



Notice of May Region XI Council Meeting May 11, 2013 10:00 a.m.

We look forward to seeing each of you this Saturday, May 11, 2013, in our regular meeting room at the NOAA headquarters in Silver Spring, MD, as we continue our Regional Representatives and Officer Leadership Training sponsored by our Programs and Education Committee and as we begin our three part "One BIG, One Voice" training sponsored by our Marketing and Strategic Planning Committee. So, in addition to the Honorable Gerald Reed, one of our former National Presidents, giving us valuable insights on our organization's history and organizational structure, Jesse Sharpe and Nikke Ashe, from our Marketing and Strategic Planning Committee will provide training on how to create a BIG webpage and the importance and use of social media to spread the word about BIG events and programs. And, of course, we will also discuss other important matters before the Council as well as upcoming Regional events like our Regional Training Conference in May at the Voice of American building in DC as well as our 3rd Annual White Party at the Elks Lodge in Temple Hills, MD, and our Annual Youth Program both in June. Last, but definitely not least, we haven't forgotten that it's Mother's Day weekend so we will have a special Mother's Day raffle with fabulous prizes.

The address for NOAA is 1325 East-West Highway, Silver Spring, Maryland, 2nd floor conference room. As always, please bring your government identification for ease of entry into the building. And, because we do value your time and appreciate the commitment that you have shown to the Region, we plan to start promptly at 10:00 a.m. and move expeditiously through this very full agenda.

All BIG members and prospective members are welcome to attend. We hope to see you there!

May is Membership Month



We are monitoring the chapters to determine which chapter will bring in the most members during the month of May!

Note: *new members are those who have joined for the first time, and were not previous members who have renewed.*

Disclaimer: *The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.*



Scholarship Notification

Shawn Carter Scholarship Foundation

APPLICATION DEADLINE: May 31, 2013

Eligibility Requirements

Qualified applicants must be a high school senior, college student, and/or between the ages of 18-25, pursuing studies at a vocational or trade school. All applicants must be a US Citizen and complete the **on-line application** no later than the published deadline **date**, which is May 31, 2013.

The Shawn Carter Scholarship Foundation is unique in that it offers scholarships to single mothers, children who attend alternative schools, students who have earned a GED, students with grade point averages of 2.0 and students who have previously been incarcerated, etc. but desire a higher educational opportunity. This group is generally not the recipients of college scholarships and is typically ignored by the Board of Education.

The Shawn Carter Foundation offers scholarship opportunities to any under-served student across the United States who desires a higher education. A key question asked by the Foundation is: What are your plans to give back to the community?.

On-line application is available at: <http://www.shawncartersf.com/apply/>

This scholarship is open to the public. Please apply before the deadline May 31, 2013. Thanks

Retired Members Chapter Scholarship

The Retired Members Chapter is pleased to announce our scholarship for BIG members and/or immediate family members who have been working for a minimum of 10 years and who are looking for a venue to enhance their higher education. PLEASE NOTE THIS SCHOLARSHIP IS NOT FOR 2013 HIGH SCHOOL GRADUATES.

Two full scholarships will be given away this year. One full scholarship will be given for an undergraduate Degree and one full scholarship for someone interested in receiving a Masters Degree. If there are questions regarding the scholarships, please feel free to contact me at (301) 609-2049 or send an email to Cashwell83@aol.com.

Follow us on our website at www.bigxirmc.org or on Facebook at www.facebook.com/ BIG Retired Members Chapter.

Disclaimer: *The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.*



2013 Regional XI Regional Training Conference (RTC)

*"Success and Sustainability: Retooling
and Refocusing in a Changing
Government Workforce"*

**Saturday, May 18, 2013
10:00am - 4:00pm**

Voice of America - Cohen Building
330 Independence Avenue, S.W.
Washington, DC 20202

Registration will begin at 9:00 am

TRAINING TRACKS

- Career Development & Emerging Leaders
- Equal Employment Opportunity
- Financial Management
- BIG Roles and Responsibilities



*Shirley Jones
BIG Regional XI President*



*Franklin C. Jones
Executive Director, Customs and Border Protection,
Office of Diversity and Civil Rights*



*Keynote Address
Congresswoman Eleanor Holmes Norton*



RSVP FOR REGISTRATION AND LUNCH BY COB MONDAY, MAY 13, 2013 via email at bigxirtc@bigrxl.org. Provide your complete name, agency, chapter and email. For your convenience, a free continental breakfast will be served and lunch available for \$8.00. Payment for lunch accepted by PayPal account at:
PAYPAL LINK: https://www.paypal.com/cgi-bin/webscr?cmd=_s-xclick&hosted_button_id=3SUELHAU2SQX4

This training is **FREE** and **OPEN** to all BIG Members and Prospective Members (may join onsite). **An ID is required.** Metro Blue and Orange Lines exit @ Federal Center SW Metro Stop. Metered and Garage Parking Available.

Contact: Marion Allen, Region XI Council 1st Vice President and Programs & Education Committee Chair bigxirtc@bigrxl.org.



Disclaimer: *The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.*



2013 RXIC Regional Training Conference

"Success and Sustainability: Retooling and Refocusing in a Changing Government Workforce"

The Blacks in Government Region XI Council, Programs & Education Committee will host its annual regional training conference. We invite you to attend our Regional Training Conference (RTC) on Saturday, May 18, 2013 at the Voice of America – Cohen Building located at 330 Independence Avenue, SW, Washington, D.C. beginning at 10:00 a.m. The keynote speaker is the Honorable Congresswoman Eleanor Holmes Norton. Accordingly, the training will offer valuable career development, EEO, and financial planning sessions. Importantly, the conference will provide valuable, local training to our members and prospective members free of cost (with a minimal charge to those who wish to purchase lunch for \$8.00). ***Advance Registration is required by Monday, May 11, 2013 at bigrxirtc@bigrxi.org or www.bigrxi.org.***

TRAINING TRACKS

Career Development – Ms. Valerie Ramos, Upscale Resume Services
Individual Development Plans
Resume Writing Skills

Equal Employee Opportunity (EEO)

"The Proper Role of an Agency EEO Office" – Ms. Sandra Adams, EEO Specialist, Equal Employee Opportunity Commission

"Navigating Beyond Traditional EEO to a More Strategic Approach to Utilizing our Diversity" – Mr. Anselm Beach, Chief Diversity Officer, Veterans Affairs Medical Center

Financial Management – (Global Life Insurance Company, FCPC)

Retirement Cliff

BIG Roles and Responsibilities – Regional Directors

Regional Director Training (Vacancy opening in August 2013)

Opening Plenary Key Address – Congresswoman Eleanor Holmes Norton

Focus: Protecting Federal Pay and Benefits

Closing Plenary – Mr. Franklin C. Jones, Executive Director, Customs and Border Protection, Office of Diversity and Civil Rights – *Focus: Diversity and Inclusion in the Federal Workforce*

Submitted by:

Marion O. Allen

RXIC 1st Vice President

P&E Committee Chair

Email: bigrxirtc@bigrxi.org

Disclaimer: *The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.*



The Center for Alternative Dispute Resolution

2013 Annual Conference

"Managing Conflict and Removing Barriers to Collaborative Decision Making"

Pre-Conference: June 12, 2013

Conference: June 13-14, 2013

Greenbelt, MD

Led by a diversified faculty of business, government and academic experts, the conference offers more than 40 presentations that provide public and private sector dispute resolution professionals with the latest information on ADR skills, concepts, and strategies.

This year's plenary speakers are:

Kurt L. Schmoke, Vice President and General Counsel
Howard University and Former Mayor of Baltimore City

Mary Anne Gibbons, Executive Vice President and General Counsel
US Postal Service

Fred Tutman, Patuxent Riverkeeper and **Don Edwards**, Justice and Sustainability Associates, LLC

Aakif Ahmad, Co-Founder and Chief Operating Officer and
Laura Perrault, Director of Operations, Convergence Center for Policy Resolution

Conference Co-Operating Sponsors (as of this posting)

Center for Conflict Resolution at Salisbury University
Cooperative Consortium for Dispute Resolution
Federal Mediation and Conciliation Service
Howard County Office of Human Rights
Intelec Intl Consulting Group
International Academy of Mediators
Justice and Sustainability Associates, LLC
Maryland Chapter of the Association for Conflict Resolution
Maryland DNR's Workplace Mediation Program
Maryland Mediation and Conflict Resolution Office
Maryland Program for Mediator Excellence (*Pre-Conference Co-Operating Sponsor*)
National Center for Dispute Settlement
Office of Diversity Education & Compliance, University of Maryland, College Park
Ombudsman & Mediation Services
Society of Federal Labor & Employee Relations Professionals

The Center is currently accepting registrations for its 2013 Annual Conference. Please visit www.natlctr4adr.org to download the printed brochure and registration form.

Questions: Contact the Center at (301) 313-0800. **Early Bird Rate Expires: May 10, 2013!!!**

Disclaimer: *The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.*



RXI BLACKS IN GOVERNMENT



GOVERNMENT OF THE DISTRICT OF COLUMBIA
Executive Office of the Mayor



Office of Veterans Affairs

PRESS RELEASE

FOR IMMEDIATE RELEASE: April 24, 2013

CONTACT PERSON: Barbara Pittman 202.724.5454; barbara.pittman@dc.gov

OVA Announces Employment Opportunities for Veterans...

“Hiring” Fair

“Not Just Another Job Fair”

(WASHINGTON, D.C.) – As part of Military Appreciation Month, the D.C. Mayor’s Office of Veterans Affairs, in conjunction with the Douglas Memorial United Methodist Church, will be sponsoring a **Veterans Professional Development Day** and **Hiring Fair**. Veterans will participate in a two-part event taking place at **Douglas Memorial United Methodist Church, 800 11th St NE, Washington, DC 20002**.

May 11, 2013
11:00AM-3:00PM

The **Veterans Professional Development Day** will highlight resources and facilitate employment-related workshops, which will enhance Veterans’ job search skills in preparation of the Hiring Fair. A Career Closet will offer Veterans **free** professional business attire. In addition, resource agencies such as the Department of Employment Services, the Department of Veterans Affairs, and the Washington D.C. Vet Center will be available on-site.

May 18, 2013
11:00AM-3:00PM

The **Veterans Hiring Fair** will feature Employers such as the DC Federal Credit Union, Wal-Mart, Home Depot, WMATA, KRA, First Command, RSI Logistics, Volunteers of America, and many more. Our Supportive Community Partnerships are: Concerned Black Men, Heroes Place, Visionary Consulting Partners, Disabled American Veterans (DAV), and America Works.

*** Lunch will be provided on both days. ***

Veterans and Employers can “**Register for these events**” utilizing the link below:

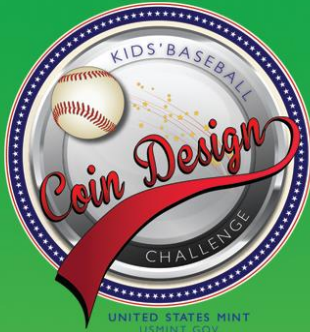
<http://events.constantcontact.com/register/event?llr=kd4qmnab&oeidk=a07e78yf52i53df8a34>

###

Follow the OVA on Facebook!

Follow the OVA on Facebook at <https://www.facebook.com/pages/Washington-DC-Mayors-Office-of-Veterans-Affairs/193189384026015>

Disclaimer: *The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.*



Batter Up!

Home runs, hot dogs, catching fly balls – what do YOU like best about baseball? Put your passion into play by entering your design. You could win a prize from the United States Mint!

What

Create a coin design that captures the theme "What's Great About Baseball." You may use any medium – pencil, pen, markers, paint or design software.

How

Visit www.usmint.gov/kids/kidsbatterup with your parent/guardian to enter your design.

Prizes

There will be 15 winners. The grand prize winner in each age bracket will receive a National Baseball Hall of Fame \$1 Silver Commemorative Coin! The four runners-up in each age bracket will receive a clad version of the coin.



UNITED STATES MINT

www.usmint.gov



UNITED STATES MINT

Disclaimer: The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.



“Ask the Lawyer”

by Neil A.G. McPhie, Esq.

Q. I had to take FMLA leave for 12 weeks to care for my son. Ever since I’ve returned my supervisor has been steering work away from me. Can he do that?

A. Likely not. The Family Medical Leave Act provides that a federal employee who takes up to 12 work weeks of leave to care for a spouse, son, daughter, or parent should “be restored by the employer to the position of employment held by the employee when the leave commenced.” Alternatively, he or she should “be restored to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment.”

Case law interpreting whether a position is sufficiently “equivalent” has held that an employee's new position must be “virtually identical to the employee's former position in terms of pay, benefits, and working conditions, including privileges, perquisites and status. It must involve the same or substantially similar duties and responsibilities, which must entail substantially equivalent skill, effort, responsibility, and authority,” the 5th U.S. Circuit Court of Appeals noted in *Smith v. E. Baton Rouge Parish Sch. Bd.* (2006). Further, the equivalent position must have “similar opportunities for promotion and salary increase” as well as be “equally desirable” to the employee as his or her old position. Therefore, whether or not your employer’s actions constitute a violation of the FMLA requires a determination as to whether steering work away sufficiently alters the terms and conditions of your employment.

For instance, in *Montgomery v. Maryland* (2001), the employee was offered a position as a secretary when she returned from FMLA leave. Prior to her taking leave she worked as an administrative aid. The new position did not come with a loss in benefits. However, the employee alleged that her former position was “truly administrative” while her new position consisted of “the simplest, most menial of clerical functions: answering the phone, taking messages, typing simple correspondence, and the like,” and it did not come with her own workspace. The 4th U.S. Circuit Court of Appeals held that as a matter of law, her allegations established only a minimal change in position and did not violate the FMLA.

If you have returned from FMLA to a position far different from the one you held before you took leave, contact a federal employment law attorney.

Neil McPhie is the Virginia Managing Partner for Tully Rinckey PLLC and the former chairman of the U.S. Merit Systems Protection Board. He concentrates his practice in federal sector employment and labor law and can be reached at info@fedattorney.com. To speak with an attorney call 703-525-4700.

Disclaimer: *The information contained herein is for the sole purpose of information and education. All information published online by the BIG Region XI is subject to change without notice. BIG Region XI is not responsible for errors, accuracy or use of the information contained herein.*